

# Human Capital Development And Research Funding In Nigerian Universities: Efforts Of Intervention Agencies

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**Abstract:** *The major challenge facing the university system in Nigeria is inadequate funding. Notwithstanding several interventions by government, there still exist poor educational facilities in Nigerian universities. Resources needed for education production are grossly inadequate such as: hostels, libraries, lecture halls, laboratories, students' books and journals, office spaces etc. It is against this backdrop that this study aims at examining the role of TETFund Interventions in infrastructural development of federal universities in Nigerian. Among the objectives of this research is to ascertain the effect of TETFund Interventions on provision of office spaces, lecture halls, construction of laboratories and libraries in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State. Content Analytical and Evidence Based Research Approaches were adopted. The study reviewed the contributions of scholars in this field. Data were extensively sourced from documentary papers from which the objectives of the study were accomplished. The study found out that TETFund Interventions in Nigerian Universities particularly the universities studied have positively increased the provision of office spaces, lecture halls, laboratories and libraries in the institutions. The study recommends amongst others, a reduction and/or total elimination of unhealthy bureaucratic bottlenecks experienced in accessing TETFund interventions; utilization of honest and competent contractors in executing TETFund projects and involvement of wealthy individuals and donor agencies in closing infrastructural gap in Nigerian universities.*

**Keywords:** TETFund, Research, Universities, Nigeria, Human, Development

## INTRODUCTION

### 1.1 Background to the study

Before the establishment of Tertiary Education Trust Fund (TETFund) universities and other tertiary institutions in Nigeria were in a state of advanced decay which led to brain drain: forcing most of the teaching staff to leave the country in droves in search of greener pastures abroad. Apart from the negative effect of inadequate funding on the quality of teaching and learning process in our institutions of higher learning, students support is also inadequate (Afolayan, 2015). Despite the fact that funding of education has been on a steady decline over the years; new tertiary institutions are being established. This has led to constant confrontation between the education unions and the government to press for better funding of the education system. In turn this had led to closure of schools while the various industrial actions lasted. Imhabekhai and Tonwe, (2001) posited that university education at present is underfunded, inadequate funding put the university management under stress and strains hence, they are incapacitated in providing essential services.

In view of the above, Tertiary Education Trust Fund (TETFund) was established by an Act of the National Assembly in June 2011 to close this funding gap. The Act replaced the Education Tax Fund Act, Cap. E4 Laws of the Federation of Nigeria 2004 and Education Tax Fund (Amendment) Act No 17, 2003. Guidelines on assessing TETFund (2015) asserted that Fund was set up to administer and disburse education tax collections to the Federal and State tertiary educational institutions in Nigeria. The main source of income available to the Fund is the 2% education tax paid from the assessable profit of companies registered in Nigeria. The levies are collected by the Federal Inland Revenue Services (FIRS).

Education Tax Fund (ETF) however, was established by Education Tax Act No. 7 of 1993 and amended by Act No. 40 of (22nd Dec.) 1998. The Act imposes tax at the rate of 2% on the assessable profits of all incorporated bodies. The tax applies to all companies registered in Nigeria. These assessable profits of a company shall be ascertained in the manner specified in the companies Income Tax Act or the Petroleum Profits Tax Act as the case may be. What necessitated the promulgation of this Education Tax Act was the widely recognized decline in Educational standards and the deep rot in infrastructure and other facilities at all levels of the Nigerian educational system (Ugwuanyi, 2014).

### **1.2 Statement of the problem**

There is no gainsaying the fact that human capital development and innovative researches are two strong input and output gains expected from the educational institutions especially universities. The quality of human capital available in the universities will determine the quality of services they render. It is also important to note that availability of funds will enhance the quality of innovative researches that will be carried out in universities. In view of this, TETFund as a body charged with the responsibility of providing funding support to government owned tertiary institutions in Nigeria has been commended as well as criticized for not making enough impact in reducing the funding deficit in tertiary institutions. It is worthy of note that TETFund has been virtually left with the burden of staff training and development alongside research funding too in tertiary institutions which negates the philosophy of setting up TETFund as an intervention agency that will complement what the various tiers of governments are doing. As noted by Mgbekem (2006), cited in Oscar (2012), the major challenge facing the management of university system in Nigeria is inadequate funding. Besides, Ajayi and Ekundayo (2006), also remarked that the Nigerian government over the years, has not been meeting the United Nations Educational Scientific and Cultural Organization (UNESCO) recommendation of 26% of the local budget allocation to Education Sector. Inadequate fund for staff training and development is also yet to be resolved. Universities as centers for research and innovation are struggling to live up to expectations due to poor research-based grants and support. It is against this backdrop that this study aims at examining whether TETFund Interventions have any effect on human capital and funding or research in University Education Sub-sector in Nigerian.

### **1.3 Objective of the study**

The broad objective of the study is to examine the Effect of TETFund Interventions on Development of University Education Sub-Sector in Nigeria.

The specific objectives of the study are:

1. To determine the effect of TETFund interventions on Staff training and development in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State.
2. To identify how TETFund interventions affect conduct of research works in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State

### **1.4 RESEARCH QUESTIONS**

1. To what extend has TETFund carried out staff training and development in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State?
2. To what extend have TETFund interventions promoted conduct of research works in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State

### **1.5 Hypotheses**

1. TETFund interventions have affected positively staff training and development in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State.
2. TETFund interventions have supported conduct of research works in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State

### **1.6 Significance of the Study**

This study is both timely and significant. A thorough assessment of TETFund interventions in Nigerian Universities will reduce the shortage of knowledge in this regard. Equally, the suggestions and recommendations proffered in this study will make our political actors see the need to increase the fund made available to TETFund for improved intervention in Nigerian Universities. Also, the time range of the study falls within the period when the debate for full university autonomy is at the front burner in order to tackle the huge funding deficit in Nigerian Universities, therefore it will provide the necessary information for policy makers. Finally, scholars will find this work useful for further research on the effort of government in bridging the funding gaps in Nigerian Universities.

