

Globalisation and Knowledge Flight in Nigeria: Adekunle Ajasin University in Perspective

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Abstract— The paper examines the link between globalization and knowledge flight, encapsulating as emigration of lecturers and graduates of Adekunle Ajasin University, Akungba-Akoko (AAUA), Nigeria abroad for postgraduate studies. It evaluates the worrisome and alarming rate at which Nigerians are tramping abroad for postgraduate studies at the detriment of the Nigerian Universities, where some programmes are affordable. This is not unconnected with the fact that some of the lecturers, who are privileged to study abroad for their higher degrees either via government's sponsorship or their institution renege on their promise to come back after the completion of their studies. This, to an extent, has put their guarantors and the University in quandary. What seems to be an enigma to the attitudes of the beneficiaries is their inability to decipher the positive impacts of globalization against its negative posture. Expectedly, the issue of knowledge flight has gained currency in academic literature. What has not been sufficiently interrogated is the relationship between globalisation and knowledge flight, especially as it affects AAUA. Using documentary evidence, this study investigates the effects of globalisation on postgraduate studies and emigration of faculties in AAUA. This study discovers that availability of funding and scholarship is a major reason for the exodus of students and scholars from Adekunle Ajasin University, Akungba-Akoko to overseas for better education, coupled with insecurity, poor economy of the country, unemployment and irregular payment of salaries of staff sent on training and development programmes. It is within this purview that this paper suggests the need for proper re-orientation of the beneficiaries and graduates of Nigerian origin that the challenges of every generation could only be solved by those that belong to the generation. Hence, the need to be honest and more patriotic to the course of development of their nation.

Keywords— Globalization, Emigration, Knowledge Flight, Postgraduate, Education, University.

INTRODUCTION

The concept of globalization has raised a lot of skepticism and controversy across the globe. It has generated a serious debate locally, nationally and globally among scholars, individuals, governments and corporate bodies. This is suggestive of the fact that it has attracted so much of attention and has been perceived in different forms by analysts. Globalization has aided and promoted the opportunities of movements of people from one country to another without impediment of any sort. Thus, it has enhanced the numbers of enrolment for postgraduate studies in the foreign countries compared to what it used to be before globalization gained prominence, (Emeghara, 2013).

According to Ajayi (2003), the extreme optimists see globalization as a glass, three quarters full of opportunities and the extreme pessimists see it as a calabash full of problems. While the mid-point strategists see globalization as a changed process full of opportunities and challenges that must be clearly and skillfully harnessed and managed for human development. The apologists of globalization are of the opinion that it will bring panacea to socio-economic political problem ravaging mostly the third world countries. They believed globalization will bring them to

the path of development and reduce the gap between the rich and poor nations of the world. The anti-globalization movement canvassed that it will further position the developed Western nations (the rich) and impoverish the Third World Countries (the Poor) nations which they have deceived that the only way to prosperity for them is to embrace globalization, (Ajayi, 2003). Globalization although has resulted in development in every stratum of our socio-economic, political, technological, and socio-culturally but it has also been argued that it begets knowledge flight. In other words, globalization has facilitated the gap between the rich countries and poor countries over the years, (Adetayo, 2010).

It has made the Third world countries condition to be referred to as secondary home of poverty and poor citizens of the world as the end product of the evil effects of globalization propagated by the Bretton Woods Institutions, such as the International Monetary Fund (IMF), World Bank, and the World Trade Organization (WTO) which are largely controlled by the Western Industrialized Capitalist States, (Adebayo, 2009). The economic policies initiated and implemented by these institutions have helped to destroy the economy of the Third World Countries, especially in Africa and ensured perpetual domination. The effects of these policies have

resulted into extreme poverty causing citizens to migrate to the Western world for greener pasture, (Adebayo, 2009).

