

# Addressing Challenges State Universities are Facing for Effective University Administration in Nigeria

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## ABSTRACT

*This paper examined the challenges State Universities in Nigeria are facing. The paper depends on primary and secondary data. The data were collected from the print and online publications. The paper concluded that poor funding, political influence, inadequate infrastructure facilities, shortage of academic staff, strike actions, poor motivation, and indigenization of principal officers, poor ranking, brain-drain, poor internally generated revenue, uncondusive learning environment, poor staff development, ineffective research programme and proliferation of state universities are challenges facing the state universities in Nigeria. Based on these challenges, the papers recommended that the State government should increase the funding state universities in their respective states across the country. This will pave the way for employment of adequate staff, infrastructural facilities, research development, staff development, and improvement in the welfare of academic and non-academic staff.*

## 1.1. Introduction

State universities are institutions established by the state government to provide higher education for its citizens. State universities are state own institutions established to provide teaching, researching and community service within a state and within a country (Ogunode, Iyabode & Olatunde-Aiyedun, 2022). The constitutions of Nigeria allow the state government to establish and own their universities because education is on concurrent list. Based on this constitution provision, all the states in Nigeria have established one, two or even three universities. State universities are funded by the state government. Their infrastructural facilities, academic staff and non-academic staff and other resources are provided by the state government. Public universities in Nigeria are grouped into federal and state owned universities. The federal universities are owned by the federal government of Nigeria while the state universities are owned by the state government. The total number of federal and state public universities is 50 and 59 across the country (NUC Bulletin, 2022).

Recently, the performance of performance universities especially the state universities are not encouraging. Public universities were established with the aims of providing services that significantly contribute within the context of a sound macro-economic and political environment to the growth of the society. The university education system is expected among other things to produce

quality manpower for the socio-economic and technological development of the country. Today, in the process of performing their legal duties, these institutions are confronted with several challenges. The challenges facing Nigerian higher institutions are complex. These challenges has affected their general performance. The state universities in Nigeria are the most affected with different challenges. For instance, the 2022 ranking released by Times Higher Education World University rankings showed that no state universities ranked among the best universities in Nigeria. Aiyedun, Olatunde-Aiyedun and Ogunode noted that in the 2022 rankings, only five Nigerian universities featured in four subject rankings. According Punch (2022) further quoted the statement by Okebukola (2022) that in the 2023 rankings, 48 Nigerian universities are cumulatively listed among the world's best in 11 subjects/disciplines. Punch (2022) quoted the former Executive Secretary of the National Universities Commission who listed the 48 Nigerian universities subjects/disciplines to include; arts and humanities; business and economics; education; law; social sciences; computer science; engineering; clinical and health; life sciences; physical sciences and psychology. Okebukola, opined that "Noteworthy is the impressive ranking of Covenant University (Private University), the only private university in the league tables, featuring prominently in business and economics, social sciences, computer science, engineering, and physical sciences. Okebukola, observed as reported by Punch (2022) "No state university is on the league tables. The federal universities with impressive rankings are University of Nigeria Nsukka (Federal university), University of Ibadan (Federal university), University of Lagos (Federal university), Federal University of Agriculture Abeokuta(Federal university), University of Ilorin (Federal university), Obafemi Awolowo University(Federal university), Federal University of Technology Akure (Federal university), Bayero University Kano (Federal university), and University of Benin(Federal university)," he stated. (Punch, 2022).