### 1.7 Scope of the Study

This study focuses primarily on assessment of “Effect of TETFund Interventions on Development of University Education Sub-Sector in Nigeria, with special attention on Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State, from 2011-2018”.

## LITERATURE REVIEW AND THEORETICAL FRAMEWORK

### 2.1 Conceptual framework

#### 2.1.1 Funding of University Education in Nigeria

Trend in the funding of University education in Nigeria revealed that there is no progressive increase in funds injected into the universities compared with the growing cost of maintenance, increased students intake, inflation trends and overhead cost. Oguntoye (2000) noted that the phenomenal expansion in the number of students enrolled in Higher Education Institutions has not been matched by expansions in government funding that has impacted on the quality of higher education in Nigeria. It is the poor funding that accounted for the inadequate library resources available for students to carry out meaningful research. It is imperative to note that poor funding with other growing indices in Nigerian Universities have a negative impact on the quality of education as the Universities are constantly shut down by all categories of staff unions agitating for one form of demand or the other. Jega (1995) attributed the long years of military rule, combined with economic crisis and structural adjustment program to the problems of funding in Nigerian universities. This pattern continued to the civilian era in 1999 when Arikewuyo (2004) found that since the inauguration of democratic governance in Nigeria, the country further witnessed heavy reduction in the university funding from 11.12% to 1.81% in 2003. The federal government introduced Educational Trust Fund (ETF) and later Tertiary Education Trust Fund (TETFund) as intervention agency to fund Nigerian higher education. There are high expectations from ETF interventions but the misplacement of priority has hindered its full utilization in most universities and therefore has not achieved its aims. Nonetheless the University education would have been in serious problems without the ETF intervention in Nigeria.

#### 2.1.2 Tertiary Education Trust Fund (TETFund)

TETFund was established based on the outcome of a series of negotiations between the Federal Government of Nigeria, representatives of the Academic Staff Union of Universities (ASUU) and the private sector. The Academic Staff Union of Universities had an agreement with the Federal Government, part of which led to the introduction of a 2% Education Tax on assessable corporate profit.

It is pertinent to mention that though the Fund was established in 1993, it only commenced operations in 1998 following the inauguration of its 1st Board of Trustees (BoT) by the then military government.

#### Mandate of the fund:

The Fund’s mandate is to utilize the 2% Education Tax charged on the assessable profit of all companies registered in Nigeria through project management and funding for the provision or maintenance of:

Essential physical infrastructure and equipment;

Instructional material and equipment;

Research and publications;

Academic staff training and development; and

Any other need in the opinion of the Board of Trustees, is critical and essential for the improvement and maintenance of standards in the higher educational institutions.

From the above, it could be said that TETFund’s cardinal objectives were to generate additional income to support tertiary education, provide scholarship and grants for the needy but promising students, attempting not only to strengthen and diversify the economic base of higher institutions in Nigeria but also redirecting their resources towards improving the productivity and quality of higher education.

To achieve its mandate, TETFund created some intervention lines after careful needs assessment of Beneficiary Institutions and these include amongst others:-

#### 1. Academic Staff Training and Development (TETFund Scholarship)

This is a normal intervention line under the Academic Based Intervention Areas of the Fund, geared towards upgrading the quality of teaching staff in Nigeria's Public Tertiary Educational Institutions (Universities, Polytechnics and Colleges of Education) through the award of scholarship for Masters and Doctorate Degrees within and outside the country. It also includes Bench-work sponsorship for those pursuing science based Ph.D programs in Nigerian Universities to carry out research work in foreign institutions with advanced facilities.

According to Prof. Bogoro the Executive Secretary of TETFund, prior to the introduction of this intervention only 40% of academic staff in Nigeria's Tertiary Institutions had Ph.D. which is the minimum requirement to be a lecturer in a Tertiary institution. But today this percentage has risen to nearly 70% due to this intervention.

#### 2. Conference Attendance

TETFund through the Conference Attendance (CA) intervention program, started in 2010, gives Academic and Non Academic Staff of Public Tertiary Educational Institutions the opportunity to have first-hand international and local experiences and exposures in their various areas of endeavor as well as interact with their peers across the globe.

#### 4. National Research Fund (NRF)

A seed money of N3 billion was set aside by the Federal Government through TETFund to encourage academics undertake cutting edge research for national development in the areas of Power and Energy, Employment and Wealth Creation etc. Since inception in 2011, 44 Research proposals that were adjudged fundable by a committee of experts had enjoyed funding from TETFund. As at January 2019, a total of N2,170,598,839.17 has been spent on this intervention. It is important to also note that an additional N1 billion had been allocated to the Research Fund making it a total of N4 billion for more meaningful impact.

#### 5. Institution Based Research (IBR) Intervention

TETFund IBR Intervention is aimed at supporting and enhancing basic academic research activities in our public tertiary educational institutions which had been abandoned due to paucity of funds. The Intervention has brought back life into the culture of Research and Development as a core mandate of the Institutions. Under this intervention, TETFund disbursed funds to institutions annually, for funding basic research by lecturers.

Before the IBR was introduced by the Fund, Academic staff of Nigeria's tertiary institutions could hardly undertake any research for lack of funding. The case has now been reversed by this intervention.