One of the major implications of the above is the knowledge flight syndrome, as it affects Adekunle Ajasin University, Akungba-Akoko, Ondo State. The poor and low subscription/ patronage of Postgraduate programmes in Adekunle Ajasin University, Akungba-Akoko is an evidence of the effect of globalization. This contradicts one of the major objectives of globalization which is the unification of humanity under common umbrella of culture, economy and mode of production. Therefore, internationalization of African Scholarship is essential in the development of African leaders who are exposed and intellectually grounded. The product of our higher education should be trained and equipped to address societal problems after graduation. Unfortunately, this objective has been defeated due to poor subscription to our Postgraduate programmes. In fact, majority of the lecturers that were sponsored and sent abroad for training and cross-fertilizations of ideas renege on the agreement of returning despite signing bond with the university that created the opportunity for them. The situations have become precarious as the university holds their guarantors that stand surety for them on the assurance of return after the completion of their study abroad responsible. The consequence of defraying the money expended on them therefore is borne by guarantors. This has caused psychological damage to the guarantors. Many scholars (Adetayo (2010), Adebayo (2010); Akanbi (2021); Ekundayo, Konwea, Osalusi, & Arogundade (2021) have all critiqued the effect of knowledge flight and the development of Nigeria Universities but failed to critique the effect of knowledge flight on the development and growth of Adekunle Ajasin University, Akungba-Akoko. Against this backdrop, the paper seeks to examine whether mass exodus of Nigerian students abroad is a consequence of globalization with a view to reflect on how citizens in Nigeria have exploited the instruments of globalization to destroy the Nigerian universities with particular reference to Adekunle Ajasin University. What then is globalization?

The Context and Concepts of Globalization and Knowledge Flight

The activities of globalization and civilization are inexorable. Thus, no part of the world can be taken to be an enclave any longer. There has been growing interdependence or dependence in some cases. This is exemplified by the recent economic meltdown and ravaging corona virus which affects the entire world.

There is therefore the belief that globalization is complex. This complexity has come about most especially through the agents of acculturation. Sangodola, (2017) says that the tremendous impact of acculturation on Africans is very significant and obvious on their social and lingua features. Their traditional normative is called to questioning and the many questions of indigenous language acquisition and prominence called to question. Global civilization is described as a process by which regional economies, culture, attitude, migration and the spread of technology is usually recognized as being driven by a combination of economic, technological, socio-cultural, political, and biological factors. It is also referred to as the transnational circulation of ideas, languages or popular culture through acculturation, (Olaoluwa 2016).

Sofadekan observes in Olaoluwa (2016) that, all through history, the people of Africa and indeed the rest of the third world have been the target of successive ideological creations of the Western world not minding how it affects their existence. The Western world's view have been imposed upon most of mankind; and Africans merely see themselves as struggling against many odds to liberate their minds, attitude and societies from such a related entanglement because their customs and needs are much different. Many people, especially the disadvantaged, experience this as something that has been forced upon them rather than as a process in which they can actively participate. Some see it in terms of the economic agenda of the powerful nations dominating the world through civilization. It is becoming increasingly clear that it is necessary for the world to have a global ideology that would provide for and project justice and respect for the persons and communities as well as provide a basis for minimizing and resolving conflicts locally and internationally. This is expedient, given the fact that some aspects of the traditional values, language and morality have been influenced by the processes of modernity that are passing through the African societies. They are wearing new frames in order to grapple with the increasing social realities and contemporary cultures, (Adunni 2007). It is this belief that anchor civilization in the world as that which is an offshoot of globalization.

Agbakoba (2005) observed that civilization is presumed or believed to be the new social reality that binds global world as one family. The human society is becoming homogeneous through global culture. This however must respect the diversity of cultures which, within the universal harmony of peoples are lives interpretative. In particular, it must not deprive the low and the poor of what remains most precious to them such as their;

religious beliefs and practices, language and cultural essences. In the face of diverse cultural forms, universal civilization is still a projection of a guiding force towards a new world order. Therefore, for globalization or civilization to be meaningful, it must be an object that transforms local life into a trending ideology for contemporary era. This would go a long way to establish globalization as a process by which the people of the world are united in one, through fashion, slangs, styles and trends.