In addition, the 2021 universities ranking conducted by the National Universities Commission of Nigeria revealed that only few state universities made it among the best twenty (20) ranked universities in Nigeria. From the result released, University of Ibadan – Federal University (454.56) points, Redeemer's University – Private University (384.96) points, Covenant University – Private University (368.11) points, Ladoke Akintola University of Technology – State University (315.23) points, Federal University of Technology, Akure – Federal University (264.14) points, Afe Babalola University – Private University (254.52) points, University of Ilorin – Federal University (248.86) points, Babcock University – Private University (227.77) points, Landmark University – Private University (217.06) points, Edo University – State University (207.15) points, Mountain Top University – Private University (206.47) points, Pan-Atlantic University – Private University (201.77) points, Lagos State University – State University (199.90) points, Obafemi Awolowo University – Federal University (199.25) points, Federal University of Agriculture, Abeokuta Federal University – (190.25) points, Federal University Lokoja – Federal University (187.88) points, Skyline University, Nigeria – Private University (186.42) points, Chrisland University – Private University (183.39) points, Ondo State University of Medical Sciences – State Univ (180.53) points and University of Nigeria, Nsukka – Federal Univ (178.03) points (Positivenaija 2021). From the above, it is clear that State universities in Nigeria are faced with many challenges and these problems have affected their development in terms of teaching, research and community service. It is imperatives to discuss the various challenges state universities in Nigeria are facing.

## **2.0. Concept Universities Administration**

University administration refers to the application of the universities' resources to implement the programme of the universities with the aims of realizing the objectives of the universities. University administration is the mobilization and arrangement of both human and material resources for the achievement of the university's goals (Ogunode, 2020a). University administration is the effective use of the resources of the university to implement the teaching programme, research programme and the community service programme of the universities. University administration is the deployment of the universities' resources to accomplish the universities' programme. The objectives of university administration include: to implement the programme of the universities as defined; to allocate

resources for the implementation of the universities programme; to ensure implementation of teaching programme, to ensure implementation of research programme; to ensure delivery of quality community services programme, to ensure effective staff development, to ensure effective student administration, to ensure smooth implementation of academic calendar and to ensure quality education (Ogunode, N.J. & Aiyedun, 2020). The realization of university administration depends on the provision of adequate human and materials resources. No meaningful development that can take place in the university system without adequate funding.

## **2.1. Challenges and State Universities in Nigeria**

There are many challenges for state universities in Nigeria. Some of the challenges includes; poor funding, political influence, inadequate infrastructure facilities, shortage of academic staff, strike actions, poor motivation indigenization of principal officers, poor ranking, brain-drain, poor internally generated revenue, unconducive learning environment, poor staff development, poor research programme and proliferation of state universities are challenges facing the state universities in Nigeria.

### **1. Poor Funding**

State universities in Nigeria are faced with the challenges of inadequate funding. State universities are poorly funded by the respective state government in Nigeria. For instance, in Ebonyi State, Daily trust (2022) reports that the Ebonyi State University (EBSU) is suffering from underfunding. Investigation by Daily trust showed that the monthly subvention depreciated from N350 million (before the ceding of the teaching hospital) to N270m between 2011 and 2015 to the present N150m. Again, let me draw a line: the official monthly subvention made to the EBSU presently is N150m. Out of this sum, N31m will be deducted as tax, leaving us with N119m. And the exact monthly salary for staff is N380m. Also, in Ekiti state, the ASUU chairman in the Ekiti State University (EKSU), said the varsity was not being funded properly, adding that the institution gets 50 per cent subvention from the government, about N260m out of N520m needed by the institution to be funded properly. In Edo State, the chairman of the ASUU, Ekpoma chapter said funding had been very inadequate over the years. We have struggled with this over the years, not just with this government but with previous ones. But it got to an alarming state recently as subvention from the government is almost insignificant,” he said. The major problems facing the administration of state universities in Nigeria is inadequate funds (Olowonefa, Ogunode, & Ohibime 2022; Okebukola, 2018; Ololube, 2016). Olamoyegun, Olatunde-Aiyedun and Ogunode (2022) stated that the lack of financial capacity to adequately fund state-owned institutions has also resulted in inadequate provision of equipment and facilities in the various offices, laboratories and practical centres in the university. The factors responsible for inadequate funding of public universities in Nigeria include lack of political will, corruption, increase in population, inflation, fall in national revenue and poor financial planning (Ogunode, Abubakar, & Ajape, 2021). The implications of underfunding of the public universities include; inadequate infrastructural facilities, shortage of academic staff, poor quality of education, brain-drain and strike action (Ogunode & Onyekachi 2021; Okani, Ogunode & Ajape, 2021).