#### 11. Academic Research Journals Interventions

The Academic Research Journals Intervention (ARJ) initiative is aimed at reviving and encouraging the publication of quality academic journals based on research findings conducted by lecturers in our public tertiary educational institutions.

#### 2.2 Theoretical Framework

The study adopted the Public Goods Theory by Samuelson (1994). The Public goods theory has two main assumptions:

1. A good once produced for some consumers can be consumed by additional consumer(s) at no additional cost.
2. There is non-excludability, which means that it is difficult to keep people from consuming the good, once it has been produced.

According to Samuelson, goods with these characteristics will be under-produced in the private sector, or may not be produced at all. Following the conventional wisdom, economic efficiency requires that the government forces people to contribute to the production of public goods, and, then, allow all citizens to consume them. A public good is a good produced by government and generally made available for the benefit of its citizens. The explanation of 'public' by Narain (1986) throws more light to the public goods analysis. For Narain (1986), there are three characteristics of "publicness": (a) Public purpose (b) Public ownership and (c) Public control. For this study, education is a public good. The public goods theory provides justification for large public expenditure in education. This is based on the assumption that it is only the government that can effectively provide education services appropriately to the citizens given the varied externalities associated with it.

### 2.3 Empirical Review

There are a number of researches on university education funding, development and management. These works are review to enable the researcher establish gap in literature.

Agha (2014) examined funding university Education in Nigeria and its implications on the performance of these institutions. The African political economy model was used in explaining the financial state of Nigerian Universities. The findings revealed that although the Federal Government provides about 90 percent funds, it has not been able to successfully finance the system due to economic, social and political depression. This is evident in poor quality of teaching and research, poor conditions of work and insufficient attention to staff development. The consequence is that goals of university education in Nigeria are yet to be achieved.

Ugwoke (2013) on Education tax law and administration in Nigeria examines the administration of the ETD of 1993 as amended by the Act No 40 of 1988. It concludes that with improved transparency and accountability, rigorous training and retraining of the staff of the fund in tax audit and monitoring of project implementation, encouragement of the beneficiaries of the fund to shun their current lackadaisical attitude to the accessing and utilization of the Education Trust Fund money, the Education Tax Act will survive the present onslaught by the organized private sector who is recently very vocal about and against multiple taxation in the economy.

Adeyemi (2011) examined the financing of education in Nigeria. A review of the finances on education since the advent of formal education in the country was made. The study shown the total revenue accruing to the Federal Government and the amount of money allocated to the education at various periods indicating deficits in the funding of the system. The findings indicated that the funding of education has not been up to 17% in any given year despite the UNESCO minimum standard of 26% of national budget. The writer therefore made suggestions on how to effectively fund education in the country and recommended other sources of funding education for future development.

Afolayan (2015) examine the trend in funding of higher education in Nigeria and the attendant effect between 2009 and 2013. The paper observed some gaps in the funding and in the expenditure of available funds. The study analyzed the response to the report of the needs assessment of Nigerian Universities conducted in 2012, the federal government earmarked N1.3trillion for special intervention in the Nigerian public universities over the next Six (6) years, of which N200billion out of the amount has been released. The paper was concluded by making appropriate recommendations to addressing the identified challenges.

### 3.0 Methodology

Content Analytical and Evidence Base Approaches were adopted for this study. Data were collected using documentary instrument, and oral interviews with relevant officers and academic staff of Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State, who had direct connection with the TETFund disbursements and fund utilization in the Universities. It is exploratory because the paper delved into the hidden documents and information in the subject of study by espousing the investigative stance of exploratory research. Also, it is explanatory since it looked at the effect of TETFund intervention in bridging the funding gaps with focus on human capital development and innovative researches in the university system in Nigeria.

## 4.0 DATA PRESENTATION AND ANALYSIS

### TETFund interventions in Nnamdi Azikiwe University, Awka

Table 1. Summary of TETFund Allocation to NAU in 2018 Intervention

| S/N | INTERVENTION LINE                     | AMOUNT ALLOCATED      |
|-----|---------------------------------------|-----------------------|
| 1   | Academic Staff Training & Development | 160,000,000.00        |
| 2   | Conference Attendance                 | 20,000,000.00         |
| 3   | Institution Based Research            | 25,000,000.00         |
| 4   | Publication of Journal                | 5,000,000.00          |
| 50  | Manuscript Development                | 5,000,000.00          |
|     | <b>TOTAL</b>                          | <b>620,000,000.00</b> |



#### 4. Discussions

Tables 1 to above show TETFund Interventions in areas of Academic Staff Training & Development, Conference Attendance, Institution Based Research, Publication of Journal and Manuscript Development.

Apparently, it becomes pertinent to examine these allocations vis-à-vis our Research objectives; which are hereunder restated for clarity purposes.

1. To determine the effect of TETFund interventions on Staff training and development in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State.
2. To identify how TETFund interventions affect conduct of research works in Nnamdi Azikiwe University Awka, Anambra State and Federal University Oye-Ekiti, Ekiti State

#### 4.1.2 TETFund and Staff Development in NAU

We have noted earlier that TETFund interventions are anchored on the following areas: Normal Intervention; Library Intervention; Research grant; academic staff training and development; publication of journal; manuscript development; and conference attendance. Our research objective (ii) seeks to determine the impact of the TETFund Intervention on Staff development in Nnamdi Azikiwe University.