In civilization, one is imbued by the influx of western ideology, dress sense, language style and social interactions in the contemporary era. The primary point of references for this development is no longer the nation-state whose scope of action is becoming limited, but the world as a whole. This validates the claim that globalization influences civilization and civilization cover every social caste that society gives out in the contemporary time (Akanbi,2021)

Knowledge Flight

The contemporary reality bedeviling Nigeria is the mass movements of individuals and young innovative scholars to Europe and America in search of better educational and economic opportunities. This has led to a critical understanding of, and investigation into, the place and relevance of international migration in the face of dwindling social and economic displacement in the country. The search for better education and economic opportunities abroad plays a crucial role particularly in the growing problems of international migration. Everyone wants to be employed and be paid well. However, in Nigeria jobs are very scarce. The ones that do find jobs, do not get paid the way they would like to be paid and people end up being underemployed. Thus, offering the individuals the necessary educational qualification in their home countries and expanding better educational infrastructure are capable of preventing students and scholars from seeking higher education abroad. If this is achieved, the urge to travel abroad by young and innovative minds would be discouraged. This perhaps might have informed the view expressed by Emeghara (2006), when he revealed that problems arising from dearth of skilled manpower particularly in the scientific, engineering, technical and managerial areas were indeed more critical and serious than those associated and connected with mere scarcity of capital. This is through the stimulation of outflow of a significant number of Nigeria highly qualified and skilled nationals overseas in search of greener pasture.

The term, knowledge flight, is also known as human capital flight. Put in another perspective, knowledge

flight Originally, it referred to technological workers leaving a nation. But nowadays its application or meaning has widened to include the migration of educated and professional people from one country, economic sector or field to another usually for better remuneration and/or living conditions (Beine, Docquier & Rapoport, 2001). Large scale movement or migration of top flight manpower from various developing countries (predominantly African countries) to more developed countries notably United States of America, Canada, United Kingdom, Germany, France, Italy, Netherlands, Newzeland and Australia. As earlier stated, the chief reason for this movement is the quest for better opportunities. Similarly, the Longman Dictionary of Contemporary English defines knowledge flight as “a movement of highly skilled or professional people from their own country to a country where they can earn more money”. With particular reference to the University system, Utile (2008) conceptualizes brain drain as “the mass exodus of highly trained and well experienced academics from countries with poor conditions of service to those with better work conditions in search of greener pasture”. Brain drain is common amongst such skilled personnel as medical doctors, pharmacists, nurses, medical laboratory scientists, industrial chemists and pilots. Others are computer scientists, engineers, university lecturers, researcher technologists and lawyers.

Knowledge flight is usually considered an economic cost on the part of the releasing countries. This is because migrants usually take with them the fraction of value of their training sponsored by governments or other organizations. It could be likened to capital flight which refers to the same movement of financial capital. The converse of knowledge flight is brain gain. Thus, whilst developing countries from which trained personnel are migrating are suffering from brain drain, developed nations are experiencing brain gain, (Ekundayo, Konwea, Osalusi, & Arogundade, 2010). Emeghara (2013), avers that the critical and catalytic role of qualified and skilled manpower in facilitating a country's rapid and sustainable socio-economic and technological advancement cannot be under-estimated. Nations today depend increasingly on knowledge, ideas and skills for solutions to their developmental problems. The impact that a creative and skilled individual can make via their inventions, innovations and/or discoveries can be greater than the labour of thousands of unskilled individuals. In contrast, absence or gross inadequacy of pre-requisite manpower considerably retards the socio-economic and technological growth and development of a nation. This is because its capacity to develop her intellectual resources further, manage her

institutions and provide required services to her citizens is seriously impaired.

Basically, knowledge flight is the transfer of knowledge, experience, skill and expertise from one region, country or geographic location to another. Knowledge flight has grown in scale due to recent developments in modern electronic information technology, the widening of gap between the South and the North and spread of corporate globalization, an increasing political instability, civil wars and social and religious strife in many Southern and African countries, of which Nigeria is one. Another term closely related to knowledge flight is brain waste, (Adebayo, 2010). This is a situation whereby foreign nationals or workers are often hired to do jobs for which they are over qualified. For instance, there are many Nigerian doctors and scientists working as taxi drivers in some large United States of American cities like New York, Chicago, Texas, Michigan, Washington, etc. The obvious implication of this scenario is that Nigeria is being deprived of valuable contributions of this highly skilled manpower who are grossly underutilized in the USA. This is because they would have been contributing their quota to the development of the country if they were at home. The pertinent and worrisome question is: why have Nigerian intellectuals and professionals left or contemplating seriously to leave the country?

