Indigenization of Principal Officers of Tertiary Institutions in Nigeria:
Implications and Way Forward

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Abstract: Recently, the Minister of Education, Adamu Adamu, confirmed at a National Assembly hearing in 2019 that he had been under pressure from indigenes of host communities insisting on producing the VCs of Federal Universities (Punch, 2022). The call by the host communities of the tertiary institution especially the Universities in Nigeria for their indigenous sons and daughters to be appointed as principal officers of the Federal and State tertiary institutions is a current problem facing University education in Nigeria. This paper examined the implications of the indigenization of principal officers or domestication of principal officers of the tertiary institution especially the Universities in Nigeria and suggested the way forward. Quantitative and quantitative data were used to provide empirical support to the various points raised in this paper. The paper concluded that poor international outlook, poor international rating, bad governance, under-development, discouragement of foreign academics, bad international image and less competition are the implications of the indigenization of principal officers or domestication of principal officers of the tertiary institution (Universities) in Nigeria. Based on this problem identified, the paper recommended that among other things, the Federal and State government should grant autonomy to all public Universities to allow Universities management to run the system based on merit and devoid of political influence.

Keywords: Indigenization of Principal Officers, University, Tertiary institution.

Introduction
The University is the zenith of an educational system where high-level manpower is trained for the socioeconomic and political growth of the nation. The training of teachers, civil servants, engineers, humanists, entrepreneurs, scientists and myriads of other personnel for every market economy is ensured by tertiary education (World Bank, 2002). The University is an educational system where high-level manpower is trained for the socioeconomic and political growth of any nation. The leadership of a University plays an invaluable role in achieving academic excellence in the dissemination and acquisition of universal knowledge, values; functional, technical and scientific skills and competencies critical to global growth and development (Ofoegbu & Hezekiah 2017).

To realize the objectives of the university education system in Nigeria, the federal and state government appoint school administrators to manage the various public universities across the country. School administrators are critical to the realization of university objectives. The roles of school leaders cannot be underestimated. Olukoju (2021) observed that the obvious reason why
many people are interested in the principal officers of universities is the concentration of power and access to wealth in the position. Vice-chancellors have the power of patronage as they interface with – and are courted by – powerful people such as politicians, traditional rulers and religious leaders. Many might have helped them into office in the first instance. Vice-chancellors are also well-remunerated. The consolidated salary, perks and allowances of a public university vice-chancellor are many times that of the highest-paid professor. In addition, gifts and patronage flow into the office throughout the tenure of the incumbent, especially during religious and commemorative occasions. Then there's the exercise of power. Vice-chancellors could make – or mar – the careers of friends or foes. They too dispense patronage within the system as they nominate or appoint the chair and members of powerful boards or committees; they chair the appointments and promotions committee, which also entitles them to determine external assessors of professorial candidates. In other words, they determine the career progression of their non-professorial colleagues. In many cases, they also influence the choice of their successors as they nominate their deputies, who are often groomed to succeed them in office. This makes the positions attractive to both the communities, education stakeholders and government.

Because of the influence and power attached to the positions of principal officers in Nigerian tertiary institutions, the processes of selection and appointment of principal officers in the tertiary institutions (Universities) is tough. The appointment of principal officers especially the vice-chancellors in Nigerian universities is always full of intrigues. In many cases, the selection process is marred by conflicts of interest and petitions, which often results in legal actions (Adelowo, 2022). Recently, many host communities of universities in Nigeria are insisting that their indigenous son or daughter must be appointed to the various leadership positions of the universities.

Bamigbola (2021a) observed that in the South-West, it is now a Herculean task for a non-Yoruba to emerge as VC in a public university, a non-Igbo has no chance of emerging VC of one in the South-East, just as only a northerner can aspire to be a VC in any public higher institution in the North. The situation has worsened to the extent that in some cases, only indigenes of the town where the institution is sited can be VC. There have been protests against the appointment of VCs who are non-indigenes of the areas where the universities are located. It is imperative to discuss the indigenization of principal officers of tertiary institutions in Nigeria and the implication it has on the development of tertiary institutions, especially the university system.

