

**VICE-CHANCELLORS AND DECLINING UNIVERSITY EDUCATION IN
NIGERIA: A PERSPECTIVE**

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ABSTRACT

The need to unify Nigerian Universities' academic system and programmes was unequivocally led to the establishment of the Committee of Vice-Chancellors in 1962. While the intention of Committee of Vice-Chancellors was to guarantee quality and a standard academic system in Nigeria, the influx of politicians in academic regalia (some Vice-Chancellors) changed the momentum of the ultimate goals. The political academics have 'succeeded' in changing the ultimate goals of academic excellence to a parochial accumulation of wealth and destabilize the system. Their procedures of admission, employment, payment of salary, promotion of staff and development of infrastructural facilities fail to follow the due process. They positioned their cronies as Deans, Directors, Heads of Department, tender board members, contractors, etc. to seek rents or cover up their excesses. Incessant uses of siren are parts of the impunities, anomalies, or abnormalities experience by the Nigerian universities system from their Vice-Chancellors. The study, therefore, examines the state of the Nigerian universities system and the impacts of Vice-Chancellors on Nigerian universities education. Research interview, internet explorations, magazines, newspaper cut-out, books and journals were the instruments of data collection. Suggestions for better Nigerian universities education, rejuvenation and standardization were proffered.

Keywords: Committee of Vice-Chancellors, Corrupt practices, University Education, Nigeria

INTRODUCTION

Education remains a paradigm of learning, acquisition of knowledge, skills, values, beliefs and habits that guarantee better living conditions for societies. It involves discussion of issues; training, teaching and researching that take place through the guidance of moderators, instructors or self-learners (Akinkugbe, 2001). It can be delivered through a formal or informal mechanism that has formative effect on reasoning, thinking, feeling, or other acts of learning considered educative and informative. Education enhances learners' levels or powers of reasoning and judgment over issues (Akinkugbe, 2001). It is the only weapon that liberates human society from endless wants, poverty, ignorance and backwardness. It however fosters knowledge-driven by 'training pool of qualified labour force' including professionals in different fields as well as future leaders, researchers, discoveries of knowledge, transmissions of values, norms, characters and ethics as sources of social development needed for the creation of healthy societies.

In other words, university education is a primary tool for African development in this century. It would help to develop African expertise and enhance analysis of African problems by strengthening their domestic institutions that serve as models or paradigms for good governance (Okoli, 2017). Haskin (1963) higher education is a global key driver of growth and development. It engenders the creation of vital knowledge and innovation of ideas that steer sustainable development, reduction of poverty, improvement of health, enhancement of national and global prosperity or competitiveness (Annan, 1998). But the increase in the numbers of higher educational institutions from 7 in 1962 to 323 in 2012 has not necessarily led to the realization of its aim and objectives in Nigeria. The adverse effect of poor university management in Nigeria has continued to nosedive the ranking of Nigerian Universities globally and raising the questions of quality graduates (Committee of Vice- Chancellors of Nigerian Universities and Trust Africa, 2012).

However, the vice-chancellors are the principal academics and the chief executive officers of the universities. They are the public faces of the universities that have the primary

responsibility of promoting the university's goals including raising funds and building networks. They are whole-time principal academics and chairmen of universities senate, academic council, academic boards, committee of advance studies, planning, and development. They preside over the university's statutory meetings, and ensure that the university acts, statutes and ordinances are faithfully observed and fulfilled. They appoint temporary staff based on urgent needs for six months and delegated power by appointment. Unfortunately, the intention of guaranteeing quality and standard academic system in Nigeria has not been materialized due to the influx of politicians in academic regalia (some Vice-Chancellors). They have changed the ultimate goals of university education to a parochial accumulation of wealth and affected the whole system.

In Nigeria, the position of Vice-Chancellor has been commercialized and politicized. Illegal recruitments of staff, non-payment of staff salary, promotion of unqualified staff and siphoning of resources that are meant for developmental projects are their activities. They promote mediocrity through their actions. Due process is no longer their watchword but a self-aggrandizement or selfish interest that weakens the system. The use of incessant sirens and violations of human rights are parts of impunities suffered by university campuses. Virtually all the public universities' vice-chancellors are alleged of corrupt practices, and made Federal Government proposes the use of Integrated Payment and Personnel Information System (IPPIS) for payment of the federal universities staff. Meanwhile, in 1970s and 1980s, such ineptitude characters or attitudes were not common in the universities system. The bad 'eggs' among the vice-chancellors are directly or indirectly rubbishing the image of the Committee of Vice-chancellors.