Some scholars have expressed the view that knowledge flight is not an unmitigated phenomenon. They have argued that on a global level, free movement or interaction of highly skilled people is a positive thing which has its own merits and results in better development of the World and nations forming it. They are of the opinion that Nigeria has benefitted (albeit marginally) from the process in certain respects (Onwuharaonye, 2011). First is that through brain drain foreign remittances have been and will continue to be sent by migrants to their families back home to boost their families' income. It has since been argued that monetary remittance is one of the main reasons family members tolerate migration and physical absence of their loved ones. Their inability or failure to remit money to their families at home has aggravated rather than ameliorated their (families') economic condition. Next is the belief that knowledge flight is capable of transferring technology from the advanced industrialized nations of the West to developing countries like Nigeria.

A variety of reasons account for the migration of a large chunk of Nigeria's best brains from the country to other parts of the globe (especially the West). Previous and recent studies have revealed that a key driver of

intellectual and professional exodus from Nigeria is the harsh economic condition under which most intellectuals and professionals work. Next is the desire to go to countries that could pay for and utilize their competitive skills (Adebayo, 2010). This is well captured in the view of Onwuharaonye (2011) when he posits that the migrants would eventually return to Nigeria with the knowledge acquired over the years and impact same on the ready and willing Nigerians. However, their contribution in this regard will be minimal as most of them would have become less effective and active in the utilization of their talents by the time they are back. As already emphasized, from whatever angle it is considered, the cost of brain drain to Nigeria is incalculable in terms of both development opportunities and loss of investments. This is as result of loss of her highly skilled manpower.

It is germane, however, that we also take cognizance of the social, political and psychological pressures that compel Nigerian intellectuals and professionals to seek better opportunities abroad. It should therefore, occasion no surprise that they avail themselves of better opportunities in other countries when the situation presents itself.

Globalization and the Nigerian State

The previous section of this study extrapolates the meaning and nature of globalization as well as the phenomenon of brain drain. It draws a link between the two and demonstrates the implications of globalization for the exodus of skilled manpower from the developing nation-state as Nigeria to the developed nations.

Economy

The dynamics in the international economic and capitalist imperialism whose historical trajectory has taken the form of the Trans-Atlantic slave trade, European colonialism, and new colonialism is evident in the activities of the world, especially the third world countries. Each of these epoch takes a distinctive virulent exploitation and destruction of Africa system in which global capital has consistently held sway, pauperizing the third world; consigning it to absolute poverty. Globalization agenda is to enhance better international relations, promote peace, by providing the forum for all countries to meet in equality and on equal platform of exchange and thus creating a level playing ground globally for economic, social, political and cultural relations. Partially, for the developing countries, 'globalization' was expected to be an advantage to 'catch up' with the industrialized nations. Thus, reduction of the impediments associated with trade and

encourage inflow of capital through trade liberalization. This was the main objective of the new world order as proposed by America and its Western Allies. In practical sense, however, globalization has proved nothing as egalitarian or equality but further promote inequality between the West and the third world countries.

Globalization has created the avenue for the industrialized businesses to thrive by over-flooding the developing nations with their goods now more than it used to be in the past. Africans and Nigerians in particular have become consumers of foreign goods, including their intellectual properties. In view of this, our creativeness is murdered and they no longer create wealth. This seems to be responsible for the underdevelopment of the country despite the availability of human and natural resources. Instead of this, the country focuses on already made goods from the west at the detriment of the nation's economy. This in turn promotes economic dominance by the west.