In table 2 below, one observes that TETFund has sponsored about 76 academic staff to various degree programs both locally and internationally between 2011 to 2018)

Table 2. Academic Staff Training & Development (AST&D) in NAU

| S/N | Names of Beneficiary            | Program    | Year of Intervention | Amount Approved |
|-----|---------------------------------|------------|----------------------|-----------------|
| 1   | Ogbuagu Adaora Stella M.        | Bench work | 2011                 | 2,346,000       |
| 2   | Ezeofor Victory                 | Ph.D       | 2011/2012            | 16,039,500      |
| 3   | Egboka Mmazuluahu Chioma        | M.Ph       | 2011                 | 6,069,000       |
| 4   | Obumselu Onyeka Fabian          | Ph.D       |                      | 24,033,750      |
| 5   | Ifeanyi Nzekwe                  | Bench work |                      | 2,195,600       |
| 6   | Odiegwu Chukwujekwu N.          | Bench work | 2011                 | 4,539,000       |
| 7   | Igu Nwabueze (Upgrade)          | Ph.D       | 2011/2012            | 1,530,000       |
| 8   | Dumbili Emeka Wilfred (Upgrade) |            |                      | 3,697,500       |
| 9   | Sidney Chukwuneke A (Upgrade)   |            |                      | 4,239,388.25    |
| 10  | Onyenwa Ikechukwu Ekene         | Ph.D       | 2011/2012            | 22,835,250      |
| 11  | Eboatu Kenneth Chiedu           | PhD        |                      | 22,338,000      |
| 12  | Chimezie Peters Nnanwa          | PhD        |                      | 20,983,950      |
| 13  | Igu Nwabueze                    | Ph.D       | 2011/2012            | 1,630,000       |
| 14  | Dumbili Emeka Wilfred           | Ph.D       |                      | 3,607,500       |
| 15  | Sidney Chukwuneke Abuchi        | Ph.D       |                      | 4,239,388.25    |
| 16  | Ugochukwu Umeobika              | Ph.D       | 2011/2012            | 18,124,800      |
| 17  | Anthony Chigbo Ezeribe          | Ph.D       |                      | 20,211,930      |
| 18  | Ngozi Iheukwumere               | Ph.D       |                      | 16,722,640      |
| 19  | Ositanwosu C. Onyeibo           | M.Sc       |                      | 1,500,000       |
| 20  | Okoye Peter Uchenna             | M.Sc       |                      | 1,500,000       |
| 21  | Nnanatu Chibuzor Chris          | Ph.D       | 2012/2013            | 26,229,700      |
| 22  | Ohagwu Christopher C.           | Bench work |                      | 1,961,000       |
| 23  | Odumegwu Jonathan Nenye         | Ph.D       |                      | 17,781,060      |
| 24  | Egboka Nkechi E.                | Ph.D       | 2012/2013            | 18,310,185      |
| 25  | Nwakaire Chidozie M             | Ph.D       |                      | 11,660,000      |
|     | Ogujiofor Obinna S.             | Ph.D       |                      | 26,500,00       |
| 26  | Isibor Chinwe A                 | Ph.D       | 2012/2013            | 1,500,000       |
| 27  | Rev. Sis. Nwankwo Madeleine     | Ph.D       |                      | 1,500,000       |
| 28  | Ezeani Majesty Ignatius         | Ph.D       | 2012/2013            | 28,304,605      |

|    |                              |      |           |               |
|----|------------------------------|------|-----------|---------------|
| 29 | Chukwunneke Sid Abuchi       |      |           | 1,122,592     |
| 30 | Nnaji Adolphus Ngwu          |      |           | 700,000       |
| 31 | Nzoiwu Azuka Abigail         |      |           | 1,050,000     |
| 32 | Odetola Anthony Olusoji      |      |           | 1,500,000     |
| 33 | Umeobika Ugochukwu Christian |      | 2013/2014 | 7,365,000     |
| 34 | Ezeribe Anthony Chigbo       |      |           | 4,406,400     |
| 35 | Onyekwe Ikechukwu E.         |      |           | 4,406,000     |
| 36 | Egwuonwu Afamefuna           |      |           | 9,682,000     |
| 37 | Mmeka Ebelechukwu C.         | Ph.D |           | 30,000,000    |
| 38 | Anagu Linda Onyeka           | Ph.D |           | 30,000,000    |
| 39 | Ezechukwu Uchenna N.         | M.Sc |           | 1,500,000     |
| 40 | Ezeanyim Okechukwu           | M.Sc |           | 1,500,000     |
| 41 | Ndukwe Okorie O.             | M.Sc |           | 1,500,000     |
| 42 | Uko Ibeabuchi                | M.Sc |           | 1,500,000     |
| 43 | Nwafor Florence A.           | M.Sc |           | 1,500,000     |
| 44 | Arinze-Umeobi Chinemelum N   | LLM  | 2014      | 9,027,000     |
| 45 | Umobika Ugochukwu Christain  |      |           | 4,510,200     |
| 46 | Officha Chinwe O.            | M.Sc | 2014/2015 | 1,500,000     |
| 47 | Mbachu Victor M.             | M.Sc |           | 1,500,000     |
| 48 | Okolie Chukwulozie Paul      | M.Sc |           | 1,500,000     |
| 49 | Ezenwelu Chijioko Obinna     | M.Sc |           | 1,500,000     |
| 50 | Okonkwo Chukwudi Onyeka      | M.Sc |           | 1,500,000     |
| 51 | Dr. Nwankwo Clementina U.    | Ph.D |           | 12,000,000    |
| 52 | Ukeme Timothy James          | Ph.D |           | 4,500,000     |
| 53 | Amaefuna Ijeoma Anthonia     | Ph.D |           | 4,500,000     |
| 54 | Onwuekwe Chidiebere Oswald   | Ph.D |           | 3,600,000     |
| 55 | Onyema Chukwuebuka T.        |      | 2015/2016 | 2,508,000     |
| 56 | Ikegbunam Moses              |      |           | 3,000,000     |
| 57 | Nweze Christian Nweze        | Ph.D |           | 12,000,000    |
| 58 | Nwobu Samuel Chukwuma        |      |           | 2,128,000     |
| 59 | Obiora Oluchukwu Loveth      | Ph.D | 2015/2016 | 47,135,200    |
| 60 | Onyi Charles Emeka           | Ph.D |           | 17,404,000    |
| 61 | Ojukwu Henry Sonna           | Ph.D |           | 3,600,000     |
| 62 | Ugochukwu Godwin Chidozie    | Ph.D |           | 4,500,000     |
| 63 | Ezennaya Osita Samuel        | Ph.D | 2015/2016 | 17,508,254.30 |
| 64 | Okere Ifeanyi Augustina      | Ph.D |           | 28,006,260.20 |
| 65 | Ezeabasili Augusta Chioma    | Ph.D | 2015/2016 | 3,600,000     |
| 66 | Nwoke Victor                 | Ph.D | 2015/2016 | 4,500,000     |
| 67 | Onyedikachi Samuel Nnamdi    | Ph.D |           | 18,107,431    |
| 68 | Obiafudo Obiora Jeremiaiah   | Ph.D | 2016/2017 | 4,500,000     |
| 69 | Aniefiok Hanson Idara        | Ph.D |           | 3,600,000     |
| 70 | Omeokachie Adolphos I        | Ph.D | 2016/2017 | 4,500,000     |
| 71 | Achufusi Ani Uju Nwamaka     | Ph.D |           | 3,600,000     |
| 72 | Ekeruche Chinenye Uchenna    | Ph.D |           | 33,288,380    |
| 73 | Nwoke Victor Ugochukwu       | Ph.D |           | 16,862,500    |
| 74 | Umeobi Happiness Ijeoma      | Ph.D |           | 4,500,000     |

