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IMPACT OF ACADEMIC STAFF UNION OF UNIVERSITIES' (ASUU) STRIKE ON ACADEMIC AND ADMINISTRATIVE MANAGEMENT OF FEDERAL UNIVERSITIES IN THE NORTH-EAST NIGERIA

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Abstract

The study investigated the impact of Academic Staff Union of Universities' (ASUU) Strike on academic and administrative management of Federal Universities in the North-East Nigeria. Three specific objectives, three research questions and three null hypotheses guided the study. Ex-post facto-survey research design was used for this study. The total population of the study is 5262 academic staff in six Federal Universities in North East Nigeria. The sample size for the study comprised 372 Academic staff as respondents. This size was determined using Taro Yamane Sample size formulae. A structured questionnaire titled "Academic Staff Union of Universities' (ASUU) Strike on Academic & [redacted] Administrative Management Questionnaire (IASUUSAMQ)" developed by the researcher was used to elicit information from the

Keywords: Academic Staff Union of Universities' (ASUU) Strike, Teaching, Research, Community Service, Academic and Administrative Management, Federal Universities in the North-East Nigeria.

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respondents. The instrument was validated by two experts. Cronbach Alpha Statistic was used to determine the internal consistency of items of the instruments. The overall reliability coefficient yielded 0.873. Data collected were analyzed using descriptive statistics of mean and standard deviation to answer the research questions. Chi-square (X^2) test of goodness of fit was used to test all the null hypotheses at 0.05 level of significance. The findings of the study revealed that the impact of Academic Staff Union of Universities Strike on teaching, research and community service in Federal Universities in North-East Nigeria is significant and positive. Based on the findings of this study, the following recommendations among others were made: Federal Government should engage in dialogue with ASUU to develop a comprehensive policy that respects university autonomy to design her own teaching curriculum based on its established edicts. ASUU should dialogue with enforce Tertiary Education Trust Fund to procure instructional resources for lecture theatres as this could improves the administration of public universities by improving teaching of students. Federal Government should make funding for research activities accessible to all academic staff as this would enhance university's global visibility.

Introduction

All over the world, academic staff are recognized as the personnel whose primary assignments are instructional delivery, research and public service (Abiodun-Oyebanji, 2015). Academic staff include personnel who hold an academic rank in the university with titles such as Professor, Associate Professor, Lecturer or the equivalent of any of the academic ranks. Yawe, Ijov and Okwori (2019) regarded an academic staff as a member of an institution of higher learning who has the status to teach and also carry out academic research. The National Policy on Education FRN (2014) attributes the success of any educational institution to the academic staff. The quality of education offered by universities in Nigeria in recent times has deteriorated substantially most often due to the incessant strike embarked upon by academic and non-academic staff (Amadi & Urho, 2016). The effect of these repeated closures of schools and academic programs on students' learning can better be imagined than described. A strike is a very powerful weapon used by trade unions and other labour associations to get

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their demands accepted. It generally involves the quitting of work by a group of workers for the purpose of mounting pressure on their employer so that their demands are accepted. When workers collectively cease to work in a particular industry, they are said to be on strike (Isa & Ezekiel, 2022).

Strike refers to workers' refusal to work as protest for inadequate service or poor conditions of service (Edinyang & Ubi, 2013). Amadi and Precious (2015) state that strike is an aspect of industrial conflict used by workers to express their grievances. It is a collective, organized, cessation or shut down of work by employees, to force acceptance of their demands by the employers. Strike is known as the period for which worker s, as a result of disagreement with their employers, decide to withhold or withdraw their services (Ohiwerei & Onimawo, 2016). Strikes over the last decade have been the bane of educational planning and development in Nigeria's public university system (Isa & Ezekiel 2022). According to the authors, this strikes have affected teaching research and community service in Nigerian public universities. Isa and Ezekiel (2022) maintained that one area incessant industrial action affects the most is the management of academic activities.