However, it should be noted that, globalization is not constructed on buck passing, blaming economic partners for your woes and economic misfortune. Rather, it thrives on a critical assessment of the opportunities around and your comparative advantage, tapping into them, coming up with concrete development policies that will transform the citizens and put the nation on fine industrial path, world class educational and health systems and the advancement of science and technology in the global capital. The global contemporary economic relations have relegated third world countries and Nigeria in particular to the status of primary production and industrial independency. The foundation of the current international capitalist economic system was laid by Adam Smith in his 1776 epic work; 'The Wealth of Nations'. Currently, Nigeria is in economic crises due to un-futuristic attitude of Nigerian leaders in the past. When the price of oil was good and stable in the international market, the Nigerian government use the proceeds to diversify the revenue base of the Nigerian economy from mono-cultural system (hydrocarbon) of economy, huge parts of the proceeds went into private pocket. This insensitive act from Nigerian leaders, has deepened the economic vulnerability and crises in Nigeria.

The economic crises in Nigeria got to its peak during which global economy almost shut down resulting from covid-19 pandemic and oil crises which has caused unprecedented economic damage. Oil crises has impacted negatively on the price of oil which is the mainstay of the Nigeria economy. This is obvious because Nigerian budget is always predicated on crude

oil production. Nigeria is gradually becoming a capital city of global poverty and youth unemployment. The nation is gradually sliding into a debtor nation. In August 2019, President Muhammad Buhari ordered the closure of the Nigeria borders against Republic of Benin, Cameroon, Chad and Niger basically to prevent smuggling of goods. The more significantly affected trade is food stuff and import restriction with the hope to boost local production of rice and to tackle corruption. In order to encourage Nigeria rice production, importers were not granted favourable foreign exchange rates. Unfortunately, the objectives for taken this step was defeated as the policy brought pain and hardship to Nigerians because the price of rice and other consumables has been in the rise.

Security

The security challenges confronting Nigeria state today vis-à-vis terrorism, banditry, Boko Haram, kidnapping for ransom, incessant killings and violent challenges is a consequence of globalization. The history of terrorism and violence in Africa can be traced to the period of colonialism. Although, prior to colonialism, there has been evidence of violent clashes among various groups within African states and Nigeria in particular fighting for one course, objective or the other. Since Nigeria returned to democratic government in 1999, various challenges have been confronting Nigeria that has been a bane to development and attainment of dividend of democracy. The trio of Boko Haram insurgency, banditry and the menace of killer herdsmen have caused security crises in the Northern part of Nigeria.

The incessant attack by the Independent People of Biafra (IPOB) has put the economy of the Eastern part of Nigeria on its knee by declaring an unpleasant four (4) days sit at home. The heinous indiscriminate killing and beheading of people of the Eastern part; kidnapping of citizens and expatriate for ransom has been a lucrative business in the Southern part of Nigeria. Infact, the road from Kaduna to Federal Capital Territory (Abuja) is now a dangerous route, where kidnappers operate unhindered. Security challenges have made development to be practically impossible. Security means development. Shortage of food, population explosion, low level of production, low technological development, inadequate infrastructural facilities and unemployment leads to insecurity. Hence, Nigerians become more violent in their approaches to issue of national development. This in turn is gradually projecting Nigeria and Nigerians as the headquarter of poverty in the comity of nations.

Globalization, Knowledge and Post-Graduate Programme in Adekunle Ajasin University

Universities all over the world, overtime have been involved in solving societal problems through basic and applied research, (Ogom, 2007). University education in Nigeria was slow in funding. Nigerians for almost half a century went abroad to the United States and Europe for the acquisition of knowledge. In the 1940s and 1950s, many Nigerians went to Forah Bay College in faraway Freetown, Sierra Leone which offered degrees of the University of Durham, (Osuntokun, 2004). In fact, the first Executive Governor of Ondo State, Michael Adekunle Ajasin Schooled and trained in Fourah Bay College. It was in 1948, that the University, of Ibadan was established. Others followed including the then Ondo State University, now known as Adekunle Ajasin University was established in 1982 in Ado Ekiti which was later relocated to Akungba-Akoko, Ondo State after Ekiti State was carved out of Ondo State, (<https://aaua.edu.ng>).

Adekunle Ajasin University has eight faculties:- Administration and Management Sciences, Agriculture, Arts, Education, Environmental Design and Management, Law, Sciences and Social Sciences, and the newly established faculties of Agriculture and Environmental Sciences.

