

Worthy Both In Character and Learning: The Adeleke University Advantage

Adeleke University Ede 2025 Pre-Convocation Lecture

BY

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ABSTRACT

The prospects of earning a good degree at the end of an undergraduate programme, which for the purpose of our discourse here is either a First Class or a Second Class Honours (Upper Division), is a major criterion that students use in selecting their preferred University. In this paper, we compare the graduate output in 12 selected Universities in Nigeria, comprising six public universities and six private universities with the United Kingdom average. In the UK, about 31% of the students graduate with First Class. The comparative figures in the 12 Nigerian Universities are much lower. Moreover, the typical class of degree in the UK is Second Class Upper which is similar to what obtains in the selected Nigerian private universities. On the other hand, the typical degree in the selected Nigerian public universities is a Second Class (Lower Division).

The graduating students of the Class of 2025 have acquired academic knowledge at the university level over the previous years of studentship at Adeleke University, Ede. As you leave here and move on to very great lofty things in your career, you would need to further sharpen your technical and soft skills, including but not limited to communication, curiosity, critical thinking, critical listening, empathy, teamwork, collaboration and negotiation skills, and industry awareness which are becoming increasingly important for leadership and work. University graduates can acquire various certifications to enhance their skills and employment prospects. These include Information Technology Certifications; Professional Certifications; Soft Skills Certifications; Industry-Specific Certifications; Project Management and Human Resources Certifications. Such certifications can demonstrate expertise, enhance job prospects, and increase earning potential. It is essential for new graduates to research certifications relevant to their field, passion and career goals.

In the journey of life, I charge you all to engage in continuous professional development. You will do well to improve on your soft and entrepreneurial skills. If things do not work as envisaged, you should be resilient with a high adversity quotient.

Keywords: Benchmarking Graduate Output, Emotional Intelligence, Adversity Quotient, Skills, Entrepreneurship.

Introduction

I thank the Management and Senate of Adeleke University, Ede for the privilege extended to me to present the 2025 Pre-Convocation Lecture of the institution. This year's edition is the 11th Undergraduate and the 7th Postgraduate Convocation Ceremony here at Adeleke University. It is gratifying to observe that the ceremony signalling the formal completion of the respective degree and higher degree programmes by the students have held as and when due over the past 11 years; not even the COVID-19 pandemic, which ravaged the entire world in 2020 and 2021, was a sufficient reason to postpone the event.

From the programme of events sent to me by both the Vice-Chancellor and the Registrar, I observed that today's Pre-Convocation Lecture is the first of six main activities lined up for

this year's Convocation over the next three days. The others comprise the Doctoral Hooding Ceremony, Commissioning of Graduating Class Project, Commendation Service, Pro-Chancellor's Banquet culminating in the grand finale, which is the Convocation Ceremony at the Ultra-Modern Aderemi Sanni Stadium on Sunday 20 July 2025.

Convocation ceremonies date back to medieval Europe, where universities would gather to discuss academic matters, confer degrees, and celebrate academic achievements. Convocation ceremonies signifies the transition of the graduands to the next stage of their lives. In this regard, it gives me great pleasure to extend personal congratulations to all the graduates of the Adeleke University Class of 2025. Without any iota of doubt, your convocation is a significant milestone in your academic journey as proud alumni/alumnae of Adeleke University, Ede after many years of rigorous work in this citadel of learning.

The law setting up a university empowers such an institution to grant degrees, diplomas, certificates and other distinctions as well as to award medals, prizes and other titles. It also provides that the Chancellor shall preside at all meetings of Congregation held for the purpose of conferring degrees. It is often the responsibility of the Dean of Faculty or Provost of the College, and by the authority of Senate to present to the Chancellor persons who have been found worthy **both in character and learning** to be admitted to the particular degree. It is perhaps much more straightforward to confirm those who have passed the prescribed examinations as having satisfied the learning component in comparison to having satisfied the character test, especially for the vast majority of students who might have never been arraigned before nor found guilty by the Students' Disciplinary Committee. In effect, the vast majority of the graduating students are presumed to be in very good standing as it relates to character.

In our telephone conversation inviting me to present the 2025 Pre-Convocation Lecture here at Adeleke University, The Vice-Chancellor, Professor Solomon Adebola, was kind enough to give me the liberty to choose the topic and he informed me that the target audience would comprise principally the graduating Class of 2025, consisting of the 11th set of undergraduates and the 7th set of postgraduates from the institution. The fact that degrees are awarded to candidates who have been found worthy both in character and learning advised the theme for this lecture.

Nonetheless, the authorities of each university try all within its power to mould the character of its students such that by the time a student is graduating he/she would have imbibed salutary values to live a decent life. This is particularly expected in a faith-based institution such as Adeleke University, Ede, Osun State, Nigeria, where students are expected to have imbibed a lot of moral values as part of their training. One is aware that as a faith-based private university that is patterned in line with the educational philosophy of the Seventh-Day Adventist Church, Adeleke University, Ede has maintained the vision of the founding fathers through research, innovative teaching and learning, and moral modelling since its establishment 14 years ago. The stated objective of the founding fathers of this citadel of learning has been to produce the total man who is worthy both in character and learning and thus in a pole position to contribute effectively to local, national and global development.

I consider myself an External-Internal member of Adeleke University community to the extent that I have had opportunity to serve on the Governing Council of the institution for a

fairly long time. First, I represented the University of Ibadan which was designated by the National Universities Commission as the mentor institution to Adeleke University from 2011 till 2020. I was Deputy Vice-Chancellor (academic) and later the Vice-Chancellor at the University of Ibadan during the period,. Second, I was brought back as a member of the Council by the Pro-Chancellor and Founder of Adeleke University, Dr Adedeji Adeleke, in 2023. I must emphasize, for all that it is worth, that only very few universities that I know of, both in Nigeria and outside the shores of our great country, can boast of the calibre of the men and women that serve on the Council of Adeleke University, under the Chairmanship of the Pro-Chancellor. Not less than 10 of the current 18 members are University Professors including five serving and former Vice-Chancellors/Pro-Chancellors, 1 former Registrar, Technocrats, Entrepreneurs and very successful business persons. As pointed out by Salmi (2009), favourable governance is a sine qua non for building a world-class university. In this respect, it is gratifying that in its 14 years of existence, the current Vice-Chancellor is the fourth person to occupy the office which is highly commendable. Moreover, one has also observed that the Pro-Chancellor does not micro-manage the Council. Indeed, he had to delegate chairing the last meeting of Council when he was unavoidably absent to another highly respected member of the Council in person of Professor (Mrs) Esther Asekun-Olarinmoye, a notable Professor of Public Health from Osun State University.

The rest of this paper is divided into six sections. Section 2 presents a benchmarking of the graduate output from 12 randomly selected universities in Nigeria. As charity begins at home, an admonition by the Founder of Adeleke University to the Graduating Class of 2024 which I consider to be relevant to the subject of character is summarised in Section 3. This is extended in Section 4 to general aspects of character development from two Yoruba poems while Section 5 outlines spiritual development programmes at Adeleke University. Section 6 is devoted to some tips on improving graduate employability. The last Section is my charge to the Class of 2025.

Benchmarking Graduate Output in Nigerian Universities

I have repeatedly stressed at many academic fora that all lecturers need to imbibe the culture of academic humility (Olayinka, 2014). Thoroughbred academics are never proud. I counsel my colleagues against falling into the perception trap which make many students accuse them, rightly or wrongly, of academic arrogance. This is one of the issues I have tried to address and have been championing frontally ever since I got involved with central University Administration and Management in December 2010 at the University of Ibadan. *Some lecturers come to class to boast that no student can score an A in their courses; that C is for the intelligent student, B for the genius, and A is for God.* If the ‘**intelligent**’ students can only aim at a grade of C and the ‘**genius**’ B, then it would not be strange that only very few students end up finishing their degree programme in First Class or Second Class Upper Division. It seems obvious that this type of mindset would not be acceptable in private universities which try to be student-friendly in terms of student assessment. This may be at the root of the complaints about the number of first class degrees awarded by private universities in Nigeria ever since they came on board in Nigeria some 26 years ago.

The Senate of each university sets the requirements for the award of degrees following the guidelines prescribed by the National Universities Commission and ensures high fidelity to standards. There should be no inflation of grades in the examination under any guise whatsoever. Apart from my experience at the University of Ibadan over the last 37 years, it is worth mentioning that I have served as Visiting Professor in two Nigerian private universities where I taught and examined undergraduate students, namely Mountain Top University Mowe in Ogun State and Redeemer's University Ede in Osun State for a total of six Semesters from January 2022 till November 2024.

I was invited by Emmanuel Alayande University of Education Oyo in August 2024 to present a Keynote as part of the activities lined up for the first year anniversary of the Pioneer Vice-Chancellor, the notable Economist, Professor Lanre Olaniyan. I chose to talk on Benchmarking of the Quality of First Degrees from a total of 12 randomly selected Nigerian Universities comprising six public Universities (5 Federal, 1 State) and six Private. Coincidentally Adeleke University Ede was one of the 12 universities (Table 1). The interesting results I recorded are shared here.

Table 1: List of the Randomly Selected Universities reported in this Lecture

Public Universities	Private Universities
University of Ibadan, Ibadan	Afe Babalola University, Ado-Ekiti
Obafemi Awolowo University, Ile-Ife	Covenant University, Ota
University of Lagos, Akoka, Lagos	Joseph Ayo Babalola University, Ikeji-Arakeji
University of Benin, Benin City	Redeemer's University, Ede
University of Ilorin, Ilorin	Adeleke University, Ede
Osun State University, Osogbo	Bowen University, Iwo

A summary of the proportion of the graduates who finished in the various classes from these universities during the respective periods as indicated is presented in Table 2.

Table 2: Summary of Class of Degrees from Selected Nigerian Universities, 2003-2024

	Institution	Period covered	Number of First Degree	First Class (%)	2 nd Class Upper (%)	2 nd Class Lower (%)	3 rd Class (%)	Pass (%)
				Mean±Standard Deviation (%)				
1	University of Ibadan	2003-2023	97,997	2.67±1.24	22.89±5.25	56.56±5.01	14.52±7.24	3.37±2.04
2	Obafemi Awolowo Uni, Ile-Ife	2014-2023	45,903	1.91±0.66	31.69±3.78	49.8±3.27	14.58±2.62	2
3	University of Lagos	2018-2022	32,028	3.90±0.28	32.05±1.37	44.35±1.69	17.93±2.13	1.82±0.57
4	University of Benin, Benin City	2015-2021	36,707	1.40±0.14	28.4±4.66	59.53±2.7	10.65±6.2	
5	University of Ilorin	2020-2022	22,014	2.15±0.64	34.6±2.83	51.0±0.99	12.0±2.4	0.2
6	Osun State University, Osogbo	2019-2023	9,316	2.18±0.33	32.62±3.58	50.84±1.89	14.04±2.06	0.3±0.23
7	Afe Babalola University, Ado Ekiti	2014-2023	9,705	9.92±1.75	46.45±4.8	35.96±3.21	7.7±3.83	
8	Covenant University, Ota	2012-2021	14,034	11.55±4.20	48.19±2.11	34.8±4.43	5.37±2.22	
9	JABU, Ikeji-Arakeji	2014-2023	6,194	4.04±1.40	36.78±6.30	46.04±7.26	12.98±2.24	0.4±0.21
10	Redeemer's University, Ede	2018-2023	2,434	8.03±2.07	34.58±3.62	42.13±2.85	14.5±3.04	1.08±0.57
11	Adeleke University, Ede	2021-2024	3,090	7.35±4.14	56.5±5.8	34.63±4.40	1.53±0.85	
12	Bowen University, Iwo	2006-2023	15,800	5.57±2.48	33.89±4.74	43.23±3.76	16.50±4.87	0.91±1.22

First, the proportion of students in the six selected private universities who finished with a First Class is higher than those from public Universities. It varied from 4% (1 out of every 25) at Joseph Ayo Babalola University, Ikeji Arakeji to 11.55% (1 out of every 9) at Covenant University Ota. The comparative figures among the six public universities ranged from an average of 1.4% (1 out of every 71) at the University of Benin to 3.9% (1 out of every 26) at the University of Lagos.