### **2. Political Influence**

Another big challenge facing the administration of public universities in Nigeria is the political influence. The public universities have been designed to function with political officer holders or politicians in the country. The school administrators of public universities are answerable to the governing council constituted by the government to manage the affairs of the public universities in the country. Ogunode and Abubakar (2020) observed that the activities of these governing councils is affecting effective administration of the public universities in Nigeria. The alarming level of political interference in the administration of public universities in Nigeria is frightening. The visitors of the universities who are the chief executives (president/governor) have reserved powers to appoint the chancellors and constitute the governing council of various universities under them and select their

cronies as members (Olayinka 2018); Ogunode, Ajape & Jegede (2020); Ogunode, & Omenuko, 2021). These appointees in turn interfere in the internal management of the university such selection of VCs and other principal officers of the universities (Yawe, Ivagher & Ijov 2015); Pinga, Ivase, & Nomay, undated; Onyeike, & Owuama 2012). This practice is seriously jeopardizing the administrations of universities in Nigeria. Ogunode, & Musa (2022) concluded that political influence is manifested in the administration of public tertiary institutions in the following ways: employment/recruitment of staff, the appointment of school administrators (VCs, Bursar, and Registrar), planning and establishment of public universities, location of universities, appointment of council members, expansion of National Universities Commission powers and admission of students into the various public universities. The Ogunode & Musa (2022) also identified corruption, overconcentration of public universities, poor leadership, uneven development of public universities, and poor ranking of public universities as effects of political influence on the administration of Nigerian public universities.

### **3. Inadequate Infrastructure Facilities**

Many state universities in Nigeria are faced with the problem of shortage of infrastructural facilities. Due to poor funding, many state universities cannot develop their facilities. State universities in Nigeria depend on TETFund for development of infrastructure facilities. TETFund is an agency of federal government saddled with research development, staff training and facilities development in educational institutions across the country. Prof Ugheoke as reported by Daily trust (2022) said state universities are never well funded. They are never adequately staffed. Apart from capital grants they receive from TETFund and other intervention funds available as a result of the struggles of the ASUU, these universities cannot boast of structures built by the state.” He maintained that over 98 per cent of them could be classified as TETFund and Needs Assessment interventions-funded universities. Also, Daily trust (2022) quoted Prof Nasiru Idris, the dean of the Faculty of Environmental Sciences, Nasarawa State University, Keffi, who observed that “If you look at the existing physical structures and facilities in the state universities today, more than 50 per cent of their buildings are provided by TETFund. Most state governments are just paying part of the university salaries and ignoring physical projects (Daily trust 2022). Daily trust (2022) concluded that some state universities across the country are bedevilled by financial constraints. Consequently, they depend, to a large extent, on the federal government through TETFund-driven interventions for survival. For instance, Daily Trust (2022) observed that in Gombe State University was established in 2004 by the administration of former Governor Muhammad Danjuma Goje. It is the first tertiary institution in the state. Since then, (10 years ago), all the existing new buildings were constructed by the TETFund through its different intervention programmes. Some of the projects executed with TETFund financing include the university library, students’ hostel, faculties of Sciences and Pharmaceutical Science as well as the ongoing construction work on the faculties of Law and Education. Others included lecture theatres, multi-purpose halls as well as the proposed senate building. The poor funding of state universities have led to poor development of facilities as observed Ebehikhalu & Dawam (2017); John, (2016) who remarked that infrastructure facilities and laboratory equipment in the state universities are not in good condition and majorities are even outdated. All the required resources for the education production process are in short supply, and this poses a hindrance to learning and research work. The dearth of infrastructure in the universities is sickening and runs short of an ideal academic environment. Today, students are learning in dilapidated buildings. The factors responsible for inadequate infrastructural facilities in Nigerian public universities include; underfunding, increased student population, corruption, poor infrastructural facilities planning, poor supervision and inflation (Ogunode, 2020). The implication of inadequate infrastructural facilities in the Nigerian public universities include; poor quality of education, poor teaching and learning, low productivity, brain-drain and overcrowding of lecture halls (Ogunode & Jegede (2021).