Source: NAU TETFund Document 2019

The table also shows the benefitting academic staff, degree in view, intervention year and the total amount in naira on each candidate. So far, 344,751,632.50 has been spent in this direction as shown in table 3 below. It is hoped that by the time the candidates complete their courses and return to the University, there will be a big boost to the quality of academic staff in the University.

Table 3. SUMMARY OF AST&D

| S/N          | Amount approved       | Intervention year | Balance at hand       | Date Approved                 |
|--------------|-----------------------|-------------------|-----------------------|-------------------------------|
| 1            | 9,595,504.45          | 2012/2013         | 32,677,242.00         | Aug 6 <sup>th</sup> , 2014    |
| 2            | 93,359,800.00         | 2013/2014         | 66,235,704.00         | June 3 <sup>rd</sup> , 2015   |
| 3            | 9,027,000.00          | 2014              | 57,208,704.45         | Aug 19 <sup>th</sup> , 2015   |
| 4            | 4,510,200.00          | 2014              | 21,445,684.45         | July 25 <sup>th</sup> , 2016  |
| 5            | 19,500,000.00         | 2014/2015         | 101,945,684.45        | Oct 31 <sup>th</sup> , 2016   |
| 6            | 12,600,000.00         | 2015/2016         | 389,345,684.45        | May 5 <sup>th</sup> , 2017    |
| 7            | 19,636,000.00         | 2015/2016         | 369,709,684.45        | June 30 <sup>th</sup> , 2017  |
| 8            | 72,639,200.00         | 2015/2016         | 297,070,574.45        | Aug 29 <sup>th</sup> , 2017   |
| 9            | 45,514,514.50         | 2015/2016         | 251,556,659.95        | Oct 16 <sup>th</sup> , 2017   |
| 10           | 3,600,000.00          | 2015/2016         | 247,956,059.95        | Oct 19 <sup>th</sup> , 2017   |
| 11           | 22,607,431.00         | 2015/2016         | 225,348,625           | April 18 <sup>th</sup> , 2018 |
| <b>Total</b> | <b>344,751,632.50</b> |                   | <b>203,741,857.40</b> |                               |

Source: NAU TETFund Document 2019

In addition to the foregoing, TETFund has also sponsored both academic and non-academic staff of the University to national and international conferences and seminars as shown in table 5 below. According to the TETFund Desk Officer in NAU, the ratio at which academic and non-academic staff benefit from such conferences is 70:30 respectively. 84,481,755.00 has so far been spent in this direction between 2014-2018 years as shown in table 5 below. It is abundantly clear from the foregoing that the TETFund has indeed impacted positively on Staff development in Nnamdi Azikiwe University.

Table 5. Summary of Conferences from 2014-2018

| S/N          | Amount approved      | Intervention year | Balance at Hand       | Date Approved                 |
|--------------|----------------------|-------------------|-----------------------|-------------------------------|
| 1            | 4,974,130.00         | 2012/2013         | 33,903.25             | July 23 <sup>rd</sup> , 2014  |
| 2            | 17,278,485.00        | 2013/2014         | 32,755,418.25         | Aug. 19 <sup>th</sup> , 2015  |
| 3            | 6,833,400.00         | 2014-2016         | 80,922,018.00         | May 22 <sup>nd</sup> , 2017   |
| 4            | 9,345,760.00         | 2015/2016         | 71,576,258.26         | July 4 <sup>th</sup> , 2017   |
| 5            | 1,519,000.00         | 2015/2016         | 58,362,758.65         | Sept. 18 <sup>th</sup> , 2017 |
| 6            | 12,796,055.00        | 2015/2016         | 45,566,703.65         | Nov. 7 <sup>th</sup> , 2017   |
| 7            | 3,553,780.00         | 2015/2016         | 42,012,923.65         | Dec. 22 <sup>nd</sup> 2017    |
| 8            | 5,192,054.00         | 2015/2016         | 36,820,878.65         | Jan. 23 <sup>rd</sup> , 2018  |
| 9            | 10,237,790.00        | 2015/2016         | 31,775,133.65         | Feb. 21 <sup>st</sup> , 2018  |
| 10           | 6,891,290.00         | 2015/2016         | 19,691,798.65         | April 18 <sup>th</sup> , 2018 |
| 11           | 5,860,020            | 2016/2017         | 43,831,778.65         | June 25 <sup>th</sup> , 2018  |
| <b>Total</b> | <b>84,481,755.00</b> |                   | <b>463,349,571.56</b> |                               |