Second, the typical degree classification from the six private universities is a Second Class Upper degree. The average figures ranged from 34% (1 out of every 3) at Bowen University Iwo to 56.5% (approximately one half) at Adeleke University Ede. In comparison, the proportion of students who graduated with a Second Class Upper degree in the selected

public universities is lower and it ranged from 22% (about 1 out of every 5) at the University of Ibadan to 36% (about 1 out of every 3) at the University of Ilorin.

Third, the typical degree classification in the public universities is a Second Class Lower; it ranged from 44% at the University of Lagos to 59.5% at the University of Benin. In comparison lower proportion of the students from the private universities were placed in the Second Class Lower category. This varied from 34.8% at Covenant University Ota to 46% at Joseph Ayo Babalola University, Ikeji Arakeji.

Rather than look at only the outstanding and excellent students who graduate with a First Class or Second Class Honour degrees it is perhaps worthwhile to equally interrogate the results from the students who performed below average as well. In this regard, a large number of the students in the public universities obtained Third Class/Pass, ranging between 10.65% (one in every 10) at the University of Benin to 19.75% (one in every five) at the University of Lagos. The comparative figures in the selected private universities are slightly better, ranging from the lowest at 1.53% at Adeleke University, Ede to 16.5% at Bowen University, Iwo.

When benchmarked with universities in the United Kingdom which operate a similar University examination grading system as Nigeria, the proportion of our university graduates whether from private or public universities who finished with a First Class is significantly lower than the average from universities in the United Kingdom (Table 3). An average of 31.8% (nearly 1 out of every 3) of the students in the United Kingdom over the period covered earned First Class.

The typical class of degree in the United Kingdom universities is Second Class Honours (Upper Division) which was earned by 47.1% (nearly 1 out of every 2) of all the candidates. Taken together with those who finish with First Class, this shows that 78.9% (about 8 out of every 10) of the total candidates earned either outstanding or excellent degrees. Another 16.8% finished with Second Class Lower while those who finished with Third Class/Pass was 3.8%. Candidates who graduate with poorer degrees have lower employment opportunities, and find it much more difficult to secure postgraduate admission or scholarships.

Table 3: Performance of students from United Kingdom Universities, 2017-2022
(<https://hesa.ac.uk>; accessed 25th August 2024)

Year	Total Number	1st (%)	2nd Upper (%)	2nd Lower (%)	Third/Pass (%)
2017/2018	404,020	28	48	19	5
2018/2019	409,840	28	48	19	4
2019/2020	402,600	35	47	15	3
2020/2021	428,195	36	46	14	3
2021/2022	416,905	32	46	17	4
Mean ± Std Dev		31.8±3.77	47±1	16.8±2.28	3.8±0.84

Details of the analyses are presented in the Appendixes (1 to 13).

It should be pointed out that in the United Kingdom, the prospects of earning a good degree at the end of an undergraduate programme, which for purpose of our discourse here is either a First Class or a Second Class Honours (Upper Division), is a major criterion that students use in selecting their preferred University. The Higher Education Statistical Agency is faithful in publishing the relevant data in this regard (see <https://hesa.ac.uk>). As pointed out here, Adeleke University is doing very well. The Senate and Management should keep up the hard work that is making this possible. The Faculty at Adeleke University should continue to ensure high standards of teaching and a strong commitment and focus on the research-teaching nexus that leads to the development of advanced curricula and research-based learning that produce distinctive graduates, over and above the minimum conditions specified by the National Universities Commission.

About the Proprietor of Adeleke University Ede

Exactly a year ago, I had the privilege to attend the 2024 Convocation ceremony of Adeleke University and I published the story below which was in honour of the Proprietor of the institution on my Facebook page soon after.

Idowu Olayinka

July 22, 2024 ·
Shared with Public



Adedeji Adeleke: A lesson in humility
Idowu Olayinka

A Yoruba proverb states that '**Iwa l'oba awure**'. This roughly translates to 'Good character is the harbinger of good fortune'. According to the inimitable Professor Mosobalaje Oyawoye (1927 to 2023), the first Professor of Geology in Africa:

if your creator loves you, He would do two things for you. First, he would give you good character. Second, he would surround you with good people.

Dr Deji Adeleke, is the proprietor and Pro-Chancellor and Chairman of the Governing Council of Adeleke University Ede, a serial entrepreneur, philanthropist and successful business man. A scion of the Adeleke dynasty of Ede, in Osun State and the proud father of Davido, the musician.

He gave his Pro-Chancellor's address on Sunday 21st July 2024 as part of the activities for the 10th Undergraduate and 6th Postgraduate Convocation of his highly regarded private University. The event held at University's newly commissioned ultra modern Aderemi Sanni Stadium, reputed to be one of the best in Nigeria today.

A major highlight of his speech was how he narrated his life experience in order to inspire the graduating students; it was a moving story of how his humility has worked for him while climbing the corporate ladder.

The incident took place in the 1980s when the then Federal Military Government decided to allow private individuals to own banks. Dr Deji Adeleke was under 30 years of age at the time and he was the Chairman and promoter of a bank. Other applicants for banking licences solicited the endorsement of military top brass but not Adeleke.

He and his elder brother the late notable politician and first civilian Governor of Osun State, Senator Isiaka Adetunji Adeleke (1955 to 2017) of blessed memory had gone to the Central Bank of Nigeria (CBN) for interview as part of the processing of their banking licence. The appointment was slated for 10 am on the fateful day. They were there on time but it turned out their hosts at the CBN had a very hectic schedule that day which resulted in a protracted delay in the commencement of the exercise. The first group was only called in at about 4:30 pm. That group spent barely 10 minutes with the CBN Officials before they came out.

It was then the turn of the Adelekes as promoters of Pacific Merchant Bank. Although they had been waiting for nearly seven hours on that day they did not betray any emotions. Rather as soon as they entered the hallowed chambers of the interview panel, they prostrated before the panel in the true *Omoluwabi* tradition. The panel must have been disarmed and enamoured with this level of humility. The panel's main problem was with youthful age of the bank's promoter. The panel insinuated that the patriarch of the Adeleke family (Deji and Isiaka Adeleke's father) must have been the authentic Chairman while using his beloved sons as fronts. As their family strict upbringing would not allow them to tell lies that the youthful Deji was the Chairman they simply kept mute to the allegation.

The CBN panel was highly impressed and strongly enamoured with the upwardly mobile young professionals and went ahead to recommend approval of a license for the new bank. The next hurdle in the approval process was at the level of the Federal Ministry of Finance. There again the Adelekes decided to make friends with both the low level and senior/management staff of the Ministry including but not limited to having lunch with them in cheap restaurants. Those concerned made the banking application by the Adelekes their pet project and the relevant officials promised to support their application without any request for bribe.

There was a lull before the application was eventually passed on to the ruling Armed Forces Ruling Council (AFRC) for consideration and final approval. The destiny helpers of the Adelekes bid their time until an auspicious occasion presented itself. If such a banking licence application failed once there was no second chance of re-applying!

At an appropriate time the application was sent to the Armed Forces Ruling Council under the Military President General Ibrahim Badamosi Babangida. And so it was that Pacific Merchant Bank was approved. The **humility** and **patience** of Dr. Deji Adeleke has finally paid off. The rest, as they say, is history.

Two Yoruba Poems on Character Development

On account of relevance to our discourse on the matter of character development, I crave your indulgence to consider two poems by the late John Folahan Odunjo (1904 to 1980),

Nigerian writer, educator and politician, in his popular book series ‘ALAWIYE’, written in Yoruba as follows:

Poem 1

Original in Yoruba language	Translation into the English Language
Toju iwa re, ore mi;	Enhance your character , my friend;
Ola a ma si lo n'ile eni,	Prosperity may depart from one's home,
Ewa a si ma si l'ara eniyan,	Beauty may retreat from the body,
Olowo oni 'nd'olosi b'o d'ola.	And today's rich could become poor tomorrow.
Okun l'ola; okun n'igboro,	Prosperity is like ocean surf; and wealth is an ocean wave,
Gbogbo won l'o nsi lo n'ile eni;	They come and go from one's home as they please;
Sugbon iwa ni m'ba ni de sare'e.	But, only good character follows one to the grave.
Owo ko je nkan fun ni,	Money is not everything to someone,
Iwa l'ewa omo eniyan.	Good character is the beauty of a mortal.
Bi o l'owo bi o ko ni'wa nko?	What if you are wealthy without good character?
Tani je finu tan e ba s'ohun rere?	Who would trust you with something serious?
Tabi ki o je obirin rogbodo;	Perhaps, you are a gorgeous woman;
Ti o ba jina si'wa ti eda nfe,	If you are far from societal norms,
Tani je fe o s'ile bi aya?	Who would marry you as a wife?
Tabi ki o je onijibiti eniyan;	Or you are a fraudulent person;
Bi o tile mo iwe amo daju,	May be you are well educated,
Tani je gbe'se aje fun o se?	Who would transact business with you?
Toju Iwa re, ore mi,	Protect your character, my friend,
Iwa ko si, eko d'egbe;	In the absence of character, education is a waste;
Gbogbo aiye ni 'nfe 'ni t'o je rere.	The whole world appreciates a well-mannered person.

Poem 2

Original in Yoruba language	Translation into the English Language
Ise ni oogun ise	Work is the antidote for poverty.
Mura si ise, ore mi	Work hard, my friend.
Ise ni a fi ndi eni giga	Work/Labour is a major tool for elevation ¹ .
Bi a ko ba reni feyin ti	If we do not have anyone to lean on,
Bi ole la a ri	we appear indolent.
Bi a ko reni gbekele	If we do not have anyone to trust (or can depend on).
A a te ra mo ise eni	we simply work (much) harder.
Iya re le lowo lowo	Your mother may be wealthy.
Baba re si le lesin leekan	Your father may have a ranch full of horses.
Bi o ba gboju le won	if you depend on their riches alone,
O te tan ni mo so fun o	you may end up in shame and disgrace, I admonish you.
Ohun ti a ko ba jiya fun	whatever gain one does not work hard to earn.
Ki i le to jo	usually does not last.
Ohun ti a ba fa ra sise fun	whatever gain one seriously laboured for,
Ni I pe l'owo eni	is the one that lasts in one's hands (while in one's possession).
Apa lara	the arm is a relative
Igunpa ni iyekan	the elbow is a sibling.
Bi aye n fe o lonii	You may be loved by all today.
Bi o ba lowo lowo	It is when you have money,
Ni won a maa fe o lola	that they will love you again tomorrow.
Tabi ti o b awa ni ipo atata	or when you are in a high or respectable position,
Aye a ye o si terin terin	All will honour you with cheers and smiles.
Je ki o di eni ti n raago	wait till you become poor or a struggler,
Ki o ri bi aye ti I nyinmu sini	and you will see how all grimace at you as they pass you by.
Eko si tun nsoni I dogo	Education also elevates/promotes to higher positions.
Mura ki o ko dara dara	work hard to acquire good education;
Bi o si ri opo eniyan	and if you see a lot of people,
Ti won nfi eko se erin rin	Who think that education is a scam
Dakun ma se f'ara we won	please do not emulate or keep their company.
Iya n bo f'omo ti ko gbon	suffering is lying in wait for an unserious kid.
Ekun n be f'omo to nsa kiri	sorrow is in the reserve for a truant kid.
Ma fowuro sere, ore mi	Never toy with your early years, my friend.
Mu ra si ise, ojo nlo	Work harder; time and tide wait for no one.