All these and more raised the question of relevance of Nigerian university education to national development. The Nigeria university education, unlike its global counterparts, gives much to be desired in terms of fact findings and finding solutions to the perennial problems such as human/social insecurity. Hence, the study, therefore, examines the state of Nigerian universities education and the impacts of Nigerian vice-chancellors on university

system. Research interview, internet explorations, magazines, newspaper cut-outs, books and journals were the instruments of data collection.

Conceptual Analysis

University is a “community” of teachers and scholars referred to as people associated with knowledge, understanding, skill acquisitions, guide, corporation, etc. It comprises different units that exercise some levels of authority with the checks and balances (Committee of Vice-chancellors of Nigerian Universities and Trust Africa, 2012). It is an institution or place of research scholarly productive. For example, a university of agriculture is established to develop new methods of improving farming productivity and mechanized techniques. Other universities are worth of the names of improving the bounds of knowledge and technology through research. They engage in teaching, research and community services. They are institutions of social change, skill acquisition and development (Colish, 1997). Universities award degrees in diverse fields of studies or conferred degrees on students after a period of classes and examinations

Vice-Chancellors are responsible for the university management and leadership functions. They lead and harness its resources, guide and shape its values, build managerial team and inspire some initiatives that guarantee institutional vision and strategic fulfilment. That is, the management of university should not be personalized, opaque, alienated or autocratic in nature, but, collegial, transparent and responsive (Riaz and Haider, 2010). Its governing system must relate well with its community members and creates effigies that bring effective progress. The university management teams are high calibres of people that have economic rights, authority, moral responsibility, and motivation to lead and achieve quality education base on global practices. Good leadership role is one of the basic important features of university, which can prevent or provide solution to the institutional problems (Draft and Marcic, 2006).

In Nigerian university system, the institutions of checks and balances are unfortunately fast eroded or completely weakened. Omafume (1995) if all the men are virtuous

and rational, there would be no need for laws and state. A completely virtuous person is governed by reasoning and not by the external laws. The law was established because of imperfect and recalcitrant nature of human. To achieve the ideal university system in Nigeria, the position of Vice-Chancellor should be left or entrusted to those who are virtuous and have philosophical insights; those who are living by reasoning and philosophically guided by nature. The ideal university system is the one that its guardians are performing their functions without interference. Some Vice-Chancellors need to surrender their egos for mutual understanding and benefits of the university system. This is because good leadership evolves through intelligent initiative, agreement, mutual understanding, benefits, etc. Their leadership position is to guide and not an avenue to exploiting the followers. A supportive and effective management style results to a higher degree of contentment and greater involvement of people (Handy, 1985).

Theoretical Analysis

The structural-functionalism and strain-differential association theories were directly or indirectly explained why the universities in Nigeria are experiencing declines in the standard of education in the 21st Century. According to structural-functionalism, the quality of Nigerian university education is declining because of defectives and malfunctions of its governing institutions (social dysfunctional). That is, its structural problem is affecting its characters, functions and obtainable. Such problems occur once the rightful cultural norms and values are jettisoned. The theory avers good socio-structural system where the functional constituents guarantee the better managerial approach. It sees all the members of the university as one body that has specific functions to perform in order to move the institution forward. It asks the university management to partner with their members in achieving its sets objectives of sound educational system and quality education.

This is because the function of every member demands their contributions for a social stability that guarantees sound educational system. It categorizes their functions into inputs and outputs. In other words, a system's input is a function or matter-energy from individual to

individuals. Its output is the function of matter-energy within the system. Almond (1963) identifies the input-functions as: political socialisation, involvement, communication, interest articulation and aggregation, which are parts of the attributes of building a better social system. Its output functions include: rules making (policy making), rule application (policy implementation), adjudication (policy interpretation), progress and development.

In like manner, the system theory sees the university as a compact body with different inter-related components that made-up of many parts engaging in inter-relationship, interdependence and cooperation (Olaniyi, 2007). Pidwirny (2006) it is an assemblage of interrelated parts working together with many drives, which encompass the following attributes: (a) different parts that made-up of a component unit; (b) interactions -where changes in one component induce changes in another component; (c) mutual interaction-where changes in two components encourage changes in other components, and in the long run, inducing changes in the original component; (d) each part contributes to the survival of the whole system. For the university system to succeed; justice, respect for human rights, rule of law, protection of less privileges, political participation for all qualified members, proper promotion exercise, better service delivery, etc. need to be abound.