Source: NAU TETFund Document 2019

#### 4.1.3 TETFund and Research/Academic Growth in NAU

On the area of Research, TETFund had allocated 163,280,000.00 as research grant for the 2014-2018 periods. Out of this sum, 78,069,809.00 has so far been disbursed on 51 academic staff of the University who had successfully applied for research grant. Table 6, shows the comprehensive list of recipients, year of intervention and amount approved while table 7 shows the summary of institution based research grant.

Table 6. Approved Institution Based Research Grant

| S/N          | Beneficiary               | Date Approved                 | Year of intervention | Amount Approved     |
|--------------|---------------------------|-------------------------------|----------------------|---------------------|
| 1            | Prof. Esimone Charlse     | July 22 <sup>nd</sup> , 2014  | 2013                 | 1,825,620.00        |
| <b>TOTAL</b> |                           |                               |                      | <b>1,825,620.00</b> |
| 2            | Nwoke Victor Ugochukwu    | April 25 <sup>th</sup> , 2017 | 2012-2014            | 1,229,510.09        |
| 3            | Okeke Chizoba O.          |                               |                      | 2,000,000.00        |
| 4            | Ogenyi Samuel Ifedioranma |                               |                      | 1,975,295.00        |
| 5            | Uzoh Chigozie Francolins  |                               |                      | 1,420,000.00        |
| 6            | Ogbu Kingsley Nnaewmeka   |                               |                      | 1,230,000.00        |



|              |                                |                              |           |                      |
|--------------|--------------------------------|------------------------------|-----------|----------------------|
| 7            | Dr. Ikpeze Obiora              |                              |           | 1,425,000.00         |
| 8            | Prof. Emele Felix              |                              |           | 1,556,000.00         |
| 9            | Anosike Nnamdi                 |                              |           | 1,275,000.00         |
| 10           | Odira C.C.                     |                              |           | 1,190,000.00         |
| 11           | Okafor Christiana Nkiru        |                              |           | 1,450,000.00         |
| 12           | Achebe Chinonso Hubert         |                              |           | 1,901,000.00         |
| 13           | Ewulonu Chinonso N.            |                              |           | 1,476,400.00         |
| 14           | Nwigbo Solomon C.              |                              |           | 1,610,000.00         |
| 15           | Akpunonu Eliseus Okey          |                              |           | 1,183,100.00         |
| 16           | Okonkwo Ugockukwu C.           |                              |           | 1,160,000.00         |
| <b>TOTAL</b> |                                |                              |           | <b>22,031,305.00</b> |
| 17           | Chukwuma George O.             | June 28 <sup>th</sup> , 2017 | 2012-2014 | 1,788,000.00         |
| 18           | Ngenegbo Uche C.               |                              |           | 1,230,000.00         |
| 19           | Adeyemisi Victor Aduloju       |                              |           | 2,000,000.00         |
| 20           | Ihim Augustine                 |                              |           | 1,851,814.00         |
| 21           | Ezenwelu Chijioko Obinna       |                              |           | 1,400,000.00         |
| 22           | Ifeanyichukwu Martins O.       |                              |           | 1,880,000.00         |
| 23           | Okolie Paul Chukwulozie        |                              |           | 1,467,800.00         |
| 24           | Nwadike Emmanuel C.            |                              |           | 1,290,000.00         |
| 25           | Dara Jude Ezechi               |                              |           | 1,344,000.00         |
| 26           | Chukwuneke Jeremiah            |                              |           | 1,514,000.00         |
| 27           | Chukwujike Ihuoma              |                              |           | 1,660,000.00         |
| 28           | Onukwuli Okechukwu             |                              |           | 1,490,000.00         |
| <b>TOTAL</b> |                                |                              |           | <b>18,915,614.00</b> |
| 29           | Dr. Obinna Ekwunife            | July 7 <sup>th</sup> , 2017  | 2015/2016 | 1,217,400.00         |
| 30           | Dr. Sunday Odunze Nduke        |                              |           | 1,400,000.00         |
| 31           | Ogbonna Brian Onyebuchi        |                              |           | 1,170,000.00         |
| 32           | Dr. Urunnachi Emmanuel M.      |                              |           | 1,500,000.00         |
| 33           | Dr. (Mrs) Nwafor-orizu Ejeagwu |                              |           | 1,316,000.00         |
| <b>TOTAL</b> |                                |                              |           | <b>6,658,020.00</b>  |
| 34           | Aribodor Ogechukwu O.          | Aug 29 <sup>th</sup> , 2017  | 2014/2015 | 1,495,000.00         |
| 35           | Prof. Nweze Eze Anthony        |                              |           | 1,335,000.00         |
| 36           | Dr. Ngwoke Keneth Gerald       |                              |           | 1,550,000.00         |
| 37           | Prof. Onyenekwe Chinedum       |                              |           | 1,689,250.00         |
| 38           | Anene Franklin Amaechi         |                              |           | 1,295,000.00         |
| 39           | Chukwuma Emmanuel              |                              |           | 1,364,000.00         |
| 40           | Dr. Ezekwesili Chinwe N.       |                              |           | 1,500,000.00         |
| 41           | Prof. Ewuim S. Chima           |                              |           | 1,664,000.00         |
| 42           | Dr. Okoye Chike                |                              |           | 1,097,000.00         |
| 43           | Engr. Okoye-Onyesolu C. Faith  |                              |           | 1,765,000.00         |
| 44           | Prof. Okoye Reco               |                              |           | 1,760,000.00         |
| <b>TOTAL</b> |                                |                              |           | <b>16,515,250.00</b> |
| 45           | Engr. Azubuogu Augustine       | Nov. 15 <sup>th</sup> , 2017 | 2014/2015 | 1,525,000.00         |
| 46           | Okoye Peter Izuoba             |                              |           | 1,640,000.00         |
| 47           | Engr. Okoye Chukwunonso C.     |                              |           | 1,056,000.00         |
| 48           | Dr. Anakwuba Emmanuel K.       |                              |           | 1,978,500.00         |
| 49           | Ezembu Eunice N.               |                              |           | 1,900,000.00         |
| 50           | Engr. Dr. Odoh Jerome Ugwu     |                              |           | 1,690,000.00         |
| 51           | Dr. Ekpunobi Uche Eunice       |                              |           | 1,630,500.00         |
| <b>TOTAL</b> |                                |                              |           | <b>12,124,000.00</b> |