The economic imbalance which globalization ushered in according to Mazrui (2003), has left serious economic damage to Nigerian universities and Adekunle Ajasin University in particular. Globalization has brought economic development to the Western World and have made access to their universities and affordable to Nigeria graduate students who are regarded as future of tomorrow to leave Adekunle Ajasin University for educational opportunities abroad despite the availabilities of competent hands in Adekunle Ajasin University. The focus of globalisation is to intensify transborders' interaction and transaction which torches on all aspects of the process- historical, economic, technological, political, social, cultural and educational. The main focus of this study is the effects of globalisation on education. Therefore, this study focuses on the educational effect of globalisation. The next discussion borders copiously on examining the effects of globalisation on postgraduate programmes in AAUA.

Globalisation and Postgraduate Studies in AAUA: Analysis of Documented Evidence

Data generated from Adekunle Ajasin University shows the rate at which graduate students emigrate from Nigeria to overseas.

Table 1: Adekunle Ajasin University Students' Transcripts Request for Postgraduate Studies Abroad from April 2021-April 2022

FACULTY	CANADA	UNITED KINGDOM (UK)	USA
Arts	125	88	108
Education	60	48	
Law	33	22	45
Management & Administration	60	20	55
Social Sciences	70	25	65
Total	348	203	338

Source: Exams and Records Units, Adekunle Ajasin University, Akungba Akoko, 2022

The data in table 1 presents the number of Adekunle Ajasin University graduate students that sought and requested their transcripts/academic records of their undergraduate programmes to be sent to the United Kingdom (UK), United States of America (USA) and Canada to further pursue postgraduate academic programmes between April 2021-April 2022.

It is evident from the above data from Examination and Records Unit of Adekunle Ajasin University that more Nigerian students exited the country in search of postgraduate studies abroad. Within this period of one year, 889 graduate students from AAUA have applied for transcripts to study in UK, USA and Canada despite the availability of such programmes in AAUA which is their alma mater. The mass movement of graduates to the above-mentioned countries have affected the postgraduate programmes of AAUA.

The reasons for their choice of overseas education have been availability of fully funded and access to full scholarship abroad, occasioned by. another reason for their choice of overseas education may not be unconnected to the economic hardship which Nigerians have been experiencing for the past few years.

This will affect the university as it would deny the possibility of them regenerating themselves because the bright and the cerebral students with First Class and Second-Class (Upper) Division would have gone overseas with no hope of returning back after their study.

Hence, the benefit of globalization to pursue "internationalization of African scholarship" is skewed heavily in favor of the developed nations countries.

Table 2: Applicants for Postgraduate Admission, Adekunle Ajasin University, Akungba-Akoko, 2020/2021 Academic session.

S/N	Faculty	No. of Depts.	No of Applicant
1	Arts	06	30
2	Agriculture	06	02
3	Education	08	37
4	Law	04	12
5	Management & Administration	04	36
6	Social Sciences	07	17
7	Science	09	16
8	Environmental & Design Management	04	-
	Total	48	150

Source: Adekunle Ajasin University, Akungba, PG School, 2022.

The above Table 2 shows that Adekunle Ajasin University comprises eight (8) faculties with forty-eight (48) Departments. It is revealed that the total number of postgraduate admission subscribers are one hundred and fifty (150) into the available forty-eight (48) Departments in the university. The possibility of the 150 applicants will turn in for screening and lectures is also in doubt. This makes the rate of preference for postgraduate studies abroad by AAUA's graduate students disturbing compared to the rate and influx of Nigerians to pursue postgraduate studies abroad while deserting the universities at home. The postgraduate tuition in the UK is between five thousand pounds (£5000) and thirty thousand pounds (£30,000), which is equivalent to twenty-One Million Naira (#21M) compared to that of public universities in Nigeria, which is around three hundred thousand naira (#300, 000), equivalent to three hundred and fifty pounds despite the huge fund required to travel abroad, graduates are eager to go to universities abroad for graduate education.