In the field of academics, management of academic activities in education can be described as the art of working through people for the achievement of the broad educational goals (Agbakwuru, 2017). To achieve the educational goals, the school administrator has to map out strategies, find the people and materials to do the job, assign different people to accomplish different jobs, ensure that these jobs are being done as planned. In coordinating the activity of the school, administrator plans, organizes staff, directs and controls (Adamu & Nwogo, 2014). Academic staff are required to be well-prepared and possess the essential skills and abilities with the purpose of performing their tasks and functions in an appropriate manner (Amadi & Precious, 2016). Academic staff are the mainstay of the university educational system because the weight lies on them to bestow and facilitate the acquisition of relevant knowledge necessary for educational goals to be achieved (Agbakwuru, 2017). According to Agbakwuru (2017), the academic staff implement the university educational policies, the curriculum and play significant roles in the attainment of the objectives of the university educational system.

Administrative management of universities on the other hand is the coordination of all the process of planning, organizing, directing and controlling in order to attain the goals of university establishment (Onuseluogu, Okaforocha & Okeke,

2017). Isa and Ezekiel (2022), earlier noted that, during strike action no academic activity takes place at the institutions and upon resumption students at most times are not given the opportunity to make up for lost times. Similarly, Edinyang and Ubi (2013) stressed that, effective learning was always hampered by inability to successful implementation of curriculum and or of syllabus timely before the examination. Underfunding has made staff and students not to have access to the latest books and journals, laboratories lack equipment, so experiments cannot be conducted and local research funds have virtually dried up (ASUU, 2013).

ASUU is a union of intellectual workers who believe that life begins only when there is justice, and to have justice the union must speak, uphold, defend and advance the truth. Academic Staff Union of Universities (ASUU) supports the struggle for the improvement of the social-economic professional situation of the members, safeguard their interests and work for their success. In Nigeria, trade union such as ASUU, usually embark on various actions over agitations for improvement of their welfare, teaching and research facilities and university autonomy. ASUU's concerns includes; teaching, research, publications, community service, planning, staffing, coordination and budgeting, funding, salaries, autonomy and academic freedom, the brain drain as well as the survival of the University system (Wole, 2022). This study focused on teaching, research and community service. Edinyang and Ubi (2013) asserts that human and material resources are to be assembled together by educational management, within the school system for effective teaching and learning cannot be over emphasized. It is supported on this ground that, in universities, the Deans and Heads of Departments (HODs) play the role of managers and that of supervisors, even instructors and they also participate in teaching activities when necessary.

Teaching can be defined as engagement with learners to enable their understanding and application of knowledge, concepts and processes. It includes design, content selection, delivery, assessment and reflection (Isa & Ezekiel, 2022). The gross under-funding of Tertiary education sector in the country has been rendering the university system incapacitated in areas of teaching (Isa & Ezekiel, 2022). The authors further revealed that money is absolutely the input of any education system and it provides the essential purchasing power with which school administrators acquires its human and physical inputs for effective teaching and learning. According to the authors, the university system has not enjoyed the financial resources necessary to maintain educational quality in the midst of

significant enrollment explosion. The benefits of financial resource in educational development are enormous. No university can carry out its management and academic function effectively without adequate financial resources at its disposal. Over the years, the Academic Staff Union of Universities have embarked on several strikes to press home their demand towards improving the quality of teaching in the university system (Isa & Ezekiel, 2022). It is difficult to harness and consolidate the Nigerian universities' capacity to determine the balance between teaching and research without any external interference (Isa & Ezekiel, 2022).

Academic research is the creative and systematic work undertaken to increase the stock of knowledge (Okpe, Simisaye & Otuza, 2013). According to the authors, academic research is a systematic painstaking investigation of a topic or in a field of study often employing technique of hypotheses and experimentation, undertaken by a person intent on revealing new facts, theories or principles or determining skill and identification of research problems. Through research and its results, Universities are expected to contribute to the improvement of the quality of life and to social technological change (Ratnawati & Idris, 2020). In 2019, a novel virus known as "Corona or Covid -19" exposed Africa and especially Nigeria to how decayed the university educational system is. While the rest of the world especially Europe and America were researching on how to develop vaccine to curb the virus, Nigeria on the other hand concentrated on how to lock the populace in their houses which would have been easily done like the rest of the world if before the pandemic we had a good futuristic and functional education geared towards production and quality university education (ASUU, 2020). Moreover, since education prepares the young generation for tractable incremental successes, it is expedient to review ASUU activities and her guiding principles towards advancing the quality of community service in the university system. Universities, since their medieval beginnings, have been founded to preserve the positive heritage of society. They are committed to promote society's corporate well-being and advancement by refining the ability of their members to select reasons and understand by enquiring into and seeking to explain the development and function of man as part of the natural world.