#### **4. Shortage of Academic Staff**

State universities in Nigeria are faced with the problems of shortage of academic staff. Academic staff is the essential requirement for teaching programmes in higher institutions. They plan the lectures, organize the resources and deliver the lectures. Effective teaching programme is only possible with the right of academic staff available (Olatunde-Aiyedun & Ogunode, 2021a). It is unfortunate that in Nigeria, majorities of state universities do not have adequate staff. Many state universities in Nigeria are understaffed and this has affected the quality of education. Daily trust (2022) report that apart from the issue of inadequate qualified lecturers in the two Kogi state universities that is posing a challenge, there is also the issue of accreditation of courses, which is a money-guzzling venture and has been a recurring decimal in the state universities in Kogi state (Daily trust, 2022). All federal and state universities currently suffer a shortage of full-time professors according to NUC data released. According to the data, no federal university scored up to 50 per cent in the ranking of full professors. This implies that no federal and state university has the required number of full professors they require. Some of the federal universities ranked in the top 10 are the Usmanu Dan-Fodiyo University, Sokoto, with 36.44 per cent; Obafemi Awolowo University, Ile Ife, 35.80 per cent; University of Ibadan, 29.04 per cent; Federal University of Technology, Akure, 27.28 per cent; Federal University of Agriculture, Abeokuta, 27.25 per cent; University of Abuja, 25.33 per cent; University of Benin, 23.26 per cent; University of Port Harcourt, 21.26 per cent; University of Calabar, 21.20 per cent; and University of Ilorin, 21.12 per cent. The NUC data puts the number of academic staff in Nigerian universities at 100,000. “The entire system has about 2.1 million students and staff strength of about 170,000 non-teaching and 100,000 academic staff,” the NUC stated. The Nigerian universities are faced with the problem of shortage of lecturers in many departments and faculties especially in programme like the sciences (Daniel-Kalioi, 2019; Ogunode & Abubakar, 2020; Olatunde-Aiyedun & Ogunode, 2021b). The shortage of lecturers in many departments and faculties is responsible for the high teacher-student ratio in the Nigerian universities.

#### **5. Strike Actions**

State universities in Nigeria are faced with strike actions problems. The Nigerian public universities are known for continuous strike actions by different union groups in the public universities. The continuous strike actions by these different union groups are frustrating the administration of public universities in Nigeria (Ogunode, Akinlade & Abubakar 2021; Okoli, Ogbondah & Ewor 2016). The reasons for the strike actions by different union groups include; underfunding of the public universities, inadequate infrastructural facilities and poor implementation of agreement reached with union groups and poor working conditions. The implications of the continuous strike actions on the public universities include; disruption in the academic programme, poor quality of education, bad image for the universities, poor ranking internationally and poor patronage of public universities in Nigeria. For instance, the Academic Staff Union of Universities (ASUU) chapter of the Olusegun Agagu University of Science and Technology (OAUSTECH), Okitipupa, Ondo State, declared an indefinite strike over unpaid salaries. Also, the Academic Staff Union of Universities at the Taraba State University has embarked on an indefinite strike action to press home their demands. Channelstv (2018) reported that the academic members of staff of three tertiary Institutions in Osun State have declared the immediate commencement of an indefinite strike action over 18 months of outstanding salaries and other entitlements owed by the Osun state government. Daily trust (2017) reported that the academic members of staff of tertiary Institutions in Kogi State have declared the immediate commencement of an indefinite strike action.