Vice-Chancellors and Declining University Education in Nigeria

This study identified infiltrations of some politicians in academic regalia (some Vice-Chancellors) as raising factors that undermine Nigerian university education in the 21st Century. Ekpo (2012) the petitions from the students, members of the staff, the unions and other stakeholders within the university community alleging all manners of corrupt practices and abuses of office by some principal officers revealed how rotten Nigerian university system is in this dispensation. Their abuses of the admission processes, the mis-conduct of examinations, the illegal appointments and promotion of the unqualified staff, manipulation and falsification of the academic records such as transcripts, sexual harassment and victimizations, syndicated plagiarism of the students and staff, delay or non-payment of the salary, gratuity and pension to the pensioners, and non-adherence to the bidding processes of

awards of contracts are the current features of Nigerian university collapses caused by the actions of some Vice-Chancellors (Ekpo and Okoduwa, 2012). Others are illegal accreditation of the programmes through deceptive means, running of the unapproved study centres, affiliation of the illegal programmes to some accredited schools, establishment and operation of the unapproved programmes, and consequently, running of the illegal universities.

According to ICPC Chairman – Ekpo, the preliminary investigations of this commission pointed to the utter disregard and failure of the regulatory systems to live above the board within the university system. He states that his commission is undertaken a comprehensive study and advice all Nigerian university systems to identify what could be facilitating frauds and corruptions in their institutional system. In other words, fighting of the corruption is a collective responsibility of everyone in Nigerian universities system where corruption has taken all spheres of life. The frauds in Nigerian universities include examination malpractices, cultism, sorting, impersonation, indecent dress, intimidation, lateness to work, running of illegal programmes, plagiarism, suppression of information, absenteeism, etc. Similarly, the ICPC Educational Director, Mrs. Rasheedat Okoduwa, noted that the decays in ethical and academic standards of Nigerian tertiary institutions are producing unemployable graduates, grave incompetence, and amoral employees causing disdain for Nigerian degrees in the international markets.

Okojie (2012) the university system, being an integral part of the society, cannot be insulated from the menace. The system needs to strive to uphold those values that make the civility and positive development possible initially. The ICPC and other relevant government agencies are working hard to institutionalize the functional anti-corrupt practice units in Nigerian universities. Every unit should therefore be vigilant to nip in the bud all the cases of corrupt practices in teaching, research, and community development in order to ensure required academic standards that guaranteed national development and global competitiveness. Some universities are out rightly violating the National Universities Commission regulations on admission. They violated the laid down procedures regarding the

academic briefs and master plans as well as provisions for approval by commencing the programmes that have no requisite approval. They fail to take cognizance of the good governing council constituents, and in some cases, fail to appoint the pro-chancellors based on the university laws and tradition. Meanwhile, university is a conscience of society, which all responsible societies should strive to uphold its values that make civility and positive development possible.

The National Universities Commission as a regulatory body of all degree-awarding institutions in Nigeria also claimed of taken serious measures in eradicating corruption in Nigerian universities system. But the emergence of some politicians in academic regalia (some vice-chancellors) is hindering its efforts. According to NUC, the present-day Nigerian universities are havens of corrupt practices where the corruption has become the rule of the game rather than exception. The conflicting incentives, discretionary powers, monopolistic powers, lack of transparency, low payment, and culture of impunity are parts of corruptions suffered by Nigerian universities. Cases of corrupt Pro-Chancellors and Vice-Chancellor are unfortunate situations in Nigerian universities system.

In other words, the process of appointments of Vice-Chancellors has now unfortunately corrupted to the extent that integrity and credibility are less given attention. Most of the candidates emerged as Vice-Chancellors had credibility and integrity challenges. The whole process is hardly transparent. Many of them are in one EFCC probing or the other (Dike, 2016). Many Vice-Chancellors were enmeshed in the crises of appointments of unqualified academic staff. The appointments, appraisals, and promotion committees are their cronies that disregarded the rules and regulations. According to the rules of appointment, appraisal, and promotion, for any academic staff to be promoted or appointed as professor in Nigerian university, such academic staff must have taught in university system for at least ten years and published in both local and international academic journals. But today, the promotion to the rank of professor is politicized by the Vice-Chancellors. Those who did not merit it are considered while the qualified ones are denied (Dike, 2016).