Community service is the process of enhancing both study and Research and Development (R&D) activities, providing services to business and public sector institutions as well as contributing to the administrative capacity building of a region (Keerberg, Aet & Sulev, 2014). Community service is mostly called the third

most basic task of any university after teaching and research which occupies the first and second position respectively as observed by yhe authors. During recent years, community service has become highly valued, in the countries of young democracies in particular. Rapid changes according to the authors assume a university to build a closer connection to its environment, a quicker reaction to and higher flexibility in meeting the community expectations. It is a pro-active activity, enhancing transferring and adapting internationally created knowledge according to the community needs in all its regions. Regional networking according to Keerberg et al. can be thought of as an institutional survival or strengthening strategy for universities. Higher education institutions provide education, conduct research and play an active role in the development of their economic, social and cultural environment. Within the individual institution, the challenge is to link the teaching, research and community service roles by internal mechanisms (funding, staff development, incentives and rewards, communications, etc.) that make these activities more responsive to regional needs.

Similarly, the union called on the federal government to release the balance of the of the Earned Academic Allowances to its members without delay, stressing that hyperinflation in the country had made the allowances to lose their economic value (Wole, 2022). Other demands of the union include; the funding for the revitalization of public universities and the enactment of an enabling law to prevent proliferation of state universities. Berating the federal government, the branch noted that it is more than a year after ASUU patriotically suspended the nine-month strike occasioned by the failure of the federal government to implement the 2009 agreements and numbers of Memoranda of Understanding (MoU) and Memoranda of Action (MoA) entered into with the union. The Federal University Wukari (FUW) branch of the Academic Staff Union of Universities (ASUU) has enjoined the national body of the union to embark on a total and comprehensive strike if the federal government fails to honour agreements reached with it by February 13, 2022.

The Academic Staff Union of Federal University Gashua (ASUU-FUGA) held a special congress today 11thFriday, 2022. In a press statement jointly signed by the Chairperson of ASUU-FUGA, Melemi Abatcha and Nongonan Hyacinth Apya Secretary said that "In the interest of our students, the nation and to honor the plea of some prominent Nigerians, the Union suspended the strike on 23rd, December 2020, with the belief that the government would be responsible and

honest enough to fulfill her part of the agreement after signing the 2020 memorandum of action". Congress observed with dismay that more than a year after that patriotic gesture by ASUU to suspend the nine months' strike, the Federal Government is still foot-dragging in the fulfillment of most of the issues contained in the agreement. The main contending issues are implementation of the Renegotiated condition of service for Academic
Staff". "Despite the fact the renegotiation team had completed their assignment since April 2021; the government is still foot-dragging on the signing and subsequent implementation of the document which contains the conditions of service for Academic Staff of Nigerian public universities" (Mohammed, 2022).

The university system as a citadel of learning may not function effectively if it is not autonomous, adequately funded, properly regulated (improved conditions of service and adequately revitalized), and if previously signed Memorandum of Understanding are not implemented. This may therefore affect the effective and efficient management of public universities across the country. It is against this background that the researcher investigated the impact of Academic Staff Union of Universities' (ASUU) Strike on academic and administrative management of Federal Universities in the North-East Nigeria.

The Coordinator, ASUU, Yola chapter, on 15th September, 2021, further maintained that since then, nothing has been done by the Government to address the issues besides propaganda, blackmail, Government's refusal and foot-dragging in implementing the said Agreement. The issues remain: full implementation of the 2009 FGN/ASUU Agreement as renegotiated in 2021, based on ILO's collective bargaining principles, the implementation of all outstanding provisions in the February 2021 FGN/ASUU Memorandum of Action, the immediate deployment of ASUU'S innovation of a more robust system of human resource management and compensation called the UTAS, immediate payment of outstanding Earned Academic Allowances (EAA) and promotions arrears to our members, immediate release of the report of the Presidential Visitation Panels to federal universities in 2021 and immediate action on the recommendations of the Committee on State Universities (Mohammed, 2022).