We can borrow from the Yoruba's value system

"In Yoruba land, money has never been foremost in Yoruba value system. In our value system, money is ranked number six in the pecking order.

¹ Aspiring to greater height is fully dependent on hard work.

What are the first five?

The first is **laaka'ye**, which is the application of ogbon, imo, oye (**knowledge, wisdom, understanding**). When the late Pa Awolowo, Adelabu, Akintola, Abraham Adesanya and Adekunle Ajasin were made leaders, they were not the richest.

The second is **valour**. Akin or Akinkanju. That is why Baloguns are second-in-command to the leaders in Yoruba land. Baloguns are people that can lead the community to war. Yoruba have no respect for **cowards**.

The third is **integrity**.. Someone with integrity is a man of his words. If you have all the wealth in the world but lack integrity, it means nothing. Integrity is an important component of **iwa rere** – good character, which we regard as iwa **omoluabi**. A person with good character is referred to as **omoluabi**

Look for three things in a person- intelligence, energy and integrity. If they don't have the last one, don't even bother with the first two.
Warren Buffett

The fourth is having a visible means of livelihood. Aniselapa ti kiise ole. A person must be identified with a visible means of living; that guarantees a lawful income or sustenance, his or her profession or job must be open and legally approved by the society not through cheating or forceful.

The fifth is **honour** (iyi), the Yoruba's places premium on the gait and carriage with which one carries himself and public reputation. That's why they usually say that when you set out to look for money and you met honour on the road, that you don't need the journey again because if you get the money, you will still need to use it in buying honour.

The last in the Yoruba value system is **money or wealth**. (owo or oro). If you have money in place of the earlier five, you are nobody in Yorubaland of olden days. Unfortunately, this is being pushed to be the first nowadays due to erosion of our value system.

Spiritual Development at Adeleke University

In keeping with its mandate as a faith-based institution, Adeleke University has a Vice-President in charge of Spiritual Life/Chaplaincy who also doubles as the University Pastor. The efforts of this Division are geared towards entrenching the spiritual values of the institution in the hearts and spirits of both members of staff and students of the university. These activities are anchored on a number of Principles comprising Empathy, Purpose and Gratitude; Beliefs notably Growing in Christ; and Values consisting of Honesty, Openness and Integrity (PBV) jointly agreed by members of the community through the Spiritual Master Plan (SMP) survey conducted at the end of the 2023/2024 academic session.

Among other activities, students of Adeleke University are expected to attend bible sessions every Wednesday. On Sabbath days, services are held every Saturday. Emphases are placed

on topics including growing in Christ, gratitude/integrity, and salvation. Mission trips are organised to neighbouring villages for village evangelism. In order for students to learn how to make impact on the community through their various disciplines, students are made to make presentations on their proposals for community relevance both for social and commercial impact. Moreover, a Week of Revival holds every Semester. Programmes like concerts, drama events and other spiritual programmes are held to facilitate the mission of the university towards building the character of **the total person**.

Improving graduate employability

Employers tell university finalists to prioritize soft, digital and practical skills for competitive jobs. Your training at Adeleke University must have prepared you to be subject specialists. In addition, you must be independent and critical thinkers, resourceful and responsible, effective communicators, confident, be adaptable and flexible in a rapidly changing world, be a good collaborator; be ethically and socially aware and a reflective learner. You must develop a very high level of emotional intelligence. With digital tools you must be prepared to learn new skills, unlearn and relearn. Be respectful of all the people you come in contact with.

One thing that you need to know is that wherever you move, people are watching your personal brand, how you show up, and your dress code. You may dress differently, but how you package yourself is important,

Attitude is a key asset often overlooked by job seekers. Avoid giving any prospective client that you do not know anything. Consult widely and the internet is a rich source of relevant materials, including how to prepare for interviews. Your integrity should be seen in your timekeeping and how you handle responsibilities. If you promise to deliver, please do it. And if for whatever reason you are unable to do so, please, communicate. Integrity means your name and character stay clean throughout your career. Be honest and reliable.

You need to have grit, be a go-getter and take personal initiative. You must be in a position to get things done. Most employers do not want to baby sit their employees.

Experience from Nigeria and from outside the shores of this country has shown that despite graduating from reputable Universities, many students fall short of industry expectations due to a growing skills gap. While companies actively recruit freshers, a lack of practical expertise in Artificial Intelligence, data analytics, and soft skills hinders employability. This disconnect—rooted in sub-optimal curricula and poor industry-academia alignment—calls for urgent, systemic reform.

Walking the paths of prestigious institutions is a “dream come true” for many students. The fond hope of studying at an elite university to land the dream job is widespread. However, what if you are told that employers often say graduates lack “job-ready skills”? Unfortunately, this is the harsh reality. Perhaps skills deficit is a primary culprit for growing unemployment crisis. Academic credentials shine, but the necessary skills lack the same lustre. After battling

cut-throat competition to secure a seat in university, students often discover they are still not job-ready. Herein lies the paradox of the academic mirage.

The question may be asked *‘What is holding graduates back?’* Or *‘Why do graduates from reputed universities still struggle to meet industry expectations?’* Despite top academic backgrounds, many graduates face challenges aligning with real-world demands. This disconnect is becoming more visible as industries advance faster than curricula. The answer lies in the fundamental disconnect between academia and the evolving demands of the modern workplace. As the job market rapidly transforms— driven by technology, especially artificial intelligence, data analytics, and cybersecurity—many graduates find themselves armed with theoretical knowledge but lacking the applied skills employers value.

The skills deficit: Where graduates fall short

A closer look at the most in-demand skills reveals where exactly today’s graduates are falling behind. These gaps are not just technical but extend to soft skills, including communication, curiosity, critical thinking and empathy, and industry awareness are becoming increasingly important for leadership and work.

Artificial Intelligence and Machine Learning

AI is no longer confined to the pages of science fiction. It is here, right before our eyes. While debates continue about whether AI will replace humans, one thing is clear: AI is here to stay. Students must learn to coexist with this new “guest,” thrive alongside it, and climb higher in the corporate world.

Demand for AI expertise has skyrocketed. Regardless of the job type, AI proficiency has become a golden ticket to success. Companies seek professionals skilled in Generative AI, large language models (LLMs), and predictive analytics. Yet, most computer science graduates possess only textbook knowledge of machine learning, with little to no hands-on experience deploying AI solutions.

The job market is evolving, and employers are moving ahead with cautious optimism. While fresher hiring remains steady and tech roles continue to grow— especially in software development, data analytics, and AI—there’s a clear need to bridge the skills gap.

Data Analytics

Data is now at the heart of strategic decision-making. Yet, most students aren’t taught to work with it in a meaningful, business-oriented way.

Data-driven decision-making is now a core business function, yet many graduates lack proficiency in data cleaning, visualization, and advanced SQL queries.

- **Employer expectation:** Ability to derive actionable insights from raw data.

- **Current reality:** Most graduates can solve hypothetical problems but struggle with real-world datasets.

Cybersecurity — A growing need, A dwindling talent pool

With digital threats increasing, cybersecurity has become indispensable. Still, formal education has not caught up with this fast-emerging field.

With Nigeria facing 18% of global cyberattacks, demand for cybersecurity experts has surged. However, few engineering programmes incorporate ethical hacking, penetration testing, or cloud security into their curricula.

Software development — The gap between academia and industry

Despite being one of the top hiring domains, software development still sees a major skills shortfall among freshers.

While many of fresher hires are for software development roles, many graduates cannot:

- Write production-ready code
- Work with version control tools like Git
- Deploy applications on cloud platforms such as AWS or Azure

Soft skills — The overlooked differentiator

Beyond core technical know-how, it is the ability to communicate, collaborate, and adapt that determines success in the modern workplace.

Beyond technical expertise, fresh graduates often lack:

- Effective communication (emails, presentations, client interactions)
- Collaboration and teamwork
- Problem-solving in unstructured environments

Root causes: Why the gap persists

Identifying the reasons behind this disconnect is essential. From outdated curricula to misaligned expectations, multiple factors feed into this widening chasm.

Outdated academic curricula

Curricula at many institutions have not kept pace with real-world needs. Even top-tier universities lag when it comes to integrating contemporary technologies.

As the saying goes, “Change is the only constant.” To keep pace, adaptation is essential. Yet, even top-tier universities have failed to update their curricula to reflect the evolving job market. Academic syllabi give little emphasis to emerging technologies such as AI, Blockchain, Internet of Things, or industry-relevant tools like Docker, Kubernetes, and CI/CD pipelines.

Overemphasis on examinations over application

The emphasis on rote learning has long plagued the Nigerian education system. While marks dominate, practical learning often takes a back seat.

The education system prioritizes rote memorization over critical thinking and hands-on problem-solving, leaving graduates ill-prepared for real workplace challenges.

Lack of industry-academia collaboration

Exposure to live projects and industry internships remains limited. Unlike global models, most Nigerian universities work in isolation. Unlike global institutions that partner with corporations for live projects and internships, many Nigerian universities operate in silos, offering minimal exposure to real-world business needs.

Misaligned student expectations

A mismatch between student perceptions and industry realities is another root cause. Many graduates believe a degree alone is sufficient.

Bridging the gap: A roadmap for immediate action

To address this challenge, all stakeholders—students, universities, and employers—must take proactive steps. The road to reform begins now.

For Students: Beyond the Classroom you need to get involved with self-driven learning and skill-building are no longer optional. Students must become active participants in their professional journey.

- **Pursue industry certifications:** Google Cloud, Microsoft AI, and cybersecurity certifications.
- **Build a portfolio:** Contribute to open-source projects, publish on GitHub or Kaggle, and take freelance assignments.
- **Develop business acumen:** Understand how technology drives revenue, not just how to code.

University graduates can acquire various certifications to enhance their skills and employment prospects. These include:

(a). Information Technology

- Cisco Certified Network Associate (CCNA): Ideal for professionals specializing in IT networking, equipping them with skills in network installation, configuration, and troubleshooting.
- Certified Information Systems Auditor (CISA): Demonstrates expertise in assessing an organization's IT infrastructure

- Certified Data Scientist (CDS) or Certified Analytics Professional (CAP) for data science and analytics
- Certified Cloud Developer (CCD) or Amazon Web Services (AWS) Certified

(b). Professional Certifications

- Project Management Professional (PMP) for project management skills
- Registration with relevant professional associations
- Certified Information Systems Security Professional (CISSP) for cybersecurity

(c). Soft Skills Certifications

- Certified Scrum Master (CSM) or Certified Agile Practitioner (CAPM) for agile methodologies (Equips professionals with skills in agile project management)
- Certified Digital Marketing Professional (CDMP) for digital marketing skills

(d). Industry-Specific Certifications

- Certified Financial Analyst (CFA) for finance and investment
- Certified Supply Chain Professional (CSCP) for logistics and supply chain management
- Institute of Chartered Accountants of Nigeria (ICAN) Certification: A prestigious qualification for finance professionals, focusing on accounting, auditing, taxation, and financial management.
- Association of National Accountants of Nigeria (ANAN) Certification: Designed for accounting professionals, covering financial accounting, management accounting, auditing, taxation, and public finance.
- Association of Chartered Certified Accountants (ACCA) Qualification: A globally recognized certification for finance professionals, covering financial reporting, taxation, audit and assurance, and performance management.
- Certified Public Accountant (CPA) Program: A worldwide recognized credential for professionals in public accounting, auditing, and financial consulting.
- National Institute of Marketing of Nigeria (NIMN) Certification: For marketing practitioners and those engaged in marketing and related fields.
- Certified Financial Analyst (CFA): A prestigious qualification in finance and investment management, covering investment analysis and portfolio management.
- Chartered Institute of Taxation of Nigeria (CITN) Certification*: Focuses on taxation and tax management.