#### **6. Poor Motivation**

State universities workers in Nigeria are poorly motivated. Due to poor funding, their salaries and other allowance are not regularly paid. For example, in Edo State, the chairman of the ASUU noted that in Ekpoma, poor funding is affecting the university administration, in terms of remuneration for workers, delay in payment of salaries and other entitlements. “We have not received salaries in the

past 17 months; what I mean is that when they are paid, it is net salary. We have unremitted deduction, check-up dues to union and other bodies are withheld. That has been the trend,” he said (Daily trust, 2022). Also, University workers under the aegis of the Senior Staff Association of Nigerian Universities expressed dissatisfaction over the non-payment of university workers and poor funding in nine state owned universities across the country. “NEC of Senior Staff Association of Nigerian Universities expressed particular concern over the poor status of funding and non-payment of salaries of SSANU members working in these universities; Tai Solarin University of Education, Ijagun; Olusegun Agagu University of Science and Technology, Okitipupa; Adekunle Ajasin University Akungba Akoko; Kwara State University, Malete; Plateau State University Bokkos; Abia State University, Uturu; Ebonyi State University, Abakaliki; Cross River University of Technology, Calabar; Ekiti State University, Ado Ekiti. Akinfolarin & Ehinola (2017) did a study that investigated motivation and effective performance of academic staff in higher education. The research design was a descriptive survey. The study revealed that 60% of the respondents agreed that there was a lack of provision of regular payment of salary and other remuneration by the head to promote the performance.

## **7. Indigenization of Principal Officers**

State universities in Nigeria are facing the problems Domestication of principal officers of the tertiary institution or indigenization of principal officers. Majorities of host communities of universities in Nigeria are agitating for the positions of principal officers. Ogunode and Agy (2022) defines domestication of principal officers of the tertiary institution or indigenization of principal officers is a former request by the indigenes of a host community to the government to appoint their sons and daughter into the positions of principals offices of the institutions located in their communities without considering merit. Domestication of principal officers of the tertiary institution or indigenization of principal officers is an agitation by host communities of tertiary institutions to produce the principal officers of the institutions. Domestication of principal officers of the tertiary institution or indigenization of principal officers is an appeal to the government to consider their sons and daughters or appoint them into the principal offices of the institutions located in their communities based on community interest and not merit. Ogunode and Agyo (2022) concluded that poor international outlook, poor international rating, bad governances, under-development, discouragement of foreign academics, bad international image and less competition are the implications of indigenization of principal officers or domestication of principal officers of the tertiary institution (Universities) in Nigeria.

## **8. Poor Ranking**

State universities in Nigeria are poorly rated by both national and international ranking institutions like the Time Higher education. Most state universities are poorly ranked by the National universities commission (NUC), an agency established by the federal government to supervise and regulate universities. The THE 2022 ranking report released that this year showed no state owned universities were ranked among the best Nigerian universities that were included in the ranking. No state universities that were ranked among the best Nigerian universities in the Times Higher Education World University Rankings of 2023. For instance, the top two Nigerian universities in the THE ranking for 2023 are placed in 401 to 500 band and they are the University of Ibadan and University of Lagos. Covenant University is next in the 601 to 800 band. Bayero University Kano and Federal University of Technology, Akure, are in the 1001 to 1200 band. In the 1201 to 1500 band are University of Ilorin, University of Nigeria Nsukka and Obafemi Awolowo University. The three universities in the 1500+ category are Federal University of Agriculture Abeokuta, Ladoko Akintola University of Technology and Nnamdi Azikiwe University. The state universities are also a few in the national ranking done by the National universities commission. Ogunode, Akin-Ibidiran, & Ibidiran (2022) concluded that inadequate funding, weak teaching programme (poor learning environment); research programme (volume, income and reputation); citations (research influence); international

outlook (staff, students and research); and industry income (knowledge transfer) are factors responsible for poor ranking of Nigerian public Universities especially the state universities.