Unfortunately, the perceived failure of the Federal Government to implement previously signed Memorandum of Understanding (MoU) has often led to strike actions which seem to be disrupting the activities of public universities for decades. It is against this background that the researcher is spurred to investigate

the impact of Academic Staff Union of Universities' (ASUU) Strike on the academic and administrative management of universities in the North-East Nigeria, with a view to see whether the impact of strike is positive or negative on academic and administrative management of teaching, research, publications, community service, planning, staffing, coordination and budgeting in federal universities in North-Eastern Nigeria.

Purpose of the Study

The main purpose of this study is to examine the impact of Academic Staff Union of Universities' (ASUU) Strike on academic and administrative management of Federal Universities in the North-East Nigeria. Specifically, the study sought to;

1. determine the impact of Academic Staff Union of Universities Strike on teaching in Federal Universities in North-East Nigeria.
2. determine the impact of Academic Staff Union of Universities Strike on research in Federal Universities in North-East Nigeria.
3. determine the impact of Academic Staff Union of Universities Strike on community service in Federal Universities in North-East Nigeria

Research Questions

The following research questions were raised to guide the study;

1. What is the impact of Academic Staff Union of Universities Strike on teaching of students in Federal Universities in North-East Nigeria?
2. What is the impact of Academic Staff Union of Universities Strike on research in Federal Universities in North-East Nigeria?
3. What is the impact of Academic Staff Union of Universities Strike on community service in Federal Universities in North-East Nigeria?

Statement of the Hypotheses

The following null hypotheses were formulated to guide the study, and tested at 0.05 level of significance;

Ho_1 Academic Staff Union of Universities Strike does not significantly impact on teaching in Federal Universities in North-East Nigeria.

Ho_2 Academic Staff Union of Universities Strike does not significantly impact on research in Federal Universities in North-East Nigeria.

Ho_3 Academic Staff Union of Universities Strike does not significantly impact on community service in Federal Universities in North-East Nigeria.

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Methodology

This study adopted Ex-post facto research design. The area of study is North Eastern Nigeria. The total population of the study is 5262 academic staff in six Federal Universities in North Eastern Nigeria. The sample size for the study comprises 372 Academic staff as respondents. Multistage sampling method was used to select the sample at different stages. A structured questionnaire titled "Academic Staff Union of Universities' (ASUU) Strike on Academic & Administrative Management Questionnaire (IASUUSAMQ)" developed by the researchers was used to elicit information from the respondents. In order to establish validity of the instruments, the 15-item questionnaire (IASUUSAMSQ) was submitted to three experts for validation. Internal consistency method of reliability was adopted for the study. Internal Cronbach alpha correlation coefficient was employed to establish the internal consistency. The instrument yielded a reliability coefficient of 0.873. The direct delivery technique was adopted in distributing the questionnaire copies. Descriptive and inferential statistics of Mean and Standard Deviation were used to answer the research questions. While, Chi-square (χ^2) test of goodness of fit was used to test all the null hypotheses at 0.05 level of significance.

Results

The data collected for the study were analysed using mean and standard deviation to answer the research questions, while chi-square was used to test all the null hypotheses of the study at 0.05 level of significance.

Research Question One: What is the impact of Academic Staff Union of Universities Strike on teaching of students in Federal Universities in North-East Nigeria?

Table 1: Mean and Standard Deviations Rating of Responses on the Impact of Academic Staff Union of Universities Strike on teaching of students

S/N	Item Statement	Mean	Std. Dev.	Decision
1	University's ability to design her own teaching curriculum based on its established edicts	3.51	0.79	Agreed
2	ASUUs' ability to enforce government to procure instructional resources for classrooms improves the administration of public universities	3.46	0.72	Agreed

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3	University's ability to teach based on prescribed Curriculum contents does not influence students academic performance	3.32	0.73	Agreed
4	ASUUs' Strike action helps to make government to procure equipment for classrooms	3.40	0.72	Agreed
5	University's strike action hinders ability to determine course(s) which ensures smooth instructional delivery	3.16	0.80	Agreed

Cluster Mean/Standard Deviation 3.37 0.75 Agreed

Table 1 shows the mean and standard deviation rating of responses on the impact of Academic Staff Union of Universities (ASUU) Strike on teaching of students in Federal Universities in North-East Nigeria. All the items have mean rating scales in the region of 2.50 to 4.00; this shows that respondents agreed that ASUU strike has influence on teaching of students. The cluster has a mean of 3.37 and a standard deviation of 0.75. The result implies that ASUU strike helps in improving teaching of students. While the standard deviation of 0.75 signifies that respondents are not far apart in their opinions.