In 1960s, 1970s, and 1980s, the appointment, or promotion to the professorial cadres in Nigerian universities was purely on merit and qualification. No one lobbies the Vice-Chancellors to get promotion. There were no petitions arising from the promotion of professor. But today, the promotions of some academic staff to the ranks of professor were through politics, to the extent that students doubt some professor status in their classes. Many qualified senior lecturers remained in their ranks till retirement or salvaged by the private universities. Petitions of such cases are before the Governing Councils of many universities, Minister of Education or Federal lawmakers including the visitors.

Cases of Corrupt Practice Allegations against Some Vice-Chancellors in Nigerian Universities

The former Pro-Chancellor and Chairman of the Governing Council of Federal University of Agriculture, Abeokuta, Senator Adeyeye Ogunlewe alongside the former Vice-Chancellor, Prof. Olusola Oyewole, and Bursar, Mr. Moses Ilesanmi, were recently alleged of ₦800m financial scandals. They are facing 18-count charges bordering on conspiracy, stealing, obtaining of money by false pretenses, and abuse of the office (Economic and Financial Crimes Commission, 2016). They were also charged unresolved cases of diversion of university funds for personal use, embezzlement, mismanagement and unmerited allocation of hostel accommodation, discrimination in the allocation of staff quarters, certificate and transcript racketeering, improper use of university assets, inflation of the contracts cost, award of contracts to friends or relatives, and admission racketeering by non-staff. In Ondo State, the former Vice-Chancellor of the Federal University of Technology, Akure (FUTA), Prof. Adebisi Daramola and the Bursar, Mr. Emmanuel Oresgun, were charged of corrupt practices, frauds, and stealing of the university funds totaling ₦156m by the EFCC. The case is still on-going in the court (Abanobi, 2016). The former Vice-Chancellor of the University of Nigeria, Nsukka, Professor Bartho Okolo, was alleged of the crime of splitting contracts into several parts during his tenure. The practice was explicitly illegal and criminal under the Nigerian University Financial Regulations and Public Procurement Act of 2007. His fraud was brought to the attention of the Governing Council of the University at its 221st

meeting held on 16th and 17th September, 2010. The Governing Council expressed shock of such fraudulent splitting of contracts and opts to abet the fraud. But in the long run, the Governing Council of the institution led by Professor S.O Igwe did not do anything in applying the law of the university against the Vice-Chancellor, because, it compromised. In retrospect, similar thing happened in Abia State University, Uturu, when the same Professor S.O. Igwe was the Vice-Chancellor of the institution. The Visitation Panel on Professor S.O Igwe's tenure observed the manipulation of the Internal Tenders Board for splitting contracts into sum amounts to fall within the allowed limit by the University Financial Regulations. The Panel recommended that Professor S.O Igwe should be reprimanded for flouting the University Financial Regulations (Alabi, 2011). The Government of Abia State condemned the actions and directs his tenure to be terminated. But in spite his fraudulent acts in the past, he was still appointed the Chairman of the Governing Council of the University of Nigeria, Nsuka (Alabi, 2011).

Abanobi (2016) the former Vice-Chancellor of Michael Okpara University of Agriculture, Umudike, Prof. Hillary Odo Edeoga, was alleged of misappropriations of the University funds and illegal recruitments of unqualified staff into the ranks of senior administrative officers and academic staff as Lecturer 1, Senior Lecturer, Associate Professor and Professor. The University was enmeshed in professorial appointment saga under his leadership and formed the reasons why President Buhari's administration sets up a special panel to investigate the allegations of the Academic Staff Union of Universities on Michael Okpara University of Agriculture, Umudike. According to ASUU Branch MOUAU, Prof. Raphael Echebiri was unilaterally promoted to the rank of Professor by Prof. Hillary Odo Edeoga administration while he was neither assessed in his department nor in the faculty. The Union claimed the process led to Echebiri's promotion was not comply with the provisions of the sections 4.2; subsection 1(a) of the Conditions of Service for the senior staff of MOUAU. But in order to cover up the breaches, the Vice-Chancellor, Prof. Hilary Edeoga, falsified a

letter claimed that “Senate at its 153rd regular meeting directed that Dr. Echebiri’s papers should be forwarded to independent external assessors” (The Sun Education, 2016).