## **9. Brain-drain**

State universities in Nigeria are also confronted with the problems of brain-drain. Ogunode and Abubakar (2020) defines Brain drain as the massive movement of professionals from developing countries to developed countries to work because of a better working condition. The brain – drain problem has affected many state universities because of poor motivation and poor welfare. The massive movement of lecturers from state universities is among the factors responsible for shortage of lecturers in some state universities. Okebukola (2002) submitted that there is diminishing scope of mentoring junior researchers by seasoned and senior researchers due to brain drain. Oni (2000) observed that many experienced and young lecturers are fleeing from the frustration of university life into more rewarding and more challenging sectors of the economy and even migrate to the foreign countries.

## **10. Poor Internally Generated Revenue**

The state universities internally generated revenue is poor. Many state universities cannot handle capital development in their respective universities. The internally generated revenue of public higher institutions in Nigeria is small and contributes a small percentage to the total funding of the various institutions in the country (Ogunode, Abubakar & Ajape, 2021). Okani, Ogunode & Ajape (2021) submitted that poor internally generated revenue of the universities in Nigeria is a fundamental reason for a shortage of funds in the universities across the country. Majorities of public universities in Nigeria were designed and structured to depend fully on government subvention. So, the universities cannot function without the government funding.

## **11. Unconducive Learning Environment**

The learning environment of many state universities in Nigeria is not conducive for teaching and learning. The human and materials resources needed to make the university's environment conducive and attractive and sustain teaching and learning. Poor working environment is another major factor responsible for poor implementation of teaching programmes in Nigerian higher institutions. The working environment of many higher institutions in the country is not conducive for effective delivery of teaching. The environment lacks every educational resource necessary for aiding delivering of teaching programmes. Ogunode, Somadina, Yahaya and Olatunde-Aiyedun (2021) noted that the root disturbing problems of performance and sustenance of higher education in the country could be related to the environment. It has been observed that many academic staff have been employed without the adequate designed facilities to cope with and perform their job. This condition among others has resulted in systems poor performance and sustainability of the credible tempo of community service. Besides, we further observed that most of the facilities available are dilapidated and below standard. Accordingly, students' selection procedure is often frauded with abuses and marginalization, number and standard of academic programmes offered are not relevant in some cases to the cultural values and needs of the society,

## **12. Poor Staff Development**

Staff development programmes are poorly developed in the various state universities. Many state universities depend on the Tertiary Education Trust Fund (TETFund) and agency established by the government to handle staff training, conference attendance, and facilities development. Many state universities do not send staff for training and conferences because of poor funding. Daily Trust (2022) stated that apart from interventions for infrastructure, TETFund is solely responsible for sponsorship of seminars, workshops for non-academic staff as well as post graduate degrees for academic staff both at the masters and PhD levels. Chukwuma, & Japo (2015) examined staff development and the output of academic staff in the state universities in South-South Nigeria. The findings were that a significant relationship exists between staff development and the productivity of academic staff in terms of research, teaching and community service. Therefore, the study concluded

that in-service training and attendance of conferences and workshops influence the output of academic staff. The Tertiary Education Trust Fund (TETFund) is the primary medium of sponsorship of training and development in Nigeria's Federal Universities. The TETFund has been operated in all Federal Universities in Nigeria but the issues of inadequate finance have affected its level of success (Halidu, 2015). Ogunode & Oluseun (2020) identified inadequate funding, lack of a strategic plan on human resources development, institutional corruption, favoritism, strike actions, political influence and poor implementation of staff development programs as the challenges facing the administration of professional development programs in Nigerian higher education institutions.

### **13. Poor Funding of Research Programme**

State universities in Nigeria are faced with poor research development as a result of poor funding.