Concept of University

A University is not just an institution of higher learning for teaching and research; it is a global community of scholars and thinkers; “a universe in a community.” A former British Prime Minister, Benjamin Disraeli, described it as “a place of light, liberty and learning.” And ideally, the VC is primus inter pares, an embodiment of scholarship with a vision of the future; other academics should naturally recognise his intellectual capacity. His appointment cannot be based on being an indigene. It is irrational to reduce a university that has produced world-renowned scholars and individuals in different fields of human endeavour to an ethnic fiefdom. Nigerians have been appointed VCs and their equivalents in African and American universities on merit (Punch, 2022). Universities are citadels of learning whose headship should be strictly merit-based and not reduced to one guided by ethnic or tribal considerations. “A university should be a place where anyone can rise and become a vice-chancellor, irrespective of where he comes from. But that does not suggest that certain biases should be allowed in the appointment of VCs (Aderemí, 2022). A university is imbued with internal mechanisms to identify threats and solve crises ((Bamigbola, 2021a).

Concept of Principal Officers of Universities and Process of Selection

The selection process of principal officers of tertiary institutions in Nigeria depends on the type of university – federal, state or private – as well as the type of private university – secular, faith-
based and hybrid. Another factor is whether the appointment is for a pioneer vice-chancellor or a successor.

For public universities, the standard in federal and state universities is that pioneer vice-chancellors are appointed by fiat by the Visitor. The Visitor is usually the president of Nigeria or the governor of a state for public universities. However, it is the Proprietor of private universities that appoints the pioneer VC. For subsequent appointments, a vacancy is declared – in a newspaper advertisement – six months before the end of the tenure of the incumbent. Conditions are stated in the advertisement which include several years of post-professorial qualification, academic and administrative qualifications, and experience in various other capacities. At the close of the deadline for submission, candidates are shortlisted. Interviews can take place in different formats, depending on tradition or the preference of the Visitor, board of trustees or governing council (Olukoju, 2021).

By Universities (Miscellaneous Provisions) (Amendment) Act 2003, otherwise called Universities Autonomy Act No. 1, 2007 and Universities (Miscellaneous Provisions) (Amendment) Act 2012, the process for the appointment of a vice chancellor in public universities is the statutory responsibility of the Governing Council of each university (Adelowo, 2022). Federal universities in Nigeria elect their vice-chancellors with the governing councils presenting the three top candidates from the elections to the president as the visitor of the universities to pick from. Chancellor or Pro-chancellor could be a political appointee, the appointment of VC is often subjected to a rigorous process to ensure that the best candidate emerges.

The selection process and appointment of Principal Officers of tertiary institutions especially the VC should be made on merit and international best practices. The VC should emerge from a transparent process and purely on merit. According to Education consultant, Jacqueline Samuel Odiadi cited in Punch (2022) the Vice-chancellor should possess leadership in vision, integrity, excellence, accountability, transparency, autonomy and teamwork. The vice chancellor of a university is expected to possess both high academic and sterling personal qualities to function effectively as both the academic and administrative head of learning and research-based institutions. Odiadi (2022) noted that the vice chancellor is the Chief Executive Officer of the university and heads academic and administrative departments. She said the VC is expected, amongst other duties, to serve on several university councils, assist with policy development, and academic planning, assist with fundraising, prepare budgets, handle external relations of the institute and is also the chief ambassador of the university. She stated that institutions have yardsticks aspiring vice-chancellors are expected to meet.

In terms of qualifications, Odiadi (2022) noted that a VC must possess at least PhD in his or her chosen discipline, possess extensive academic, teaching and managerial experience; a good record of scholarship; interpersonal skills with a wide range of people; problem-solving skills; superb active listening, communication and presentation skills; ability to think on your feet and talk to the press; ability to be collegial and professionally deal with issues; ability to network and having the top-notch administrative skill set, among others.

**Concept of indigenization of principal officer/ Domestication of principal officers of the tertiary institution**

_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 daughters into the positions of principal offices of the institutions located in their communities. _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 first before merit. Indigenization of principal officers
or domestication of principal officers of the tertiary institution is an act whereby indigenes of a university's host community would be laying claim to the coveted position of a VC and other positions in the institution because they are the host community.