Hypothesis One: Academic Staff Union of Universities Strike does not significantly impact on teaching in Federal Universities in North-East Nigeria.

Table 2: Chi-square Test of Significance of the Impact of Academic Staff Union of Universities Strike on Teaching

Value	df	Asymp.	Sig. (2-sided)
Pearson Chi-Square	84.251	363	.000
Likelihood Ratio	91.042	363	.000
Linear-by-Linear Association	6.916	1	.009
N of Valid Cases	364		

Table 2 presents Chi-square test of significance of the impact of Academic Staff Union of Universities Strike on teaching in Federal Universities in North-East Nigeria (χ^2 = 84.251, df = 363, p < .001). The result shows that the impact of Academic Staff Union of Universities Strike on teaching in Federal Universities is significant. Therefore, the null hypothesis which states that Academic Staff Union

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of Universities Strike does not significantly impact on teaching in Federal Universities in North-East Nigeria is rejected.

Research Question Two: What is the impact of Academic Staff Union of Universities Strike on research in Federal Universities in North-East Nigeria?

Table 3: Mean and Standard Deviations Rating of Responses on the Impact of Academic Staff Union of Universities Strike on research in Federal Universities

S/N	Item Statement	Mean	Std. Dev.	Decision
1	University's strike quicken ability to select area of research based on the schools blueprint	3.16	0.89	Agreed
2	ASUUs' ability to enforce government to improve published peer reviewed articles enhances university administration	3.13	0.72	Agreed
3	ASUUs' ability to enforce government to improve masters academic research enhances university administration	3.23	0.70	Agreed
4	ASUUs' strike action helped to enforce government to improve academic libraries	3.18	0.82	Agreed
5	ASUUs' ability to enforce government to improve academic research improves university administration	3.18	0.91	Agreed
	Cluster Mean/Standard Deviation 3.18	3.18	**0.81**	**Agreed**

Table 3 shows the mean and standard deviation rating of responses on the impact of Academic Staff Union of Universities (ASUU) Strike on research in Federal Universities in North-East Nigeria. All the items have mean rating scales in the region of 2.50 to 4.00; this shows that respondents agreed that ASUU strike has influence on research. The cluster has a mean of 3.18 and a standard deviation of 0.81. The result implies that ASUU strike helps in improving the quality of research carried out by the tertiary institution. While the standard deviation of 0.81 signifies that respondents are not far apart in their opinions.

Hypothesis Two: Academic Staff Union of Universities Strike does not significantly impact on research in Federal Universities in North-East Nigeria.

Table 4: Chi-square Test of Significance of the Impact of Academic Staff Union of Universities Strike on Research

Value	df	Asymp.	Sig. (2-sided)
Pearson Chi-Square	45.560	363	.000
Likelihood Ratio	50.420	363	.000
Linear-by-Linear Association	5.232	1	.022
N of Valid Cases	364		

Table 4 presents Chi-square test of significance of the impact of Academic Staff Union of Universities Strike on research in Federal Universities in North-East Nigeria (χ^2 = 45.560, df = 363, p < .001). The result shows that the impact of Academic Staff Union of Universities Strike on research in Federal Universities is significant. Therefore, the null hypothesis which states that Academic Staff Union of Universities Strike does not significantly impact on research in Federal Universities in North-East Nigeria is rejected.

Research Question Three: What is the impact of Academic Staff Union of Universities Strike on community service in Federal Universities in North-East Nigeria?