Inadequate research fund is a major problem facing research programmes in the Nigerian public universities. The budgetary allocation for the administration of research programmes is not adequate (Bako, 2005); Chikwe, Ogidi, Nwachukwu, (2015); Charles, Ijeoma & John (2009); Donwa, 2006). Ogunode, Jegede, Adah, Audu, & Ajape (2021) submitted that inadequate research funding, unstable academic calendar/strike Actions, inadequate infrastructural facilities, brain-drain, insecurity, corruption. Others are: poor technological advancement/poor ICT literacy, poor participation of private sector in research development and lack of conducive working (research) environment as problems facing the administration of research programmes. Yusuf (2012) observed that constraints hampering the realization of research goals in the higher education sector include brain drain problem, inadequate and irregular funding, poor motivation, poor or obsolete research infrastructure and rising workload resulting from deteriorating staff/student ratio. These constraints have also led to low research productivity.

### **14. Proliferation of State Universities**

State universities are faced with the problem of state universities proliferation across the country. State governments are found establishing new universities abandoning the old ones without adequately funding them. Many state governments have two, three and four state universities and they are all poorly funded. Daily Trust (2022) quoted the secretary of the Academic Staff Union of Universities (ASUU) of Kano University of Science and Technology (KUST), Wudil, who spoke about the state of funding in the KUST. Dr Murtala Muhammad, said the institution, like many others owned by the state, was suffering. He said proliferation of state universities and their poor funding were part of ASUU's current strike demands. "The Kano University of Science and Technology (KUST) has funding problems. There are times the government does not even release budgeted funds. There was a year that only two per cent was released. Dr Murtala Muhammad, as cited by Daily trust (2022) that "States create universities they cannot fund, just for political reasons. Virtually all the school's capital projects were executed by the TETFund. Also, Professor Ndubuisi Idenyi, spoke on the proliferation of universities, Idenyi said politicians had turned universities as their constituency projects or a tool for political compensation. He argued that the fund used in establishing additional universities, if channeled to the existing ones, would go far in solving the current challenges facing the sector. Also adding her to this problem, is University workers under the aegis of the Senior Staff Association of Nigerian Universities said, "NEC expressly rejects the current trend in most states in Nigeria, where state governments, that are unable to meet the financial, structural and capacity building needs of state-owned universities, neglect already established universities and approve the establishment of new ones. Some state governments now own more tertiary institutions than the financial capacity of their states (Ogunode, Ohunene & Olatunde-Aiyedun, (2022). This unfortunate situation has brought about the gross under funding of most state-owned institutions. "Consequently, the resultant effect is the depreciation of the quality and standard of education that is acquired in such institutions. Service delivery in such institutions is constantly nose diving, because most staff are owed their legitimate payments for services rendered.



### 3.0. Conclusion and Recommendations

This paper examined the challenges state universities in Nigeria are facing. The paper concluded that poor funding, political influence, inadequate infrastructure facilities, shortage of academic staff, strike actions, poor motivation indigenization of principal officers, poor ranking, brain-drain, poor internally generated revenue, unconducive learning environment, poor staff development, poor research programme and proliferation of state universities are challenges facing the state universities in Nigeria.

Based on these challenges, the paper recommended the following:

1. State government should increase the funding of their state universities in the country. This will pave the way for infrastructural facilities, research development and improvement in the welfare of academic and non-academic staff.
2. State government should grant autonomy to their state universities. This will help to reduce the political influence in the administration of the state universities.
3. State university administrators should embrace public private partnership to fix the infrastructure facilities gap in their various universities.
4. The state government should direct their universities administrators to recruit more qualified academic staff.
5. State government should implement agreements reached with different union groups in the various state universities to prevent strikes.
6. State government should increase the subsidy given to their universities so that salaries and allowances of academic and non-academic staff should increase.
7. State government should provide adequate infrastructural facilities in all their universities
8. The state government should direct universities management to increase salaries of their academic staff
9. Effective staff development programmes should be developed and implemented in all the state universities through special training funds.
10. To curb the problem of proliferation of universities in Nigeria, the government through national universities commission should come out with a policy that all newly approved universities must start operation in a permanent site with 100% infrastructure facilities development in place. This policy will apply to both the federal, state and private institutions that want to establish new universities in Nigeria.

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