(e). Project Management

- Project Management Professional (PMP): Ideal for those aspiring to become proficient in project management, with courses varying in duration and cost.

(f). Human Resources

- Chartered Institute of Personnel Management (CIPM): Offers courses in personnel management
- Chartered Institute of Human Resource Management (CIHRM): Provides certifications for HR professionals.

These certifications can demonstrate expertise, enhance job prospects, and increase earning potential. It is essential to research certifications relevant to your field and career goals. I crave your indulgence to give a personal example which I can easily relate with. It was about a week after the end of the Semester Examinations at the University of Ibadan during my tenure as Vice-Chancellor. Most students had left the Campus on vacation. I had gone to the

University main library, the Kenneth Dike Library to have some discussion with the University Librarian. There I met one of my wards, an undergraduate student of Law, who had come to study. I was not expecting to find her in a library during that period. I inquired from her what she was up to and she told me she was preparing for examinations of the Chartered Institute of Personnel Management. It was such a pleasant surprise for me and I commended her. She later graduated near the top of her class at the University of Ibadan and in the Final Bar Examinations of the Nigerian Law School where she earned a First Class Honours. She later proceeded to the United Kingdom for her Master of Laws. Later she moved to the United States of America where she took and passed her Bar Examinations with specialisation in Personnel Management. Happily, she can practise Law in as many as six States in the United States. The lesson here is that she identified her passion very early as an undergraduate student of Law and has remained highly focused ever since. It is a thing of joy that her creativity and hard work are paying off. What an inimitable exemplary to covet!

It is perhaps safe to assume that all the students who have just completed their first degree at Adeleke University in the Class of 2025 belong to Gen Z, which comprises people born between 1997 and 2012; i.e. not exceeding age 28 this year. These are individuals with distinct characteristics shaped by growing up entirely with the internet, social media, and smartphones. Here are some key traits:

- Digital Native: highly tech-savvy, with 95% owning a smartphone and 98% using social media daily. They expect mobile-friendly experiences and social-first marketing.
- Diversity-Driven: Gen Z values inclusivity, diversity, and equality. They're more likely to reject exclusionary ideologies and champion social justice causes.
- Authentic: Gen Z prioritizes authenticity, preferring real voices over polished marketing. They support honest brands and expect transparency.
- Entrepreneurial Spirit: Many Gen Zers prefer freelancing, side hustles, and flexible careers, valuing independence and purpose.
- Mental Health Awareness: Gen Z is vocal about mental health, prioritizing well-being over traditional career or financial goals. They expect mental health support in workplaces and education.
- Financially Cautious: Gen Z is budget-conscious due to witnessing economic instability, prioritizing financial security and savings.
- Visually Oriented: Gen Z communicates through images, videos, and emojis, preferring short-form content.
- Purpose-Driven: Gen Z seeks meaning and purpose in their careers and personal lives, aligning with brands and employers that stand for social causes and sustainability.
- Independent Learners: Gen Z uses online platforms like YouTube, TikTok, and Coursera to self-educate and develop new skills.
- Value Flexibility: Gen Z prioritizes work-life balance, with 73% preferring remote or hybrid work arrangements.

For universities: Modernizing education

Institutions must revamp their teaching models and collaborate closely with industry leaders to remain relevant.

- **Revamp Syllabi:** Introduce AI/ML, cybersecurity, and cloud computing as core subjects.

- **Invite industry experts:** Regular guest lectures and workshops by corporate leaders.

For employers: Investing in talent

Companies must stop viewing freshers as “ready-made” and start treating them as high-potential individuals worth cultivating.

Structured onboarding: Provide three to six months training programmes for freshers.

Campus collaborations: Sponsor hackathons, case competitions, and live projects.

A call for systemic change

The employability crisis is not insurmountable, but it requires concerted effort from educators, students, and corporations alike.

As Nigeria positions itself as a global talent hub, the need for industry-aligned education has never been more urgent. Graduates must take ownership of their upskilling, universities must adapt to technological shifts, and employers must invest in nurturing raw talent.

The class of 2025 need not stand at a crossroads. Will you be job-ready innovators or degree-holding spectators in the world’s growth story? The answer lies in action, not just academic achievement.

Some Nuggets

To make progress in whatever you do in life, you need to **cultivate success habits**; some of which are being focused, hard-work, dedication, loyalty, determination, commitment, self-confidence (that is believing in yourself), good human relations and constant self-improvement. You must have courage and avoid procrastination which has been aptly referred to as the thief of time.

Why is self-confidence important?

It is only when you believe in yourself and in your ability that you can progress. If you do not have confidence in yourself, it may be difficult for others to have confidence in you. When you lack confidence in yourself, you don’t see the strengths but your weaknesses.

When I was in the primary school, my self-confidence and self-esteem were eroded as a result of fear. I was brought up in a hard way on the assumption that it was required to inculcate discipline in a child. While discipline was achieved, it had negative effects on my self-esteem and confidence. I therefore lived in fear throughout my primary school years. It was such that my academic results while in primary school were not satisfactory. While my siblings were outspoken, I was timid. The discipline that my aunty inculcated in me however made me develop an attitude of independence. It fired my determination to survive and succeed in whatever I do. That attitude of independence played out in my choice of subjects

in upper secondary school classes, without consulting anybody, including my parents. Although my experience threatened to limit my prospects, I did not allow it.

Determination:

Hear the statement from an acquaintance of mine who has made a success of her career in the energy industry.

Leaving secondary school, my choice of university course displayed a venturesome nature. For example, I liked civil engineering because I wanted to understand the technology behind the construction of bridges across large bodies of water. I was also interested in Computer Engineering, because I wanted to unravel the seeming mystery behind the performance of computers. Considering that the courses predominantly studied in my family then were teaching and nursing, my chosen courses, made my family members ask why my choices were always the male dominated courses. That impression only further fired my determination to be as good as any other person, male or not. I therefore went for geophysics because of my love for challenges and my belief that no course is created for male alone.

Going through its course content, I was convinced that Geophysics would meet my career aspiration. I can still remember my parents' reaction when I mentioned the course to them. My father of blessed memory who was a retired Principal and my mother, a Headmistress then, found the course strange because the predominant professions in my family were teaching and medical science. I tried to educate them on the benefits of the course but they did not still understand it. I graduated with a second class upper. I allowed my childhood experience shape me for the better.

In a bid to ensure that I succeeded in life, while in the university, I spent my holiday's learning dress making, by enrolling in sewing institutes. This was intended as a back-up, in case I graduated as an Applied Geophysicist, and did not quickly secure a job.

As a lady, you should not be limited at any time. Don't accept the belief that some courses or jobs are meant for the opposite sex and as such you should settle for less. God has given us women a gift of multi-tasking. We should therefore not allow circumstances around us limit how far we can go? Who says that you can't apply that multitasking skill in managing your various tasks at work or apply it to enable you excel in school? You must have observed that girls in mixed schools mostly come out tops in their classes. I feel very sad when some female employees resign from work without having a back-up job, just because their male counterparts or bosses frustrate them. Why should you be intimidated by what people say? Such things should even make you stronger because they should make you work harder to prove them wrong. I encountered a similar thing in the course of my career. What helped me was that I treated it as a distraction and kept my focus on the job. Victory and elevation were the result for me.

Good human relations

Please ensure that while you are developing your career, you maintain cordial relationship with everyone around you. It goes a long way.

Many people believe that for a lady to get to the top of her career, she will either compromise her marriage or her integrity. The truth is that you can get to the top of your career without compromises. There are many honourable women in our society who have debunked that myth.

Hard work /Quality work

Some university students are very lazy. They don't study when they need to, and they only rush to read when exams are close. Lazy hands bring failure, only hardworking and diligent hands bring success.

To the working class, if you don't develop yourself, plan your time properly and deliver on your job, you will not grow on the job. Some of you may reason in your mind that you are not lazy, you are very hard working, yet not successful. It can be that you are going through your activities the wrong way. For example, do you plan, do you prioritize? Do you even have set goals? You must have monthly, weekly and daily plans. Ensure that you adhere to your laid down plans. Even after putting down your plans, make sure that you prioritize. It is one of the important characteristics of those who make progress in life. Ensure that you tackle the important and urgent things first, before working on the urgent but not important things. If you abandon the urgent and important things and focus on important but not urgent things, you may get your job done, but it might not have added to your progress. After dealing with urgent and important things, you can then proceed to deal with the urgent but not important ones. That will surely result in progress.

Honesty

You must be honest to yourself. In your home you must be honest; in business you must display honesty. If you are honest in every area of your life, you will progress. Dishonesty will not be forever hidden. In the course of my career, I have experienced gang-ups from male counterparts who said many negative things about me, just because I, a lady was progressing at my job. They did everything to pull me down. All I did was to remain focused on my job and disregard the distractions. Truth eventually unfolded.

Choice of marriage partner

Choice of marriage partner can either contribute to your career progress or destroy your career or dreams. If you want to develop your dream or career even after marriage, it is important that during your courtship, you have an agreement with your partner, on your aspirations. If the man expressed preference for career, as it gives a lady her self-esteem. That, plus some other things, made me accept his marriage proposal. It is important to discuss your dreams and ambition with your future partner and be sure that your marriage to him will complement them. Love for material things has a tendency to mislead you into marrying the wrong man and cause regrets.

Not everyone will be an entrepreneur, just as it is not everyone who is cut out to be an employee. Remember however, that you are a service provider, whether as an employee or an employer.

It is often not a welcome development when graduates sit at home doing nothing after years of graduation, still searching for white collar jobs. If you look around you, you will see that

opportunities abound. A close example is a cousin of mine who graduated from the university as an accountant. He had wanted to travel abroad for his master's degree. After he was denied visa on four different occasions, he resorted to looking around him for opportunities that he could take advantage of. He observed that there was no pure water factory around where he lived. He immediately told his father to divert the funds that had been set aside for his master's degree programme abroad, for the water packaging business. He started this business when he was 25 years of age, producing sachet water. Later, he added bottled water. Today, he has 30 trucks with which he distributes his water to clients, and now produces his own water bottles and sells water in dispensing bottles.

Adversity Quotient

It is widely accepted that life is often not a bed of roses. There will be ups and downs but we should remain focused. As a young adult, one of the lessons my mother now of blessed memory taught me was that there will always be periods of time when one would experience setbacks. Things may not always go as planned. In the extreme case if you lose your job for whatever reason, don't see it as the end of the world. This is akin to a student failing an examination. You have to recover fast. Rather, see such disappointment as a blessing in disguise. Who knows, it could be that there are better things ahead of you. I want you to know that if a door does not close another might not open. Have a positive mind. Such a mindset will allow you to reason and be able to see opportunities around you.