But referring to the condition of service, the Senate of MOUAW does not have statutory role in the process of the staff promotion; and no evidence in the minutes of its 153rd regular meeting shows that Senate gave such directive. The Union added that before the 153rd Senate regular meeting, Dr. Echebiri had been promoted to Professor. The Union asked the Federal Panel to review all the professorial cadre promotions carried out and approved by Prof. Anya O. Anya led Governing Council from February 2011 (Abanobi, 2016). His successor, Prof. Francis Ogbonaya Otunta, administration also did the similar things. There were allegations of illegal recruitments and misappropriations of university funds to the extent that Office of the Accountant General of the Federation queried his administration over ₦3.564bn expenditures (Vanguard, 2018). His administration arbitrarily sacked some staff and employed another set of people with percentage salary.

In Osun State, the former Vice-Chancellor of Obafemi Awolowo University, Ile-Ife, Prof. Anthony Elujoba was arraigned by the EFCC over alleged ₦ 1.4 billion misappropriation. The ‘flip flop’ of the event that made Prof. Elujoba, the Acting Vice-Chancellor of the OAU portrays the Ministry of Education as unserious governing body under the leadership of Mallam Adamu Adamu as Minister. It reveals Mallam Adamu Adamu, the Minister of Education, as a ‘man’ that is either overwhelmed by his position or easily influenced by the external forces. After the approval of Prof. Elujoba as the Acting Vice-Chancellor of Obafemi Awolowo University, Mallam Adamu turned around and dissolved the Governing Council due to external pressures. His action, on behalf of the Visitor portrays a bad light for university administration in Nigeria (<https://www.premiumtimesng.com>).

Abanobi (2016) in Lagos State University (LASU), the former Vice-Chancellor, Prof. John Obafunwa, was accused of promoting the academic staff that were not meet up with the required qualifications for professorial cadres. According to Academic Staff Union of Universities in 2014 and 2016, one of the unqualified academic staff from the College of

Agriculture is currently facing the Governing Council panel headed by a Professor from the College of Medicine (LASUCOM), for not having the required numbers of publications for professorship (<https://www.premiumtimesng.com>).

Following the release of her promotion, the then ASUU Chairman and Secretary, Dr. *Messrs* Afolayan and Solomon Oyelekan, in their capacities, wrote a letter of protest dated February 6, 2017 to the Vice-Chancellor and alleged him of nepotism over the inclusion of his wife in promotion exercises. In their letter, Dr. *Messrs* Afolayan and Solomon Oyelekan insisted that the initial appointment of Mrs. Ambali should have been Lecturer II and not Lecturer 1; and that, she did not have required university academic teaching experience before she was appointed as academic staff by the University. Responding to the petition, the Management of the University of Ilorin issued a query to Dr. *Messrs* Afolayan and Solomon Oyelekan on February 6, 2017, and accused them of “malicious allegations and publications. They were query, and on February 7, 2017, the two lecturers were suspended by the University Management. Their suspension was condemned by the ASUU Ibadan Zonal Coordinator, Dr. Ade Adejumo, and described it as an act of illegality and cowardliness. The Union accused the Vice-Chancellor of indecency in the appointment of his wife, Mrs. Ambali, as Senior Lecturer (Adekunle, 2018). The ASUU Ibadan Zonal Coordinator states that Prof. Ambali broke a new ground in corruption and indecency of the ivory tower. The University of Ilorin under the leadership of Prof. Ambali devised the means of suppressing any legitimate industrial activities in order to avoid the exposures of his misdeeds. On 21st September, 2017, the University of Ilorin, under the leadership of Prof. Ambali, carried out its eventual vicious cycle of impunity, lawlessness and disregarded for due process by terminated the appointments of Dr. *Messrs* Afolayan and Solomon Oyelekan (<https://www.thisdaylive.com>).

On Federal University of Oye Ekiti, the Academic Staff Union of Universities (ASUU) Akure Zone at a press conference, jointly held by four Chairmen of ASUU, demanded for a Federal visitation panel that could establish or unveil how the Federal University of Oye Ekiti had been mismanaged by Prof. Kayode Soremekun’s Administration as Vice-

Chancellor. They urged the Minister of Education, Mallam Adamu Adamu, to conduct a staff verification that can unravel those who were parading fake degrees among the academic staff. The Union accused the Vice-Chancellor, Prof Kayode Soremekun, of appointing academic staff to the rank of professors without Doctorate degree. It alleges that the beneficiaries of the appointments were paying outrageous salaries (Ogunje, 2018).