Table 3: Number of AAUA Staff who absconded After Staff Training and Development Programme Overseas

S/N	Faculty	No od Staff
1.	Arts	01
2.	Agriculture	-
3.	Law	-
4.	Management & Administration	-
5.	Science	06
6.	The Social Sciences	03
7.	Education	02
8.	Environmental Design Management	

Total	12
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Source: Adekunle Ajasin University, Akungba, Academic Planning Units, 2022

Table 3 above showed the number of Adekunle Ajasin University staff who went abroad for postgraduate studies through sponsorship of the Tertiary Education Trust Fund (TETFUND) and absconded after the completion of their programme. Tertiary Education Trust Fund (TETFUND) is a federal government scheme established to disburse, manage and monitor education tax to government-owned tertiary institutions in Nigeria to confront educational challenges in Nigeria. It is an intervention agency.

The body is saddled with the responsibility of providing supplementary supports to all levels of public tertiary institutions. Part of their responsibilities is 'staff training programme' which is meant to enhance staff development to better position them for quality teaching and research in Nigeria's tertiary institutions. Staff training and development programme commenced in Adekunle Ajasin University, Akungba-Akoko in 2008. Some members of academic staff of the institution were beneficiaries of this opportunity to pursue their postgraduate studies overseas to equip them with the knowledge and technical know-how in the teaching and research profession with the hope of becoming great scholars and researchers of global repute.

However, as revealed in Table 3, it has become a great loss to the university as twelve (12) beneficiaries absconded after the completion of their programmes. It is also discovered that some members of academic staff stood as their guarantors as required in the bond they signed in the university as a criterion to be a beneficiary of the TETFUND scheme. Unfortunately, most of these beneficiaries never returned to the university and therefore subjecting their guarantors to the repayment of this bond and psychological traumas as they failed to fulfil the terms and conditions of the bond. The teaching output is also affected as their abscondence created a gulf that could not be filled.

CONCLUSION AND RECOMMENDATIONS

This study examines and x-rays the tripod and hydra-headed factors that have led to the emigration of postgraduate scholars and faculties from Adekunle Ajasin University. It identifies the factors that led to the migration of skilled manpower from Nigeria to overseas countries and the attendant effects of knowledge flight on Nigeria as a whole and Adekunle Ajasin University, Akungba-Akoko in particular. Based on the evidence provided in the above table, it is clear that the negative

consequences of knowledge flight in Nigeria outweigh the gains. The causes of knowledge flight and human capital flight in the face of globalization is overwhelming. Everyone wants to be employed and be paid well. However, in Nigeria jobs are very scarce. The ones that do find jobs, do not get paid the way they would have loved to be paid and people end up being underemployed. Due to the poor economy of the country, retrenchment of workers and irregular payment of salaries, the take-home pay of the faculties in Nigerian universities could no longer sustain their families, and that the badly managed economy also affects the ability of postgraduate students to afford the relatively cheaper tuition in Nigerian universities. Expectedly, therefore, the proclivity to exit the country for more affordable and accessible postgraduate studies abroad with a promise of an improved living standard looms large.

Given the above realities, this paper recommends that sound social policy that will curb migration by scholars and postgraduate students in the name of pursuing graduate education or postgraduate studies should be emplaced. Menace of leaving for overseas without returning to Nigeria should be discouraged. Severe penalty should be placed on defaulters and defaulting staff who tried to exploit their guarantors while away from Nigeria. The returning staff should help in the rapid and sustainable socio-economic and political growth and development of AAUA and higher education in Nigeria as a whole. This is in addition to enabling it to realize its aspiration and hope of becoming one of the leading economies of the World. Provision of educational opportunities abroad by schools and TETFUND plays a crucial role particularly in the growing problems of international migration. Thus, offering the individuals the necessary educational qualification in their home countries and expanding better educational infrastructure are capable of preventing emigrants from seeking a higher education abroad. Staff retention programme is also recommended as a means of curbing knowledge flight in Nigeria, especially in the university system. Those at home and in the services of the university should be taken good care of by providing deserving individuals with career opportunities as well as affording them the opportunity to prove their mettle. Timely and objective promotion of staff should be prioritized in order to motivate and keep those on the ground alive to their duties and responsibilities.

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