In other words, you must be resilient. This is often measured by the Adversity Quotient. Adversity Quotient (AQ) is a concept developed by Dr. Paul Stoltz in 1997 that measures an individual's ability to effectively deal with challenges, setbacks, and difficult situations in life. Unlike Intelligence Quotient (IQ) or Emotional Quotient (EQ), which assess cognitive abilities and emotional intelligence respectively, AQ specifically evaluates resilience—the capacity to bounce back and adapt when facing adversity.

AQ is often seen as a key predictor of success, as it reflects how a person responds to obstacles and stress. People with a high AQ tend to view challenges as opportunities for growth rather than insurmountable problems, enabling them to persevere and maintain motivation even in tough times.

Stoltz identified five core dimensions of AQ, summarized by the acronym CORE: Control (how much control one feels over adversity), Ownership (taking responsibility for one's response), Reach (how far adversity affects other areas of life), and Endurance (how long one can sustain effort through adversity).

This helps explain why some individuals give up under pressure while others continue to fight and succeed. AQ is applicable across many life domains, including personal relationships, education, and work, and is measured by tools like the Adversity Response Profile (ARP). Ultimately, AQ highlights that success is not just about intelligence or emotion but also about how well one manages and overcomes life's inevitable difficulties.

Volunteering

If you decide to go into your own business, ensure that you go into what you have passion for or your area of talent. Volunteer to work without pay under someone who does similar businesses to enable you gain experience before venturing into yours. This reduces the chances of failure. Be prudent.

Listen to a testimony: ‘There was a time I applied to an international company. While awaiting my letter of employment from the company, I approached the owner of a startup company and requested to be allowed to work in his company without pay to enable me gather experience, instead of sitting at home pending when my letter of employment would be received from the international company. He graciously allowed. I was one of his pioneer staff. At that time, the boys quarters of his main residence was what he used as the office. My determination to succeed in life came to play, when I joined the company. I was living at Agege. I would leave my house at Iju at 5 am to arrive in the office on the Lagos Island at 6 am. On arriving, my boss’s domestic staff would hand over the key to the boys quarters to me. I would put the workstation machine on and start working immediately. Even though the agreement was that I would work without pay. At the end of the month, my boss paid me salary because of my commitment to work. That was how I became one of his staff. To cut the story short, the experience that I gathered from that company, made me what I am today’.

Of courtesy and respect

- You must learn to treat people with courtesy.
- Treat people with respect.
- Treat strangers with courtesy.
- Never look down on anybody.
- Abigail Van Buren said: “The best index to a person’s character is how he/ treats people who can’t do him any good, and how he treats people who can’t fight back.”_
- Character is NOT optional.
- It is sacrosanct to the future that God has planned for you. No matter where you place prayers, character matters.
- The greatest fraud in life is religion without character.
- A man without character is recklessly alive.
- Peter Schutz, the former chief executive officer of Porsche said:
- “HIRE CHARACTER; TRAIN SKILLS.”
- Studies and experience have shown that the character of a person, their core principles, values and life view are primordial in choosing the right applicant.
- Time and time again, it has been proven that skills can be taught or transferred, but a person’s character cannot be changed,

- The ideal situation is where character and skills blend together in a healthy way, but reality tends to push us toward making a choice between the two.
- If we must make a critical decision between them, we should try to prioritize human values.

Mentorship and Lecturer-Student Relationships

- Not many students today have a drawn-out plan for their future.
- Students are looking for lecturers to talk to (*in loco parentis*).
- Some students are first generation university students from their families.
- They never had anyone to look up to as role models.
- They want the university to be a place of refinement where they can find a purpose to live for.

My Charge to the Adeleke University Class of 2025

We have discussed aspects of character and spiritual development as well as opportunities you had to sharpen your employability skills during your stay at Adeleke University as obvious advantages of your passing through this institution and allowing the institution to pass through you.

Unstable academic calendar on account of strikes following disagreements between the Federal Government and Staff unions in the universities has been a regular phenomenon of the Nigerian University System since about 1993. It tasks the ingenuity of the Senate and Management of public universities to navigate the disruption to the academic calendar. For example, the University of Ibadan has had to cancel out rightly five academic sessions namely 1994/1995; 1999/2000; 2006/2007; 2013/2014; 2019/2020. The 2023/2024 session only ended in March 2025 which was six months behind schedule. The 2024/2025 session is expected to end by October/November 2025. Moreover, on account of frequent strike actions, the period of the year traditionally set aside for students' internship, which has the potential to improve the skills, competency and future employability prospects is now severely curtailed. Moreover, members of staff are unable to take their annual vacation as at when due.

The system has lost about six years and three months cumulatively over the period. Luckily, this has not been the lot of Adeleke University and most of the other private universities in the country.

Happily, there has not been any national strike in the last 30 months. One can only hope that this situation will endure, with the Federal Government having the onerous responsibility of improving the welfare of its staff in those institutions and this has the tendency to have a domino effect on the entire Nigerian University System, comprising both the public and private universities.

There is no gainsaying the fact that having a fully residential University such as Adeleke University is of immense benefit to the students I can relate with this by comparing my experience as an undergraduate when I stayed in shared accommodation and as a postgraduate student when I had room to myself, although this comes at a huge financial cost. One can confirm the following advantages of a fully residential University as outlined by Meta AI as follows.

- Immersive Learning Environment: Students are surrounded by academic resources, peers, and faculty, fostering a culture of learning and intellectual curiosity.
- Increased Academic Support: On-campus resources, such as libraries, laboratories, and tutoring services, are readily available to support students' academic success.
- Sense of Community: Residential universities provide opportunities for students to form close bonds with peers, creating a sense of belonging and community.
- Access to Facilities: Students have access to on-campus facilities, such as recreational centres, cafeterias, and health services, which can enhance their overall university experience.
- Networking Opportunities: Living on campus allows students to connect with peers from diverse backgrounds, potentially leading to valuable professional and personal networks.
- Structured Environment: A residential university setting can provide a structured environment, which can help students stay focused and motivated.
- Campus Resources: Students can easily access campus resources, such as academic advising, career counselling, and mental health support.
- Enhanced Student Experience: Residential universities often offer a range of extracurricular activities, clubs, and organizations, which can enrich students' university experience.

These advantages should have contributed to a well-rounded and supportive learning environment, that helped you to thrive academically and professionally, by being at your best.

I wish all of you success and a very rewarding and exciting professional and family experience in the coming years. With God on your side, we look forward to seeing you at the top.

Acknowledgements

I thank all my colleagues from various universities who provided the data used for the graduate output in their respective universities, and the anonymous reviewer of an earlier version of the manuscript.

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About the Lecturer

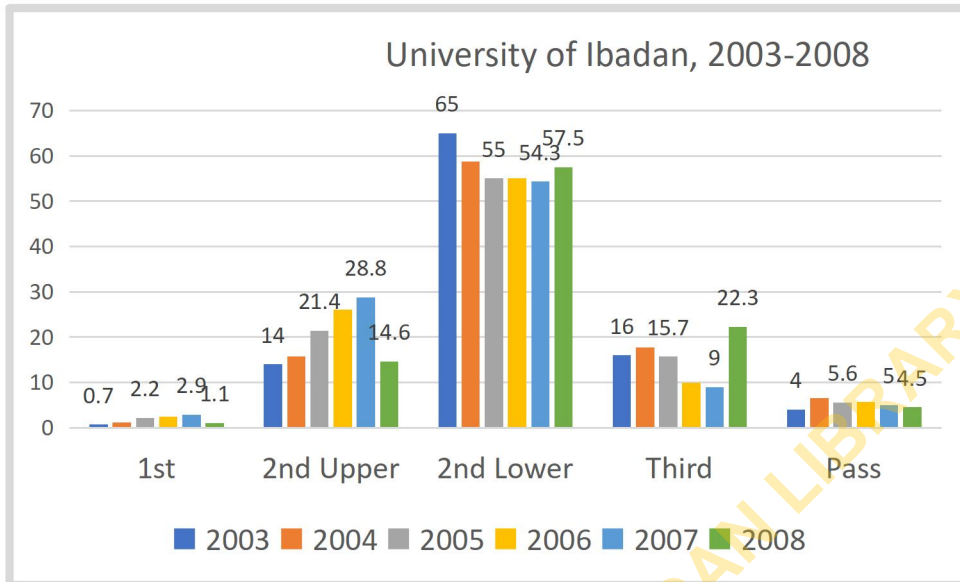
Professor Abel Idowu Olayinka served as Vice-Chancellor of the University of Ibadan from 2015 to 2020, during which among others he provided leadership to strengthen the admission process into the undergraduate programmes in the University. He had previously served as Deputy Vice-Chancellor (Academic), Dean of the Postgraduate School, Head Department of Geology and Chairman Senate Curriculum Committee. He is currently a member of the Council of Adeleke University Ede and the Pro-Chancellor and Chairman of Council of West Midlands Open University Lagos.

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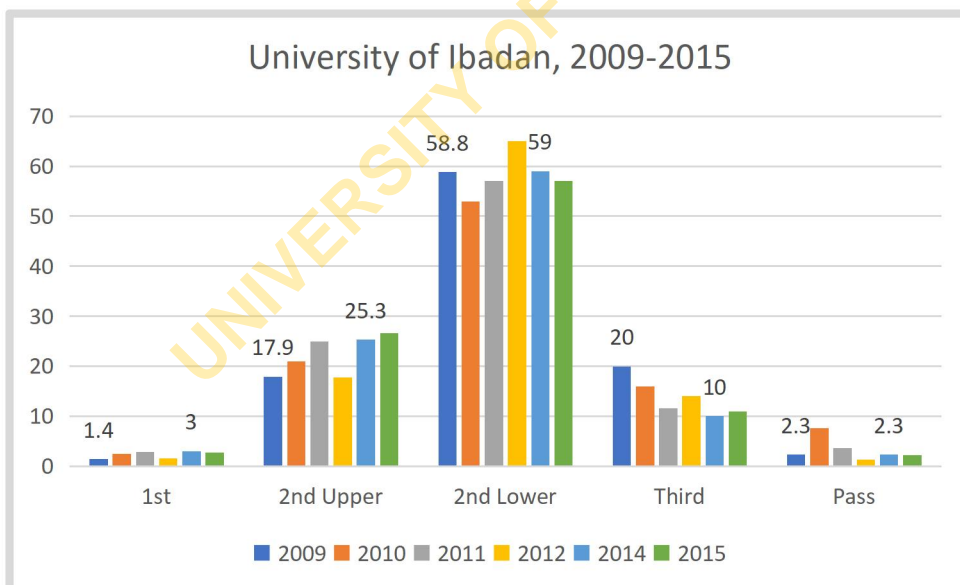
Appendixes

