



National Universities Commission



Federal Republic of Nigeria

BUILDING SKILLS AND CAPACITY IN THE NEXT GENERATION OF UNIVERSITY STAFF

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Introduction

How do we build skills and capacity of the next generation of university staff?



VS





Introduction



- ❑ For Africa to develop the necessary levels of qualification and capability that will enable its Universities to be in global reckoning, deliberate efforts must be made to invest massively, consistently and appropriately in Higher Education in all ramifications,



Introduction....



- Massive purposive Investment in research and Innovation will enable African countries set their own research agendas, priorities, trajectory and desired outcomes of the research endeavours of universities and other knowledge-generating institutions vis-à-vis the specific needs of individual countries.



You can't Clap with one Hand....



- ❑ There is an African saying that “you cannot clap with one hand” in the same vein, attempting to clap with two hands one of which is paralyzed or weak , can only produce muffled sound.



You can't Clap with one Hand.....



- ❑ Whereas collaboration and partnerships are very useful strategies for capacity building and enhancement, one-sided and weak partnerships may at best yield only transient gains with little or no basis for sustainability.

- ❑ For African nations to optimize the synergies of collaboration and partnerships,.....
 - ✓ Purposive and consistent **investment** of national of resources,

 - ✓ Faithful implementation of action/strategic plans within the context of a **stable policy environment**,

 - ✓ Sincere **commitment at the highest level** of government ,– free rides from development partners and donor agencies, can not take us very far.



Status Report on The Academie.. Snippets from Nigeria



- ❑ 170 universities,
- ❑ In 2018, Total Enrolment = 2, 041, 291
- ❑ Total UG = 1, 798,958
- ❑ Total PG enrolment = 242,333 or (11.8%) of total student enrolment
- ❑ Total **PhD enrolment** = 25, 712 which was only **10.6% of total PG enrolment** in 2018 while Master's enrolment was 216, 621 or 89.4% of total PG enrolment degree students .



Snippets from Nigeria...



- Academic staff strength in 2018 was 67,680 of which 10,323 [15%] were full Professors.
- About 65% of Academic Staff possess the the PhD degree or have doctoral level-certification .
- Staffing in many academic disciplines is “Bottom-heavy” , some are very”Top-heavy”**The scenario may be the same or worse in many other Africa countries??**



- ❑ Succession planning is critical for sustainability and competitiveness of African Universities.
- ❑ The phenomenon of “ageing professoriate” – clear & present danger !
- ❑ The need to have a **critical mass** of high quality well trained , ICT-savvy, academic staff with the doctorate degree is incontrovertible (PhD as minimum qualification to be in good standing)



Building Next Gen Academics



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- ❑ Post graduate students represent **the pool** from which the next generation of academics will be drawn,
- ❑ What is the quality of “ the pool” or PG programmes especially at the doctoral level?



Some Features of “the PG Pool “



- ❑ Poorly Funded/ “Self-Funded” PhD research projects
>>>> Poor Quality >> Not publishable in good journals>>> Zero or No impact factor
- ❑ Incompetent supervisors, [lack of cognate /up-to date expertise in area of supervision >>> “Topic Hunting”
>>>>Protracted completion time
- ❑ Poor systemic /institutional framework for monitoring progress and effective supervision of graduate students.
- ❑ Unduly protracted duration of PhD programmes [retards academic progression as PhD required for promotion to Senior Lecturer grade. >>>>disillusionment, Frustration
>>>>> physical/ psychological absenteeism. >>>11



What is the way forward?





Strategies for Improvement...

- ✓ Attract more research funding from various sources
- ✓ Re-invigorate the Management & Supervision of Doctorates
- ✓ Train supervisors on best practices in Doctoral supervision
- ✓ Appoint Supervisors on merit based on evidence of active research competence in doctoral research area
- ✓ Continuous Faculty development programmes
- ✓ Reasonable Workload for “Staff-in-Training”



Strategies for Improvement...

- ✓ Form Strategic Partnerships & “ **Consortia**” to pool Human & material resources for Doctoral research & Training in specific disciplines **in - country**
- ✓ Explore the **Split-Site PhD** model in-country and with foreign Universities
- ✓ Optimized deployment of Diaspora resources e.g. NUC Linkage with Experts and Academics in Diaspora (LEAD) scheme
- ✓ Encourage older Universities with large concentrations of Professors to focus more on PG training e.g University of Ibadan, Nigeria a total enrolment of 37,470 of which 17,277 or 46.1% were PG students. **Over 400 PhDs** in 2018

in 2018



Strategies for Improvement...

- ✓ Establish strong **South-South collaborations** and partnership
- ✓ Committed implementation of the **Addis Convention** will boost staff and student mobility and mutual recognition of qualifications, equivalences and credit transfer as well as academic staff capacity building.
- ✓ Build virile South-North partnerships [e.g NUC-University of Sussex partnership on Transformative HE pedagogy; NUC/British Council/ OUUK ODL project; NUC/ University of London ODL capacity building project



Conclusion



□ Achievement of the laudable objective of building a critical mass of quality highly skilled competent and motivated next generation University staff in Africa can be bolstered with the faithful implementation of the various strategies of increased investment, Institutional reforms, capacity building and a combination of in-country, South-South and South-North partnerships



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