**Current Issue on Indigenization of Principal Officers in Nigerian Universities**

Tertiary institutions especially universities recently faced the problem of indigenization of principal officers of institutions by the host communities. For instance, the Indigenes of Ife land have appealed to President Muhammadu Buhari to allow a competent son of the soil to be appointed as the next substantive Vice-Chancellor of Obafemi Awolowo University located in the town. The community urged the University Senate, Governing Council and other stakeholders to consider competent indigenes for the office.

Also, in 2020, the Indigenes of Ibadan in Oyo state appealed to President Muhammadu Buhari to appoint one of the four of them vying for the position of Vice Chancellor of the University of Ibadan. They also want an indigene appointed as the next Chief Medical Director (CMD) of the University college Hospital, (UCH) Ibadan. They said they had been marginalised in past appointments to the position. The apex socio-cultural group in Ibadan, Central Council of Ibadan Indigenes (CCII) noted that the University of Ibadan, which was established in 1948, has not had an Ibadan indigene as vice chancellor. UCH has also never had an Ibadan indigene as CMD (Bidemi, 2020).

Moreover, the Indigenes of Jos appealed to the federal government to allow a competent son of the soil to be appointed as the next substantive Vice-Chancellor of the University of Jos located in the town. The community urged the University Senate, Governing Council and other stakeholders to consider competent indigenes for the office. In 2021 when a new vice-chancellor was to be appointed at the University of Jos, Plateau State. Some persons believed that it was unacceptable for a non-indigene of the state to be appointed as the VC, while some argued that merit and competence should take precedence over ethnic or tribal considerations. Eventually, Prof Ishaya Tanko from Kebbi State was named the new VC.

In addition, the Prominent indigenous Lagosians, under the aegis of Ọmọ Eko Pataki, have again called on Governor Babajide Sanwoolu to do what is right and just by appointing a qualified indigene as the next Vice-Chancellor of Lagos State University (LASU), vowing that they would continue to resist with all legal tools those they said tried to manoeuvre in the dark to distort the truth about the situation of things (Badmus, 2021).

In 2010, some students and staff of the University of Port Harcourt disrupted academic activities, alleging that the criteria for the selection of a new VC did not favour the candidate from Ikwerre, where it is located (Punch, 2022).

The University of Benin in 2009 called the federal government to appoint their son as VC of UNIBEN. The Edo Leadership Forum wrote to the then President, Umaru Yar ‘Adua, to express their concern over what they termed the deliberate attempt to frustrate the emergence of a qualified Benin indigene as the VC of the institution. Also, Esan youths held a protest to demand the appointment of an Esan indigene as the vice-chancellor of Ambrose Alli University, Ekpoma.

In 2009, Ahmadu Bello University, Zaria, was plunged into crisis over the appointment of a substantive VC due to ethnoreligious sentiments. Around the same year, interest groups using threats insisted that the next VC of the University of Benin must be a Benin indigene (Punch, 2022).

The actions and agitation are contrary to what used to be obtained in the first and second-generation universities' appointments. For instance, the first Nigerian vice-chancellor of the oldest University in Nigeria, the University of Ibadan, Prof Kenneth Dike, hailed from the eastern part of the country. Also, Prof. Tekena Tamuno 1979 was appointed Vice-Chancellor of U.I and he was from the East part of Nigeria. Adamu Baike was the VC of UNIBEN and Eni Njoku was VC in UNILAG. Bamigbola (2021) concluded that in the days of yore, pioneering
VCs of universities were refined intellectuals appointed on merit and rareness. There was no room for ethnic or religious colourations in the appointment of VCs for UI, UNILAG, the Ahmadu Bello University and the University of Benin, among others, at the time.

The introduction of primordial sentiments in selecting principal officers such as chief academic and administrative officers is very bad and not good for the system because the university recruits staff and students from all over the world. In the same vein, the Vice-Chancellor can come from any part of Nigeria and the wider world. The vice chancellorship is purely based on merit and not on the geography of the candidate. Merit other than where the candidate comes from must be emphasised in the appointment of the vice-chancellor of a university.