Appendix 1: University of Ibadan

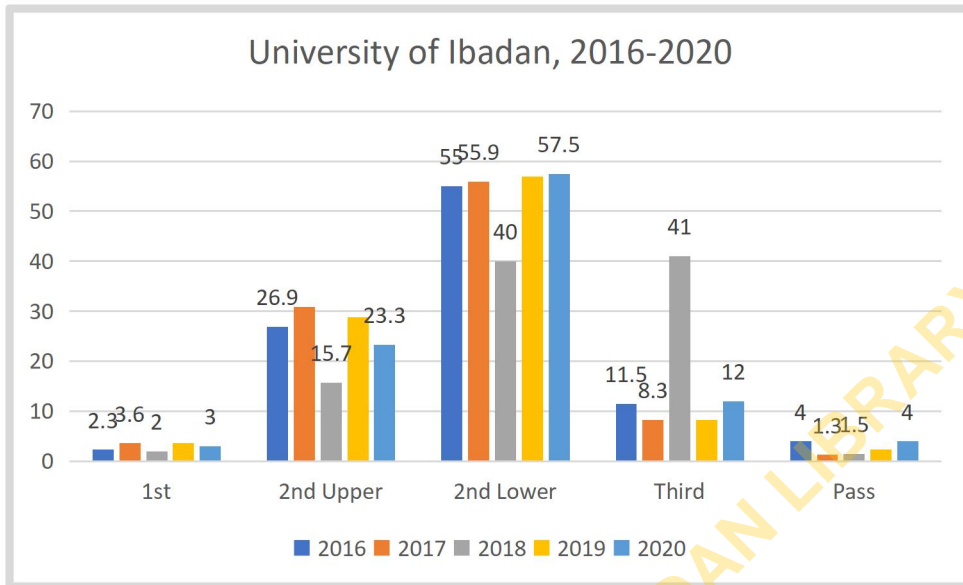
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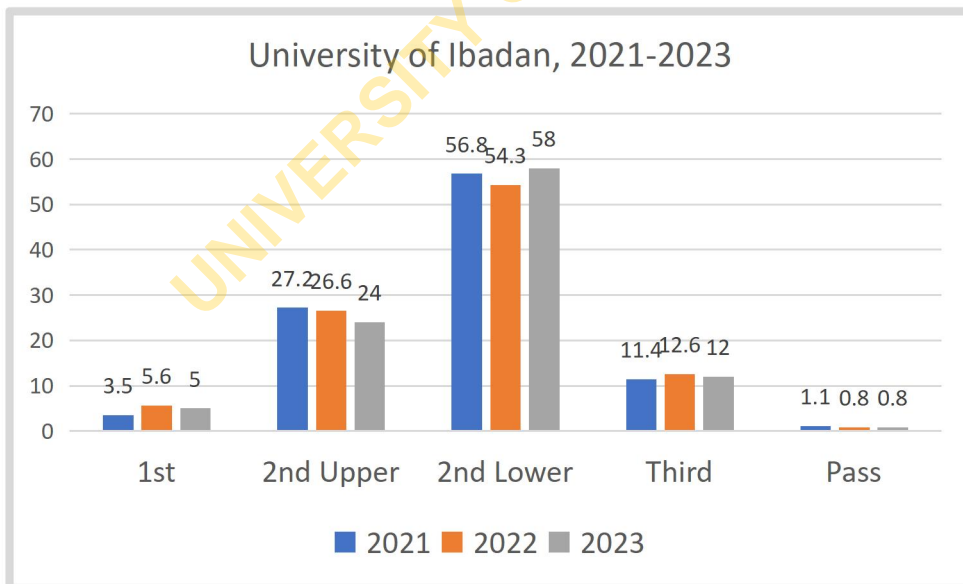
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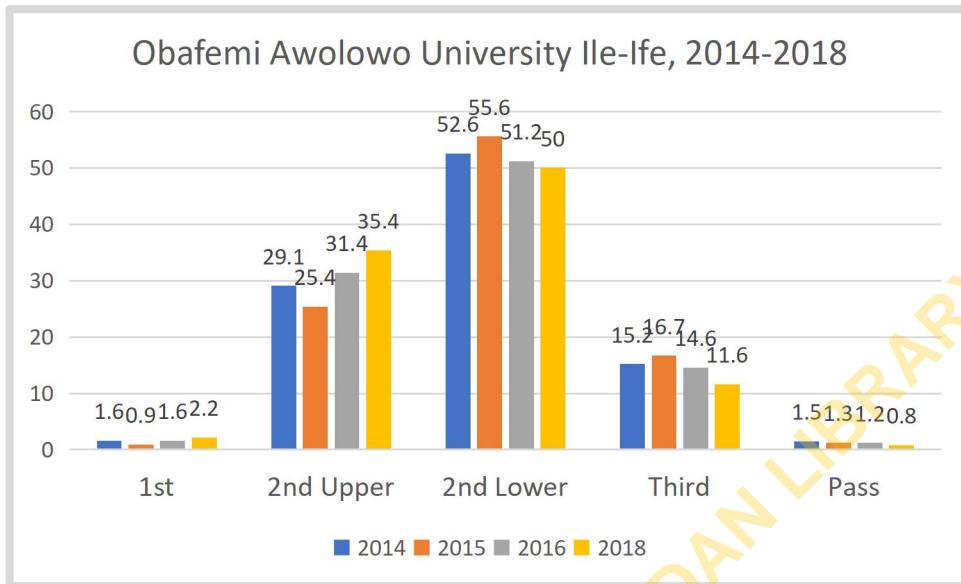


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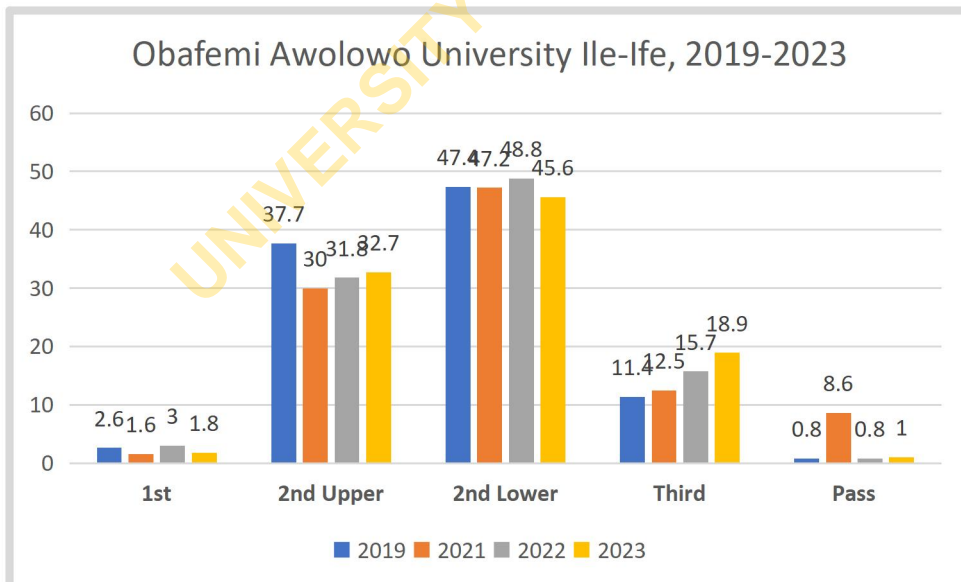


Appendix II: Obafemi Awolowo University Ile-Ife

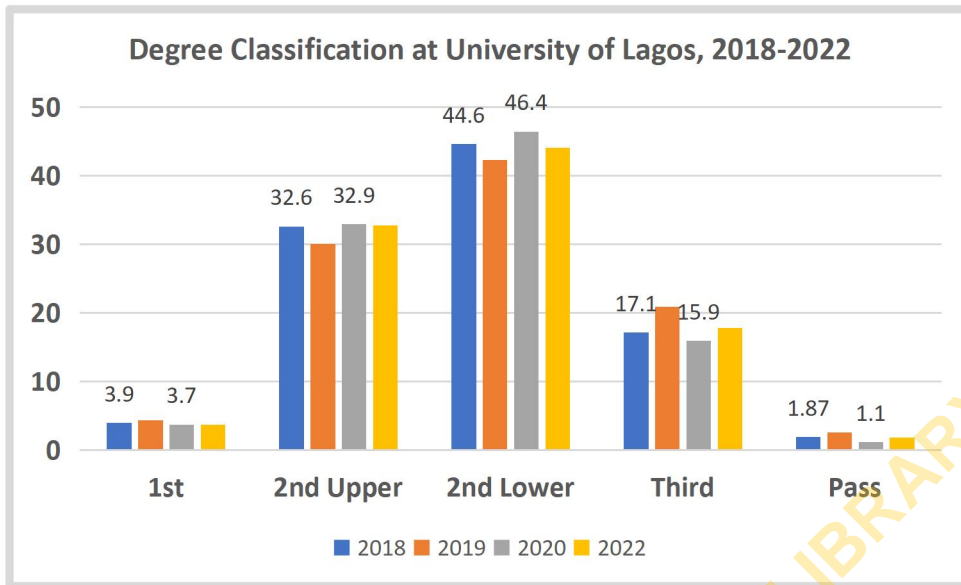
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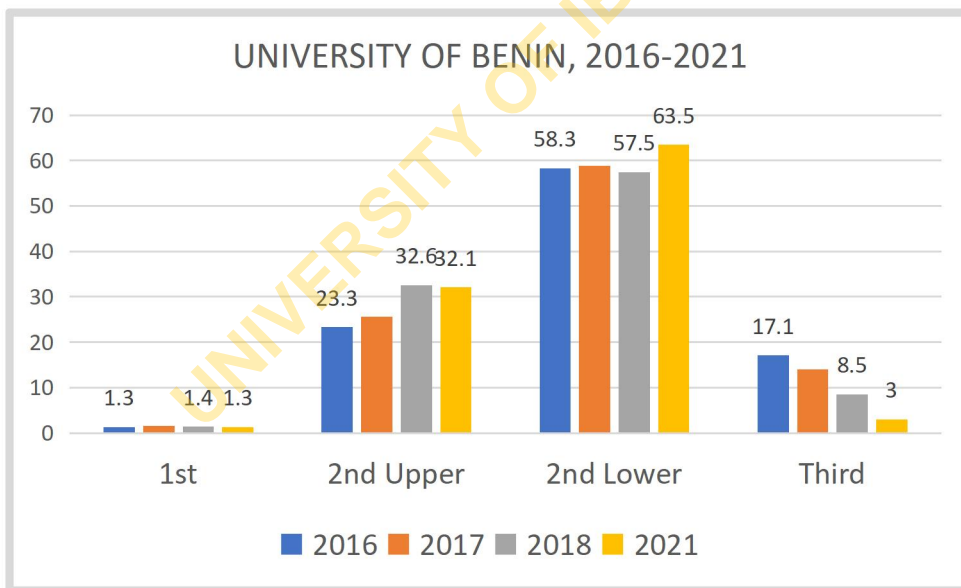
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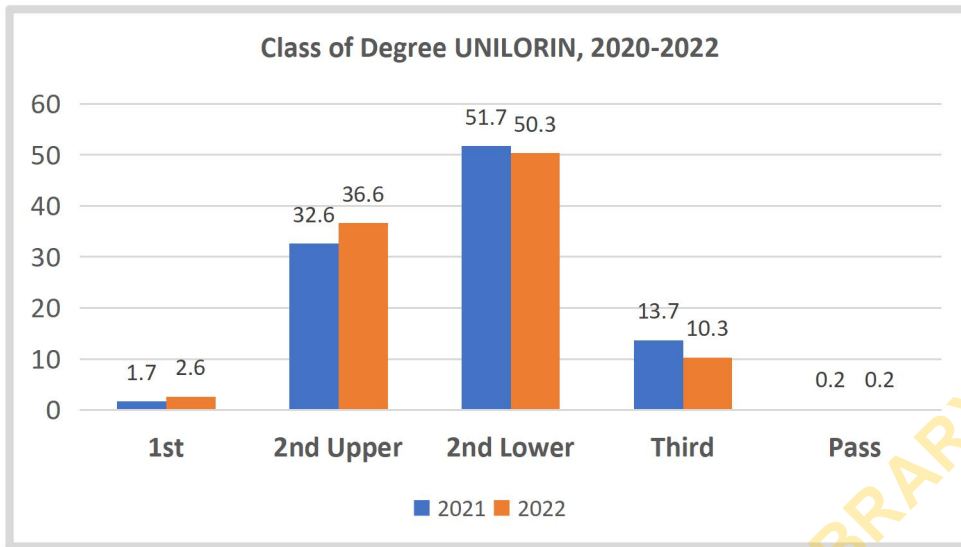
Appendix III: University of Lagos