Table 5: Mean and Standard Deviations Rating of Responses on the Impact of Academic Staff Union of Universities Strike on community service in Federal Universities

S/N	Item Statement	Mean	Std. Dev.	Decision
1	Knowledge creation in the university community through intellectual property rights is hampered effectively during strike	3.05	0.84	Agreed
2	Knowledge creation through consultancy during strike promoted effective administration	3.09	0.77	Agreed
3	Digitization of the learning processes in schools during strike facilitates speedy administration of universities	3.13	0.89	Agreed
4	During strike knowledge creation in the university community through continuing education was improved	2.77	0.90	Agreed
5	Financing knowledge creation in the region through applications of research findings during strike enhances administration of the university	3.08	0.91	Agreed
	Cluster Mean/Standard Deviation	**3.02**	**0.86**	**Agreed**

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Table 5 shows the mean and standard deviation rating of responses on the impact of Academic Staff Union of Universities (ASUU) Strike on community service in Federal Universities in North-East Nigeria. All the items have mean rating scales in the region of 2.50 to 4.00; this shows that respondents agreed that ASUU strike has influence on community service. The cluster has a mean of 3.02 and a standard deviation of 0.86. The result implies that ASUU strike helps facilitating community service. While the standard deviation of 0.86 signifies that respondents are not far apart in their opinions.

Hypothesis Three: Academic Staff Union of Universities Strike does not significantly impact on community service in Federal Universities in North-East Nigeria.

Table 6: Chi-square Test of Significance of the Impact of Academic Staff Union of Universities Strike on Community Service

Value	df	Asymp	Sig. (2-sided)
Pearson Chi-Square	62.556	363	.000
Likelihood Ratio	48.912	363	.000
Linear-by-Linear Association	18.565	1	.000
N of Valid Cases		364	

Table 6 presents Chi-square test of significance of the impact of Academic Staff Union of Universities Strike on community service in Federal Universities in North-East Nigeria (χ^2 = 62.556, df = 363, p < .001). The result shows that the impact of Academic Staff Union of Universities Strike on community service in Federal Universities is significant. Therefore, the null hypothesis which states that Academic Staff Union of Universities Strike does not significantly impact on community service in Federal Universities in North-East Nigeria is rejected.

Summary of Major Findings

The following constitute summary of major findings of the study:

1. Finding revealed that the impact of Academic Staff Union of Universities Strike on teaching in Federal Universities is significant.
2. Finding further revealed that the impact of Academic Staff Union of Universities Strike on research in Federal Universities is significant.
3. Academic Staff Union of Universities Strike significantly impact on community service in Federal Universities in North-East Nigeria

Discussion of Findings

The first finding of the study revealed that the impact of Academic Staff Union of Universities Strike on teaching in Federal Universities is significant. The major findings of the study were that; University's ability to design her own teaching curriculum based on its established edicts, ASUUs' ability to enforce government to procure instructional resources for classrooms improves the administration of public universities and ASUUs' Strike action helps to make government to procure equipment for classrooms. The result implies that ASUU strike helps in improving teaching of students. The result shows that the impact of Academic Staff Union of Universities Strike on teaching in Federal Universities is significant and positive. This finding agrees with that of Badekale, Ngige, Hammanjoda (2016) whose study assessed the issues of industrial dispute and teaching effectiveness in Adamawa State Polytechnic, Yola, Nigeria and found out that industrial dispute have positive significant impact on teaching effectiveness of lecturers. This finding disagrees with that of Isa and Ezekiel (2022) whose findings revealed that industrial actions by the university disrupted the academic calendar and undermined the quality of teaching, learning, and general level of academic performance with implications for the social, economic, and psychological stability of the students.

In contrast to the finding of this study is that of Alexander and Audu (2022) whose result reveals that about 17% of the entire calendar has constantly been used to train the students but is lost to strike. This finding further disagrees with that of Nwajioha, Achilike, Egwu, Ede and Agwu (2021) whose findings reveal among others that incessant ASUU strike constitutes threats to literacy campaign in Nigeria as it distorts academic calendar and breeds haphazard implementation of curriculum contents amongst other negative educational implications. This finding further disagrees with that of Tumba, Umar and Geno (2020) whose findings revealed that; the disruptions of academic session by staff union industrial actions due to inadequate funding and dehumanizing staff conditions of service have significant undesirable negative impact on academic success of the students. Tumba, Umar and Geno (2020) revealed that students' academic success suffered greatly from the incidence of strike action, and that strike results in poor academic performance in the post-strike semester. Tumba, Umar and Geno (2020) further that revealed that ASUU strike action has negative effect on the students' academic performance by increasing the failure rate of students and were unable to speedily regenerate themselves towards academic exercises at the resumption.

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The implication of this finding is that if universities are granted full autonomy to design her own teaching curriculum based on its established edicts; the administration of public universities would be greatly improved.