The appointment of a vice chancellor should be based on merit and not the ethnic background of the candidate. However, if an indigene of the town the university is located qualifies for the job on merit, he should be given the post. Universities should be universal and international in outlook. Some Nigerians have been appointed heads of universities abroad. In 2021, a Nigerian female entrepreneur, Yekemi Oturu, was named chancellor-elect of the University of the West of Scotland (UWS). In her capacity, Ms Oturu holds formal powers to confer degrees, diplomas and other academic distinctions and represents the university at key events. Earlier in 2020, Prof. Charles Egwu, who hails from Idemili North, Anambra State, was appointed Vice Chancellor of Leeds Trinity University in the United Kingdom (UK). The appointment makes him the first black vice chancellor of a university in the UK (The-sun, 2022).

Punch (2022) stressed that this trend of domestication of principal officers or indigenization of principal officers in State and Federal Universities should not be allowed to continue. It noted that merit, and not tribal or ethnic sentiment, should always be the determinant of who heads educational institutions. Bamigbola (2022) quoted Aderemi Ajala, who submitted that the appointment of vice-chancellors should not be based on ethnicity. There are many universities in the United States and Canada whose presidents are foreigners. Also, a university in South Africa was once headed by a Nigerian. Even in Botswana, Nigerians once headed their universities in the early days, it is not a crime to appoint an indigene of the host communities into the principal offices of tertiary institutions if the appointment is based on merit and due process set by the institutions for the appointment. Adelowo (2022) submitted that “If such a person happens to be an indigene, no problem as long as we are putting a round peg in a round hole.” Opara (2022) cited by Adelowo (2022), he maintained that the yardstick for appointing a VC should be purely on merit and not on ethnic sentiment. He said: "He or she should have strong leadership skills. By that, I mean the vice-chancellor must know his or her business well and be morally committed to maintaining the dignity of the position. Indigenes of a host institution can be appointed into the positions of the principal offices of the institution if they merit the appointment on the bases of experiences and qualifications and not on the bases of I am an indigene of the community.

Implications of Indigenization of Principal Officers or Domestication of Principal Officers of Tertiary Institutions in Nigeria

There are many implications of indigenizing principal officers of tertiary institutions, especially universities. Some of the implications include; poor international outlook, poor international ranking, bad governance, under-development, discouragement of foreign academics, bad international image and less competition in the universities

Poor International outlook

Indigenization of principal officers of tertiary institutions especially the universities that are not based on merit makes the universities to be a local university to have a poor international outlook. The appointment of vice-chancellors is that is based on indigene consideration makes universities lose their international outlook and localized and even ethnicized the universities. The university communities are meant to be a universal community of different people with different cultures and religious beliefs. Universities' leadership should emerge based on
competence and merit and not on ethnicity and indigene considerations. When the appointment of principal officers especially the VC is based on ethnicity, religion, political influence and indigene-ship, it makes the university look like a local university without any national or international outlook. The University system and environment are designed to be a universal community made up of different students and academics whose aims are to study and carry out teaching, research and community services. The Academic Staff Union of Universities, ASUU, has described the agitations by some individuals and groups that indigenes of towns where universities are sited be made the vice-chancellors of such universities as reducing the institutions to local entities. The union, through the National President, Prof. Emmanuel Osodeke, as cited by Adesina (2022) submitted that universities are universal and that appointments there should be devoid of ethnic and other sentiments.

**Poor International Ranking**

Indigenization of Principal Officers of tertiary institutions by political influence often leads the universities to poor performance leading to poor local and international ranking. Majorities of state universities and tertiary institutions are performing poorly because majorities of their principal officers came into offices through political and indigene-ship consideration. Punch (2021a) pointed out that the appointment of vice-chancellors in many public universities is often hinged on selection based on the primal sentiments and influences of powerbrokers. Merit is pathetically ensnared, and the VC is handpicked based on politics and nepotism, exploiting the divisive tendencies among staff and management without tangible attention to academic and administrative acumen. Wrangling, litigation and pettiness have unseated quality research, teaching and training, the hallmarks of university education. This process of appointment affects leadership quality because most time leadership that emerges through that process are always found in maladministration that seriously affected the general performance of the institutions. When the internal system is not working effectively, it leads to poor performance. That is why most public universities in Nigeria are ranked poorly in the international ranking. It is even difficult to see state universities ranked among the best Nigerian universities because of the problem of appointing leaders based on primal sentiments, ethnicity and indigene consideration. Ogunode & Musa (2022) concluded that none of the Nigerian universities is rated among the best two hundred in the World ranking. This poor performance is due to weak administrators and other challenges.