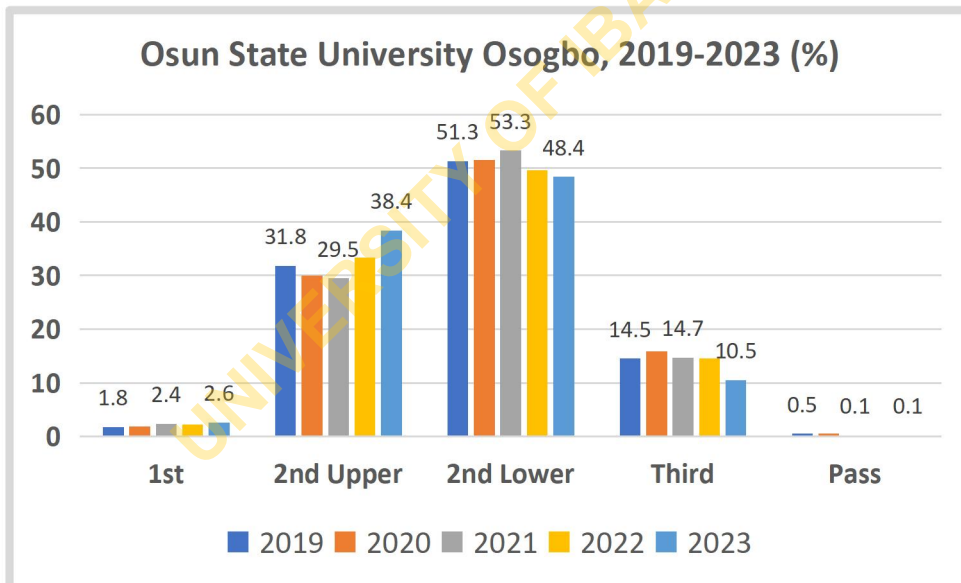
Appendix IV: University of Benin, Benin City



Appendix V: University of Ilorin

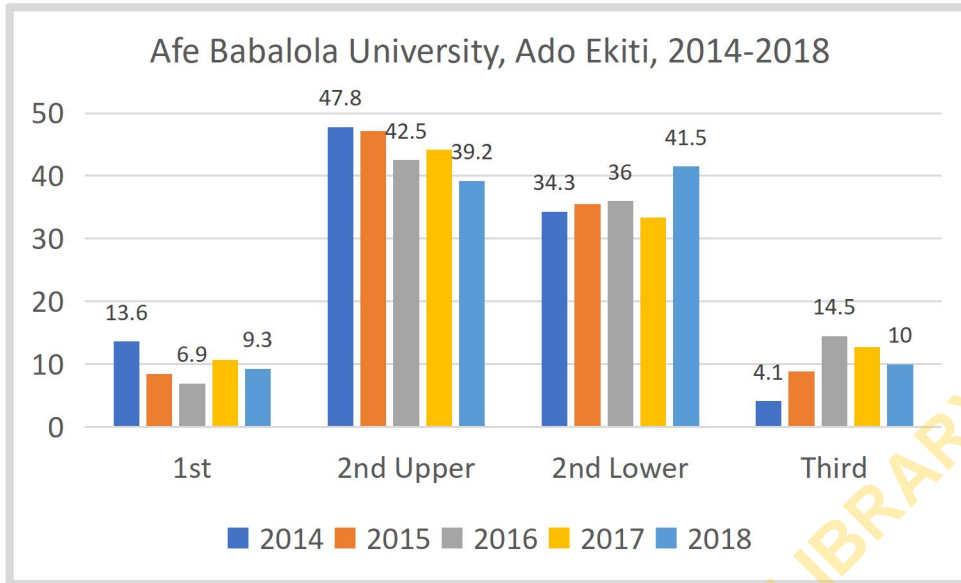


Appendix VI: Osun State University Osogbo

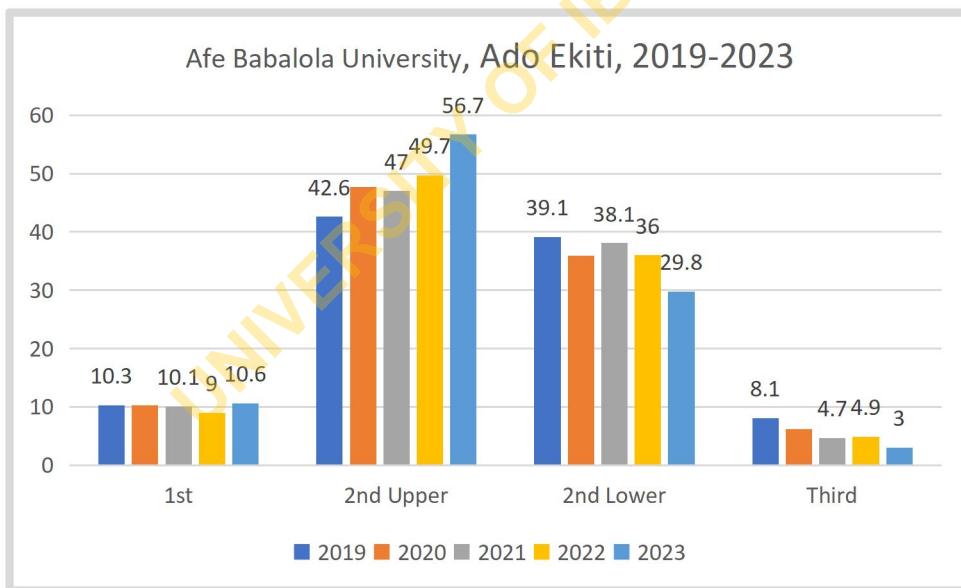


Appendix VII: Afe Babalola University Ado Ekiti

(a).

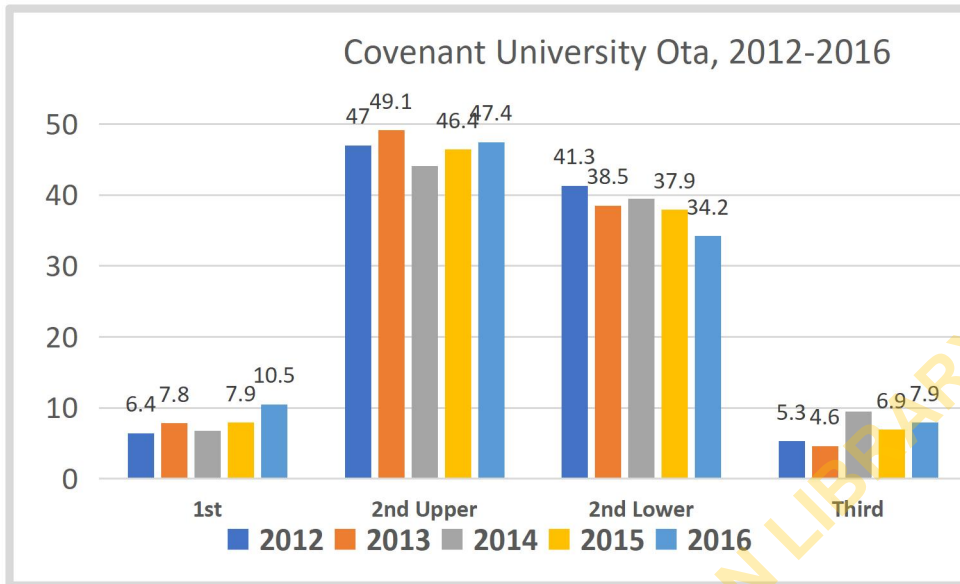


(b).

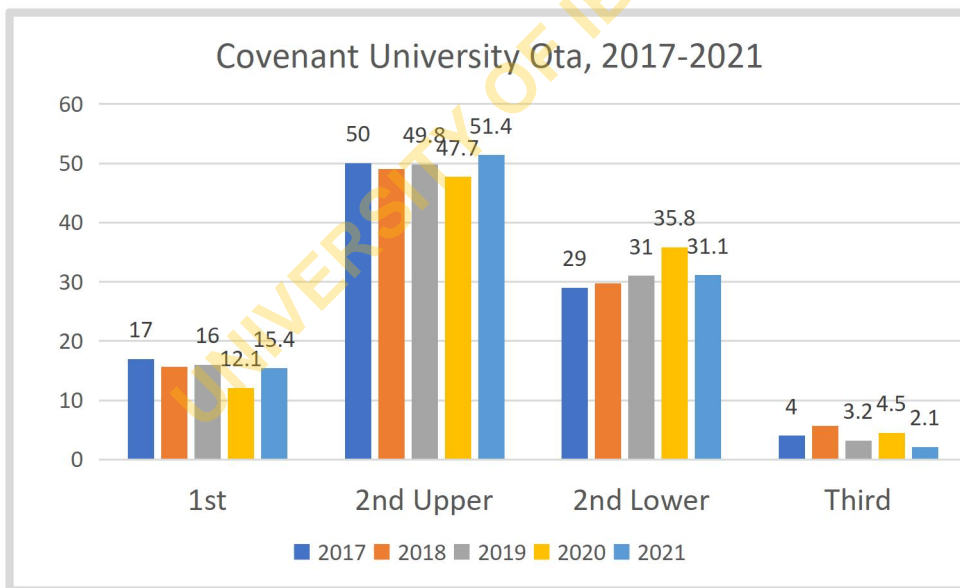


Appendix VIII: Covenant University Ota

(a)

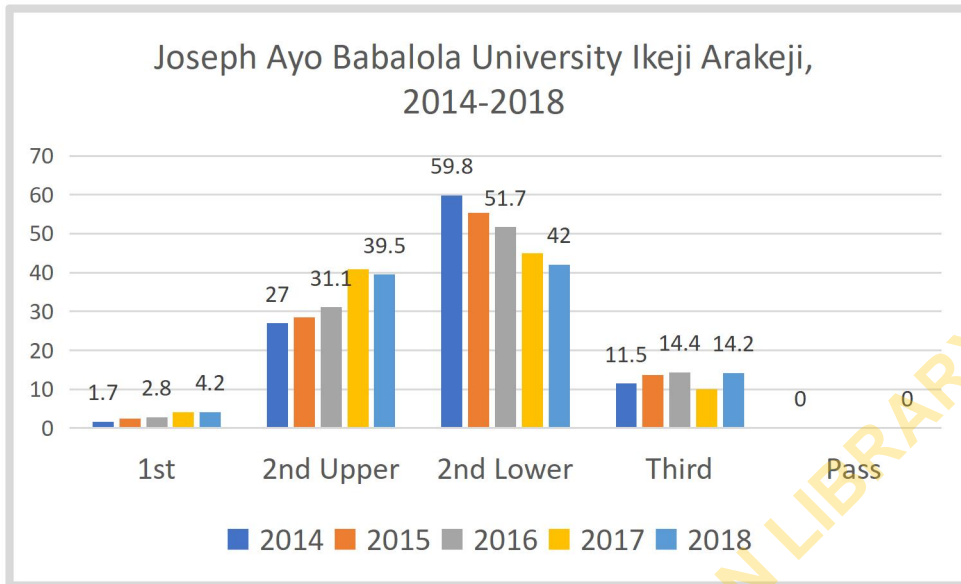


(b).