Other allegations leveled against Prof. Soremekun include irregular Senate meetings, poor staff welfare, corrupt practices in the management of University's farm, non-remittance of pension deductions to the staff, poor infrastructural facilities in the face of over-crowded students' population, and refusal to set up a budget monitoring committee in line with the Federal Government's directive (Ogunje, 2018). Similarly, a polytechnic lecturer who claimed he had Masters and Ph.D within two years from the University of Nigeria, Nsukka, was allegedly appointed Professor by the Kogi State University. In University of Calabar, two professors of law, Prof. Israel Worugji and Rev. Prof. Emeka Uhuka, were alleged of falsification of degrees, dates of birth and suspiciously promotion to the rank of professors. Their claims were full of contradictions, inconsistencies, and suspicions. The issues of promotions of unqualified academic staff and frauds also rocked the Ahmadu Bello University, Zaria (ABU). Virtually all the corrupt variables existing in other universities are featured in ABU, Zaria. The University of Ibadan under the leadership of Prof. Isaac Adewole was not exempted over irregularities in employment to the extent that University of Ibadan could no longer pay the wages of its staff at when due (www.sunnewsonline.com).

In the final analysis, a former ASUU Chairman of the University of Ibadan Chapter, Prof Segun Ajiboye, disclosed some criteria for the promotions or appointments of professor in university. According to him, although the systems are varied from one university to the other, any intending professor must have at least 10 to 12 years in university teaching, and have at least 20 publications in both the international and local journals before he or she could be pronounced professor. He reiterated that University of Ibadan uses grade point system where an academic staff aspiring to be a professor must have scored at least 70 point or

percentage. Their publications must have been sent to three external assessors, that is, two external assessors within the Nigerian University System and one from the outside of the country. He condemned a situation where unqualified candidate is appointed or promoted to the rank of professor just as it was applicable in Michael Okpara University of Agriculture, Umudike, under the leadership of Prof. Hilary Odo Edeoga as Vice-Chancellor.

CONCLUSION

From the above content analysis, it is evident that mal-administration or mis-management of Nigerian universities by some Vice-Chancellors undermines university education in Nigeria, and consequently, brews unrests that deny quality academic attainment. The university system was created to teach, research, discuss, interact, exchange and manage ideas to promote peace, security and development. But unfortunately, the challenges of corrupt Vice-Chancellors, poor governing system and weak institutional structures are accentuating constant bickering of staff, unions, students, and prevented true collaboration culture that justifies the relevance of university to national growth and development. The tensions and rancor on Vice-Chancellors appointment are unfortunately distracting and dissipating the focus of university system in Nigeria. The issue of indignity in the federal universities is contributing to ill-practices and non-inclusion of qualified staff in promotion and appointment exercises. The mismanagement of university resources by some Vice-Chancellors causes decayed or dilapidated infrastructures within the system.

All these are directly or indirectly culminated into decline in true academic culture in Nigeria and reversing the true academic culture and progress to what was obtainable in 1970s and 1980s are not negotiable. The perverted application of Federal character is also undermining the true academic system in Nigerian universities. The Nigerian universities need a criterion for the promotion and appointment of professor at large. As at today, each Nigerian university applies its rules and regulations in appointing professor, which some Vice-Chancellors are capitalizing to appoint their cronies as professors. Virtually all the Vice-chancellors in Nigerian universities are guilty of the offences and directly or indirectly

indicting the relevance of Committee of Vice-Chancellors in Nigeria. Some Vice-Chancellors through their Governing Council used the university's resources to celebrate their birthdays, wedding, or burials of their relations. All these are gross mismanagements of Nigerian universities. To redeem the decline in quality of university education in Nigeria requires stringent measures from all and sundries.

RECOMMENDATION

The following steps are suggested for better management of Nigerian university education, which are hoped to reduce some gross misconduct of Vice-Chancellors in Nigerian universities. Hence, the following specific recommendations are proffered:

- a. There is need for strong institutional structure against the misconducts of Nigerian vice-chancellors;
- b. Stringent measures that prevent misuse of university funds are needed in Nigerian Universities;
- c. The appointment of Vice-Chancellors should be based on general accountability and credibility in terms of verification of the past and present records of the appointees;
- d. The rules and regulations that guide Nigerian universities' appraisal and appointment of staff should be unified and strictly adhered;
- e. Any Pro-Chancellor, Vice-Chancellor or other principal officers found culpable or guilty of corrupt practices should face the wraths of law, and even be jailed;
- f. Only qualified candidates should be given opportunity to serve in the university;
- g. The leverage of appointing the relatives of staff to the same establishment should be abolished. It encourages undue advantages and serves as shields for some breaches of due process; and
- h. The appointment of Vice-Chancellor's wives as first lady of the university is illegal, outlaw and unconstitutional. It must be abolished.

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