**BadGovernances**

Another implication of the indigenization of Principal Officers of tertiary institutions especially universities is that it has led to bad governance. The public universities in Nigeria are characterised by maladministration because of leadership failure. Most of the principal officers in the universities are appointed based on political influence and ethnicity, indigene-ship consideration and not on merit and professional qualifications. This later affects their performance.

Education consultant, Jacqueline Samuel Odiadi in Punch (2022) lamented that the appointment of vice-chancellors of some institutions in recent times is distorted by ethnic sentiments, bigotry and irrational statements devoid of professional dictates the office commands. Adeyemi (2015) pointed out that one of the reasons for bad governance in Nigerian higher institutions is that the leadership recruitment in most public institutions is characterized by political, religious, ethnic and indigene-ship factors. Ogunode (2020) noted that the appointment of weak administrators in Nigerian public universities is another big challenge facing the administration of public universities in Nigeria. Many university administrators appointed to head public universities are not qualified and less exposed to handling the administration and management of universities. Ogunode & Musa (2022) argued that the political influence of the government in the administration of Nigerian universities has led to weak leadership in the universities system. Udida, Bassey, Udoafia, & Egbona (2009) noted that some individuals appointed as vice-chancellors of some university are weak, not competent and lack administrative potential; such
appointee must possess administrative qualities and must lead by example. The leader must have integrity, must be knowledgeable, and practice modern types of management leadership styles. He or she must be visionary and ready to adjust to situations in the system. The performance of the administrator should be sustained through the proper utilization of material and human resources in the achievement of institutional goals and objectives. A lot of higher education system managers do not posses the charisma or good human relations needed for effective and efficient leadership. As a result of the poor leadership and ineffective style of administration, a lot of programs or activities are not carried out in such institutions such as the provision of grants for research and publications, staff welfare is neglected, no adequate control of staff and students, and lack of vision for the university. Such leaders also do not have the zeal to supervise and monitor institutional activities. This can affect the system's performance in that, workers can result to a nonchalant attitude toward work and hence no sustainability or continuality of good track records of performance in the system.

**Under-development**

Indigenization of Principal Officers of tertiary institutions especially the universities is not based on merit but on indigene-ship and political considerations hampered the development of the institutions. When people who are not qualified in term of leadership, experience and qualifications are appointed to head institutions like universities the end effects is poor performance and maladministration. Punch (2022) observed that aside from ethnicity, religious and political affiliations have become strong factors in state governors' appointment of VCs of state universities. This has impeded productivity, celebrated mediocrity and retarded development. The world’s best universities opt for merit (Punch, 2022). Punch (2022) quoted Mimiko who warned that the indigenization of principal officers of the tertiary institution was dangerous to pretend not to know that such descent epitomises the precipitous decline of universities. He stressed that only people of high integrity and the requisite exposure to the university system should be appointed as chairmen and members of governing councils. He contended that university councils should not be seen as platforms for political patronage, where people are compensated for whatever political debt owed them. Ogunode, Ajape & Jegede (2020) opined that the activities of political officeholders and politicians in Nigerian higher institutions are a threat to the development and sustainability of higher education. Alemika, (n.d.) submitted that absence of vertical and horizontal oversight and accountability within and across the education sector, resulting in poor oversight of admission policies and capacity as well as admission and employment in flagrant violations of the constitution and federal character policy, thereby turning universities into enclaves of ethnic and religious groups instead of universal and globally competitive centres of learning, research and scholarship. Alemika, (n.d.) opined that the absence of effective oversight of incompetent and unaccountable management officials and organs (principal officers, Senate, A & PC committees, faculty and departments boards and heads) is due to weak oversight and primordial considerations. Also, Alemika, (n.d.) noted that politics and emphasis on the appointment of indigenes as vice-chancellors and other principal officers above the criteria of merit, integrity, and academic excellence are among the problem hindering the development of universities in Nigeria. Okoli, Ogbondah, & Ewor, (2016) submitted that in an era where many key university appointments and decisions are made outside the university, meritocracy is eroded and replaced with nepotism, godfatherism, lobbying and political patronage. This usually results in a system where the most eligible persons are often frustrated and left without promotions. The survival of the university education system is directly proportional to or to a large extent dependent on the institutionalization of autonomy. Majority of the universities are underdeveloped because the best brain is not in the system to manage them for success.