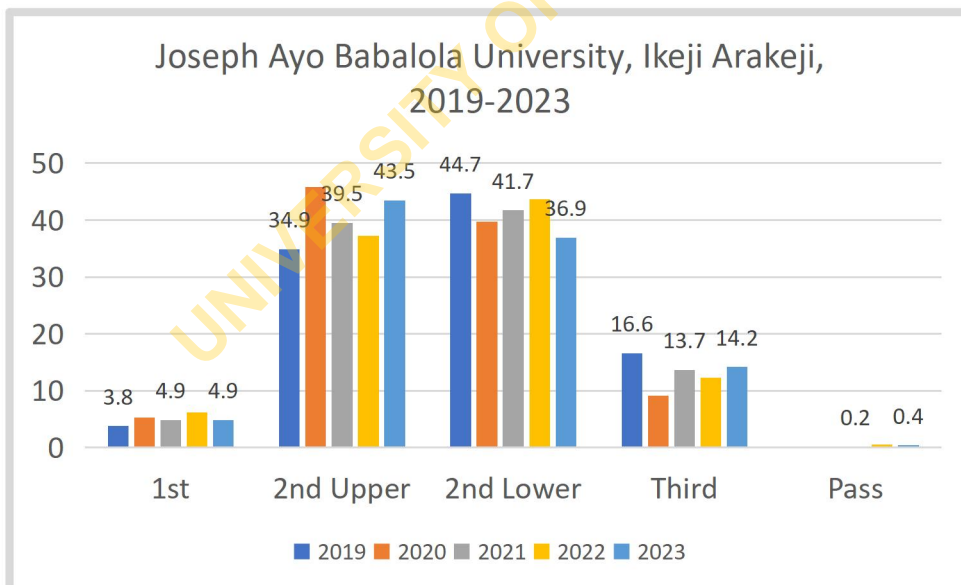


Appendix IX: Joseph Ayo Babalola University, Ikeji-Arakeji

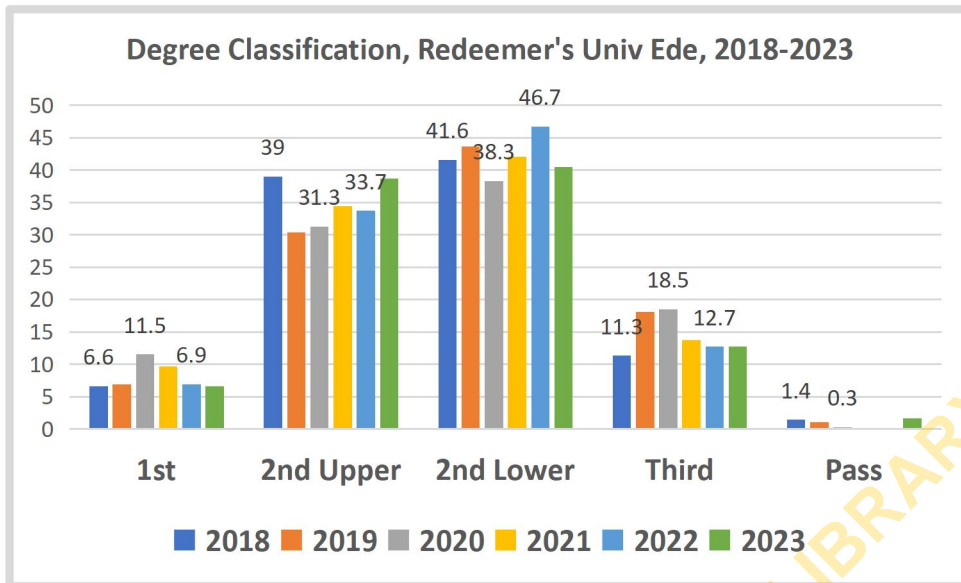
(a).



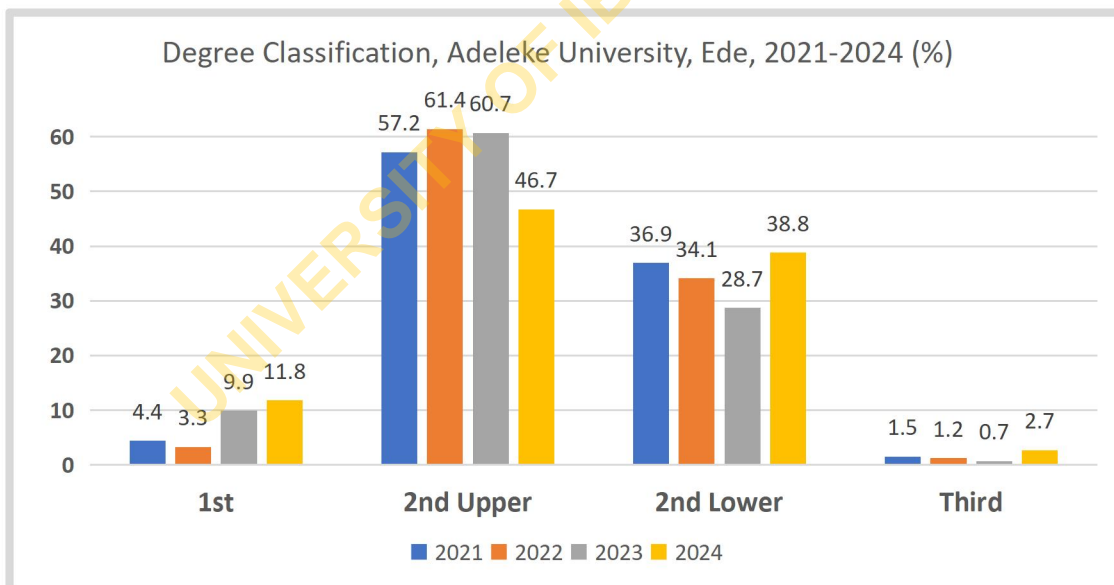
(b).



Appendix X: Redeemer's University Ede

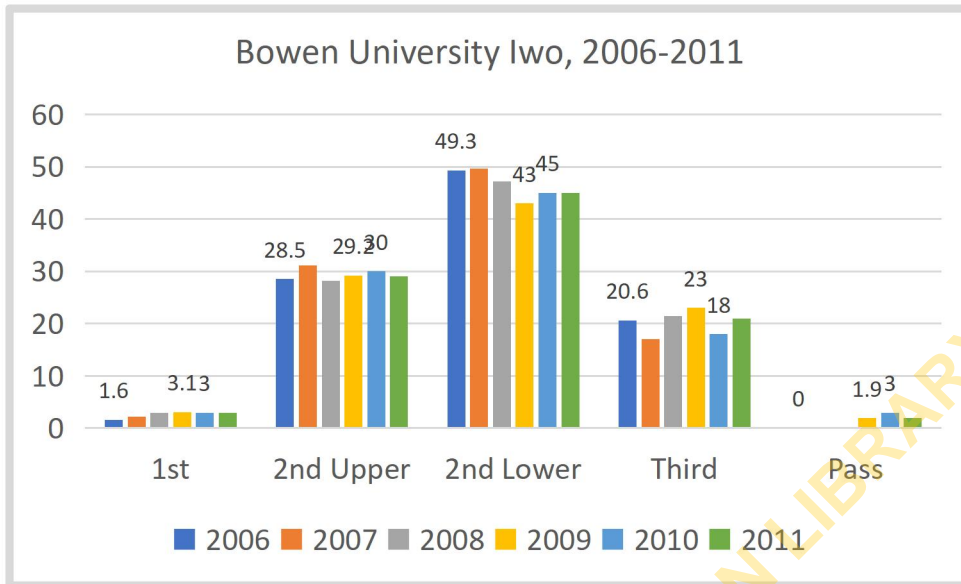


Appendix XI: Adeleke University Ede

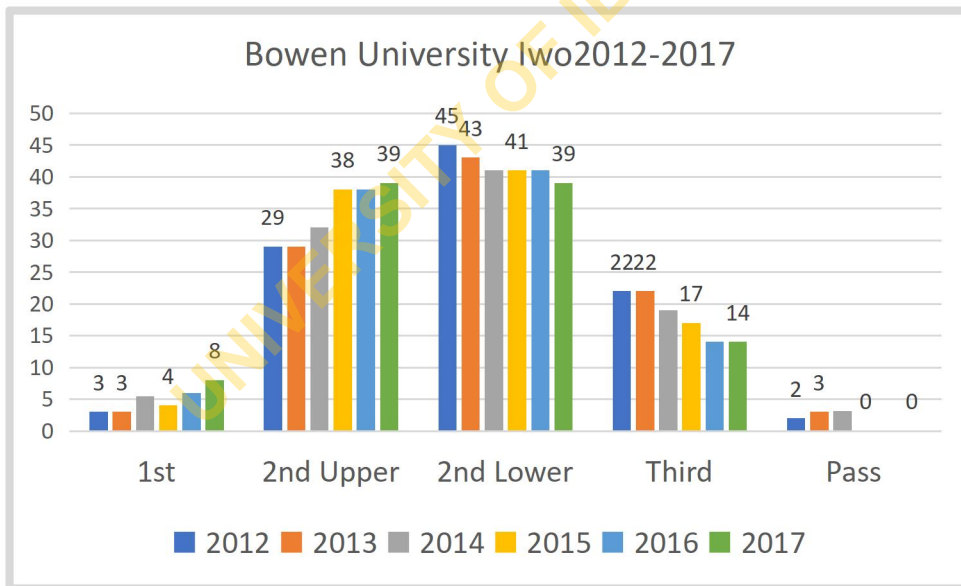


Appendix XII: Bowen University Iwo

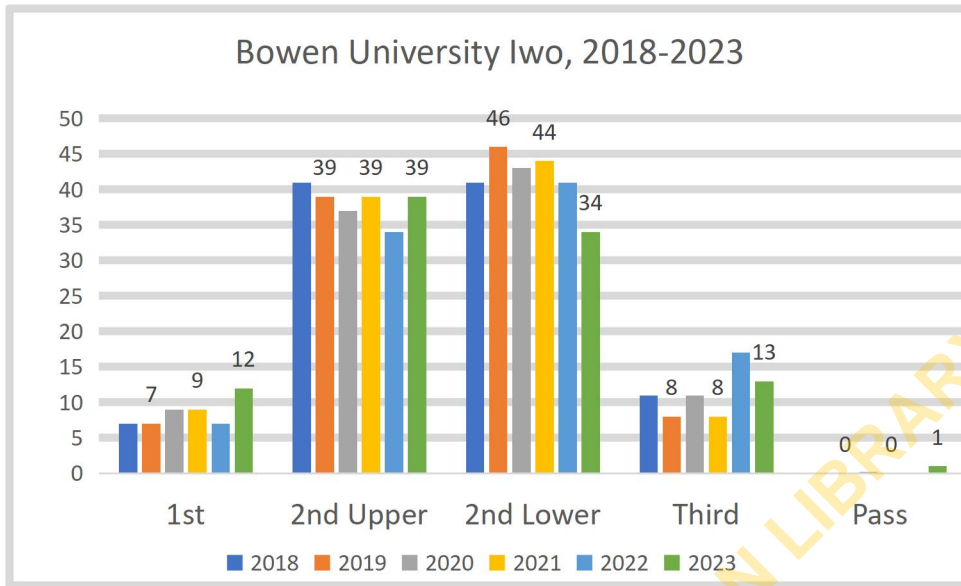
(a).



(b).



(c).



Appendix XIII: Benchmarking with United Kingdom Universities
 (Source: <https://hesa.ac.uk>)