The second finding of the study revealed that the impact of Academic Staff Union of Universities Strike on research in Federal Universities is significant. The major findings were that; ASUUs' ability to enforce government to improve masters academic research enhances university administration, ASUUs' strike action helped to enforce government to improve academic libraries and ASUUs' ability to enforce government to improve academic research improves university administration. The result shows that the impact of Academic Staff Union of Universities Strike on research in Federal Universities is significant and positive. This finding agrees with that of Amie-Ogan, Wey-Amaewhule and Brown (2022) whose findings revealed that that Academic Staff Union of Universities strike action impact on lecturers' interest in research writing and their promotion to a high extent. In contrast to the finding of this study is that by Aduma and Njoku (2022) whose findings revealed that low graduate employability and poor university global visibility were the effect of ASUU strike on universities in South East, Nigeria. Aduma and Njoku (2022) further revealed that ASUU strike had adversely affected performance of universities in South East, Nigeria. The implication of this finding is that if ASUU enforce government to improve funding of academic research activities; the university administration of Federal Universities will be greatly enhanced.

The third finding of the study revealed that Academic Staff Union of Universities Strike significantly impact on community service in Federal Universities in North-East Nigeria. The major findings were that; digitization of the learning processes in schools during strike facilitates speedy administration of universities, knowledge creation through consultancy during strike promoted effective administration and financing knowledge creation in the region through applications of research findings during strike enhances administration of the university. The result shows that the impact of Academic Staff Union of Universities Strike on community service in Federal Universities is significant and positive. This finding corroborates with that of Musibau and Abel (2022) whose findings revealed that Church pastors, Revered Fathers and Imams suffered very poor collection of offerings, donations and gifts during the strike period. The findings further revealed that during strike actions, vigilante members suffer as

most of their workforce which comprises students and academic staff are scattered across different States, this affects community services rendered by students and lecturers negatively. This finding agrees with that of Keerberg, Aet and Sulev (2017) whose findings revealed that rapid changes assume universities to have a closer connection to their external environment, faster reaction and higher flexibility to meet the expectations of the society. Also, Keerberg, Aet and Sulev (2017) findings revealed that regional colleges are the mediators of knowledge between their universities and local needs. On the one hand, the authors revealed that colleges carry the competence and quality standards of the university and on the other hand, they are flexible and facilitate the adaption of the university competence to be applied in a region. In addition to sectorial knowledge, the authors further revealed that regional colleges mediate the knowledge in project management, cooperation forms, fund raising possibilities, research and strategic planning. The implication of this finding is that digitization of the learning processes in schools during strike would facilitate speedy administration of universities for enhanced knowledge creation through e-consultancy during strike. The implication of this finding is that effective administration and financing knowledge creation in the region through applications of research findings during strike enhances administration of the university.

Conclusion

Based on the findings of the study, it can be concluded that the disputes between the Academic Staff Union of Universities (ASUU) and the Federal Government of Nigeria (FGN) have had a profound and multifaceted impact on teaching, research and community service in

Federal Universities in North-East Nigeria. The significant effects of these disputes on various aspects of university academic and administrative operations includes; teaching, research and community service in Federal Universities in North-East Nigeria. The researcher therefore envisaged that this findings underscore the urgent need for effective resolution strategies. Addressing these issues is critical to restoring stability and enhancing the quality of education in these institutions especially in areas of teaching, research and community service.

Recommendations

Based on the findings of this study, the following recommendations were made:

1. The Federal Government should engage in dialogue with ASUU to develop a comprehensive policy that respects university autonomy to design her own teaching curriculum based on its established edicts. ASUU should dialogue with enforce Tertiary Education Trust Fund to procure instructional resources for lecture theatres as this could improves the administration of public universities by improving teaching of students.
2. The Federal Government should make funding for research activities accessible to all academic staff as this would enhance university's global visibility. ASUU should also encourage research activities of her members by using her internally generated revenue in sponsoring publication fees of high quality research articles as this would further upgrade the ranking of Federal Universities in North-East Nigeria.
3. Federal Government should ensure digitization of the learning processes in schools during strike actions as this could facilitate speedy administration of universities and knowledge creation through e-consultancy during strike. ASUU should ensure adequate financing for knowledge creation in the North East region through applications of research findings as this would enhance administration of Federal Universities.

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