**Discouragement of Foreign Academics**

Indigenization of Principal Officers of tertiary institutions especially the universities that are not based on merit but on indigene-ship and political consideration can discourage international
academics from coming to Nigeria to work. Every academic staff want to work where merit and best international practices are criteria for administration. Ogunode, Ayoko, & Ezema (2022) submitted that the administration and management style adopted for managing the higher institutions in Nigeria did not promote accountability, fairness, justice and merit. Lecturers are appointed or promoted mostly based on political influence and based on relationships and not on merit. Recently, some host communities of higher institutions are calling for the indigenization of the principal officer of higher institutions meaning only indigenes of the host communities should be appointed as the principal officers of the universities. These actions and practices do not encourage foreign lecturers to come and work here where his/her career ladder is limited. There are some positions in the universities he/she cannot dream of occupying due to racial and cultural differences. Ogunode Ugochukwu & Iroegbu, (2022) observed that many higher institutions especially universities cannot boast of having an adequate number of international lecturers in their various universities. This ugly action and practice are hindering the internationalization of Nigerian higher education. Goshwe (2022) opined that all state and federal universities have resorted to employing mainly from their "catchment areas". Based on the law establishing the Federal character commission, no provision or quota is given to international staff. All lecturers must be Nigerians only with NO International outlook. If you see any international staff, he is an old stock waiting to be discarded. Goshwe (2022) noted that almost all Federal, State and private universities in Nigeria have about 50% of the staffing from the state, 80% from the geographical zone and 99.99% are Nigerians. Near zero international staff and students.

**Bad International Image**

The clarion call for the appointment of an indigene of host communities for the offices of principal officers of the institutions located in the communities has led to Nigerian universities being seen as local universities and a university that is attributed to nepotism and ethnicity. For a higher institution to maintain and constantly improve its international status, it must be seen to adhere to the best global standards in recruiting its staff, admitting its students and selecting its leadership at all levels, particularly the vice-chancellor based on merit. The recent calls by some host communities of tertiary institutions in Nigeria that their indigenes should be appointed to the positions of VC and other principal offices in the institutions are discrediting and discounting the more critical criteria of academic, administrative experience and merit for academic institutions with global status aspirations

**Less Competition**

Indigenization of Principal Officers of tertiary institutions especially the universities that are not based on merit but on indigene-ship and political considerations detest competition in the university system. The limit of leadership experience and qualification to only indigenes and not on best practices where other non-indigenes are given the opportunities to contribute to the development of the institutions gives room to less competition. Punch (2021a) submitted that a university should be a promoter of merit and a symbol of it. It is neither for ethnicity, nepotism or national culture of sharing where the establishment of one is hinged on the geographical spread. When merit is abandoned, it creates room for graft, kills competitiveness and allows for dubious comradeship. Higher education is the fulcrum to galvanise youths towards ground-breaking feats. But such may become a pipe dream if tawdriness continues to guide VC appointments in Nigerian universities. Beyond the buildings, by its cocktail of ideas and potpourri of disciplines, the universe is encapsulated in the university. Thus, stakeholders ought to constantly strive to fortify the worthy values enshrined in a university. As a former Prime Minister of the United Kingdom, Benjamin Disraeli, said, "University should be a place of light, of liberty, and learning."

**Conclusion and Recommendations**

Globally, renowned Universities such as Harvard, IMT, Oxford and Cambridge attract scholars and students from across the world. They consistently affirm the tenets of Universities being
universal in structure and practice (Punch, 2021a). But in Nigeria, many factors are considered in the selection and appointment of Universities principal officers. This paper discussed the implication of the domestication and indigenization of principal officers of the tertiary institutions, especially the public universities. The paper concluded that the domestication and indigenization of principal officers of the tertiary institutions especially the universities has led to a poor international outlook, localized university system, poor international ranking, bad governances, under-development, and discouragement of foreign academics, bad international image and less competition in the universities. Based on these identified issues, the paper hereby recommends the following:

1. The federal and state government should grant full autonomy (academic, financial and administrative) to all the universities in Nigeria. This will give them full power to operate without political influence.
2. Host communities of tertiary institutions should desist from insisting on the production of principal officers of the institutions.

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