Source: NAU TETFund Document 2019

Table 5. Summary of Institution Based Research Grant

| S/N | Amount approved | Intervention year | Balance at hand | Date Approved                |
|-----|-----------------|-------------------|-----------------|------------------------------|
| 1   | 1,825,620.00    | 2012/2013         | 23,267,960.00   | July 22 <sup>nd</sup> , 2014 |

|              |                      |           |                       |                               |
|--------------|----------------------|-----------|-----------------------|-------------------------------|
| 2            | 22,031,305.00        | 2012-2014 | 21,236,655.00         | April 25 <sup>th</sup> , 2017 |
| 3            | 18,915,614.00        | 2012-2014 | 33,699,808.00         | June 28 <sup>th</sup> , 2017  |
| 4            | 6,658,020.00         | 2015-2016 | 41,054,365.00         | July 7 <sup>th</sup> , 2017   |
| 5            | 16,515,250.00        | 2014-2015 | 18,081,830.00         | Aug. 29 <sup>th</sup> , 2017  |
| 6            | 12,124,000.00        | 2015-2016 | 25,939,385.00         | Nov. 15 <sup>th</sup> , 2017  |
| <b>Total</b> | <b>78,069,809.00</b> |           | <b>163,280,000.00</b> |                               |

Source: NAU TETFund Document 2019

### TETFund interventions in Federal University Oye-Ekiti,

Table 8. Academic Staff Training & Development (AST&D) in FUOYE

| S/N | Names of Beneficiary       | Program    |
|-----|----------------------------|------------|
| 1.  | Omobepade Bayode P.        | Bench work |
| 2.  | Babalola Teju Esther       | Bench work |
| 3   | Adameji O. Victoria        | M.Sc       |
| 4   | Ajakpovi Amen Prince       | M.Sc       |
| 5   | Dr. Onyekachi Asuzu        | M.Sc       |
| 6   | Iseghohi Osemare I.        | M.Sc       |
| 7   | Falomo Olajumoke O.        | M.Sc       |
| 8   | Adika O. Augustine         | M.Sc       |
| 9   | Idowu Adebayo Foluke       | Ph.D       |
| 10  | Oyewole Folasade Esther    | Ph.D       |
| 11  | Ifejirika Chika A.         | Ph.D       |
| 12  | Egbunonu Chinwe Miriam     | PhD        |
| 13  | Ajayi Oluwande Olubusola   | M.Sc       |
| 14  | Ayeni Samson Oluwaseyi     | M.Sc       |
| 15  | Nyaramike Ericmoore T.     | M.Sc       |
| 16  | Odo Chioma Vivian          | M.Sc       |
| 17  | Omonijo Adejumo Oluwatosin | Ph.D       |
| 18  | Onyeabor Uchechukwu S.     | M.Sc       |
| 19  | Salaudeen Lukman Olayinka  | M.Sc       |
| 21  | Fajana Akindeji O.         | Ph.D       |
| 21  | Olusanya Samuel O.         | Ph.D       |
| 22  | Samuel Osamoka F.C.        | M.Sc       |
| 23  | Abimbade Sunday F.         | Ph.D       |
| 24  | Ireh C. Ifesinachi         | M.Sc       |
| 25  | Olaseeni Olayiwola G.      | Ph.D       |
| 26  | Ukhurejere Oluchi Miriam   | M.Sc       |
| 27  | Afolayan Catherine Bola    | M.Sc       |
| 28  | Amosun Joel Olayide        | M.Sc       |
| 29  | Nwokeoma Cheryl I          | Ph.D       |
| 30  | Oluwadare Oluwatimilehin   | Ph.D       |
| 31  | Oyebamija Ajibola Rasidat  | M.Sc       |
| 32  | Bolaji Taiwo Ayodele       | Bench Work |
| 33  | Nwankwo Ogonna Daniel      | Bench Work |
| 34  | Eze Chukwuebuka T          | Bench Work |
| 35  | Jidong Dung Ezekiel        | M.Sc       |
| 36  | Ogunsaki Adesoji           | M.Sc       |
| 37  | Ayodele Israel Oluwatosin  | M.Sc       |
| 38  | Keji Sunday Anderu         | M.Sc       |
| 39  | Arinze Nguugbe             | Ph.D       |
| 40  | Olaosebikan Oluwabusola    | M.Sc       |
| 41  | Babalola Blessing          | Ph.D       |

|    |                            |      |
|----|----------------------------|------|
| 42 | Ajibola Opeyemi            | M.Sc |
| 43 | Badmus Abulrahman          | Ph.D |
| 44 | Odiase Precious            | M.Sc |
| 45 | Omoleye Taiwo Joel         | M.Sc |
| 46 | Onuorah Tochukwu O.        | M.Sc |
| 47 | Ogundana Tunde O.          | M.Sc |
| 48 | Adesanya Adeyinka A        | M.Sc |
| 49 | Adelowo Ebenezer Dotun     | Ph.D |
| 50 | Adigun Oluwole Daniel      | M.Sc |
| 51 | Madueke Chioma Ifeyinwa    | Ph.D |
| 52 | Adeyemo Adedayo Abiodun    | Ph.D |
| 53 | Njokuocha Ikechukwu K.     | M.Sc |
| 54 | Umunnakwe Reginald         | Ph.D |
| 55 | Adeleye Olayinka           | M.Sc |
| 56 | Adeoye Aderemi Michael     | Ph.D |
| 57 | Joseph Agofure Idogho      | Ph.D |
| 58 | Olajide Olabode            | Ph.D |
| 59 | Aboyade Kehinde Azeez      | M.Sc |
| 60 | Alabi Olajumoke Olanrewaju | Ph.D |
| 61 | Iseghohi Osemare Innocent  | Ph.D |
| 62 | Omoju Olanrewaju J.        | Ph.D |
| 63 | Adebambe Bolaji Adelanke   | Ph.D |
| 64 | Daramola Comfort Yetunde   | Ph.D |
| 65 | Afolabi Samuel Oluwatayo   | Ph.D |
| 66 | Irewole Michael Olayinka   | Ph.D |
| 67 | Kehinde David Deji         | Ph.D |
| 68 | Ajayi Emmanuel Sunday      | Ph.D |
| 69 | Babarinde Adedayo Kayode   | Ph.D |
| 70 | Ekpenyong Udom Imoh        | Ph.D |
| 71 | Bamidele Odunayo Emmanuel  | Ph.D |
| 72 | Oriola Bolanle             | Ph.D |
| 73 | Jeje Temitope Olawale      |      |
| 74 | Samuel Osamoka Faith       | Ph.D |
| 75 | Faremi Abass Akande        | Ph.D |
| 76 | Soremekun R.K.             | Ph.D |
| 77 | Adegoke Y.O                | Ph.D |
| 78 | Olabode O.P.               | Ph.D |
| 79 | Boluwaji O.V.              | Ph.D |
| 80 | Ilesanmi O.A.              | Ph.D |
| 81 | Oloye A.O.                 | Ph.D |
| 82 | Ezeonyim Kenechi E         | Ph.D |
| 83 | Fadaka Babajide F.         | Ph.D |
| 84 | Emenike Maureen I.         | Ph.D |
| 85 | Akinwumi Olutola O.        | Ph.D |
| 86 | Ogbuagu Matthew I          | Ph.D |
| 87 | Hilary Ugo Ezea            | Ph.D |

Source: FUYOYE TETFund Document 2019

Table 8 above shows the benefitting academic staff, degree in view. So far, 87 members of academic staff have benefitted from TETFund Academic Staff and Development interventions from 2011 to 2018. It is hoped that by the time the candidates complete their courses and return to the University, there will be a big boost to the quality of academic staff in the University. It is visibly clear from the foregoing that TETFund interventions have indeed promoted positively Staff development in Federal University Oye-Ekiti. In addition to the foregoing, TETFund has also sponsored both academic and non-academic staff of the University totaling 670 to national and international

conferences and seminars as shown in table 9 below. According to the TETFund Desk Officer in FUYOYE, the ratio at which academic and non-academic staff benefit from such conferences is 70:30 respectively.

From the data above it is evidently clear that TETFund interventions have indeed impacted positively on Staff Training and development in Federal University Oye-Ekiti.

Table 10. Summary of areas FUYOYE benefitted from TETFund interventions

| S/N          | Area of Benefit                                | Number of benefitting staff |
|--------------|--|-----------------------------|
| 1            | Academic Staff Training and Development (AS&D) | 86                          |
| 2            | Conference Attendance (CA)                     | 670                         |
| 3            | Manuscript Development (MD)                    | 25                          |
| 4            | Institutional Based Research (IBR)             | 50                          |
| <b>TOTAL</b> |  | <b>831</b>                  |

Source: FUYOYE TETFund Document 2019

Table 9 above shows that in the area of Research and manuscript development, a total number of 75 academic staff have benefitted from TETFund interventions from 2011 to 2018. The researcher discovered that the number would have been more if not ignorant on the side of the members of staff on conditions attached to approval of the Funds which have been overcome as a result of regular workshop being organized by TETFund Office in FUYOYE.

It is as well clear, in view of the above that TETFund interventions have affected positively conduct of research works in Federal University Oye-Ekiti, Ekiti State.

## **6. Recommendations**

Despite the TETFund interventions, universities in Nigeria still lack funds necessary to upgrade the institutions to international standard. This situation is due to the fact that tertiary education is cost-effective and, even the funds approved by TETFund, are not always fully accessed by the beneficiary institutions. Based on these facts, it is recommended that there is need to reduce or eliminate entirely the level of bureaucratic bottlenecks often associated with accessing approved funds. This will make it easier for institutions to fully access approved TETFund. Such delays are often in the areas of examining request/applications for funds, scrutinizing the attendant feasibility studies and monitoring/certifying of executed projects etc before further releases are made; which often, are not devoid of sharp practices.

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