Perceived impact of academic stress on mental health among engineering students in Nigeria

ABSTRACT

Aim: University students are a vulnerable population at risk of mental illness. Engineering students represent a sub-population of university students experiencing high academic stress and poor mental health outcomes. Despite the documented impact of academic stress on mental health and learning outcomes globally, engineering students in Nigerian tertiary institutions remain an under researched group. Little is known about the unique contextual factors that contribute to academic stress and the perceived impact of academic stress on well-being among this group.

Study Design: Cross-sectional survey study

Place and Duration of Study: Five hundred students from Civil, Mechanical, Electrical, Mining,
Computer, and Agricultural Engineering departments at 12 universities across two geopolitical regions in
Nigeria (Southwest, and North Central).

Methodology: Engineering students were invited to complete an anonymous survey. The surveys were distributed in person and online. Data was analyzed using SPSS version 20.

Results: Transportation to and from class emerged as a major source of stress, with 85.05% of respondents indicating it as a significant challenge. Over 80% of respondents reported that course-related factors such as struggles to understand lecture materials and lecturers' teaching styles to be stressful. Financial concerns were also prevalent, with over 70% of respondents identifying them as a key stressor. When asked about the overall stress level of their academic program, 44.86% rated it as extremely stressful, 35.51% as moderately stressful, 12.15% as mildly stressful, and 7.48% as not stressful.

Furthermore, 26.17% of respondents reported that academic stress had a severe impact on their well-being.

Conclusion: The high prevalence of stress underscores the pressing need for targeted interventions that address the root causes of stress in this population. It is crucial for educators, academic administrators, and mental health professionals to recognize the stressors that engineering students in Nigeria face and offer appropriate support. By addressing these issues, school administrators can enhance student well-being and learning outcomes.

Keywords: Mental health, academic stress, engineering students, South-west Nigeria, North-central Nigeria

INTRODUCTION

Stress is characterized as a condition of anxiety or psychological strain resulting from Stress can be described as symptoms of psychological strain resulting from challenging life events. Stress is an inevitable part of human existence [1],[2]. However, prolonged and continuous exposure to stress negatively impacts cognitive function, behavior, and health outcomes. Chronic stress has specifically been linked to increased rates of depression and anxiety [3],[4].

University students face a greater level of psychological distress compared to the general population, with mental health issues being the most prevalent illness among university students globally. This increased susceptibility to emotional distress may stem from various factors such as syllabus workload, lengthy semester system, assessment anxiety and separation from family [5],[6]. Research carried out in Nigeria indicated a 36.9% prevalence of general psychiatric disorders among undergraduate students [7],[8]. Serfraz [9], identified multiple factors linked to stress among university students. These factors include but

are not limited to challenging assignments, unsuitable scheduling, lecturer bias, and complex course curriculum. In several studies, academic stress among university students is associated with poor academic performance and low motivation [10].

Engineering education is an intense and exacting field of study, often leading to stress that can extend into professional careers [11]. As part of the curriculum, engineering students are expected to develop a broad range of proficiencies, including theoretical expertise, practical engineering skills, and interpersonal skills [11]. Some studies show that most engineering students experience elevated stress levels due to the rigorous curriculum, competitive academic environment, and demanding workload [12]. A study conducted at the Engineering College of Rajasthan in India discovered that 24.5% of undergraduate engineering students suffer from mental illnesses [13].

Understanding the underlying causes of academic stress is essential for formulating effective preventive strategies to alleviate its detrimental impacts on academic performance [14]. Cultural perceptions of mental health and social expectations of academic performance may influence mental health outcomes and shape students' learning and health outcomes [15]. Acknowledging this cultural context is essential for designing effective support systems tailored to the unique needs of this population.

MATERIALS AND METHODS

This cross-sectional study investigated the factors contributing to academic stress among Nigerian engineering students. The target population consisted of undergraduate engineering students from 12 universities across two geopolitical regions in Nigeria: Southwest and North Central regions. A stratified random sampling technique was used to select a representative sample of 500 students from Civil, Mechanical, Electrical, Mining, Computer, and Agricultural Engineering departments.

To ensure the validity of the survey instrument, the initial questionnaire draft underwent review by four experts from the Department of Engineering at each participating university. Feedback and recommendations were incorporated, and the research team approved the final draft before survey distribution.

The survey included the following measures: Academic Stress Factors, Impact of Academic Stress, Mental Health and Well-Being Symptoms, Perceived Stress Scale and Demographic Information.

Surveys were distributed in person and online to maximize reach. Paper surveys were distributed in accessible areas on campus, and a research assistant was present to guide participants and collect completed surveys. A Google Forms version of the questionnaire was also shared on selected student group forums, and an electronic consent form was included. Informed consent was obtained from all participants, and confidentiality was strictly maintained throughout the study. This study was approved by the university institutional review board.

Quantitative data from closed-ended questions were analyzed using SPSS version 20. Descriptive statistics and T-tests were performed to summarize the data and assess differences between groups. The results of these analyses are presented below.

RESULT

Demographic information

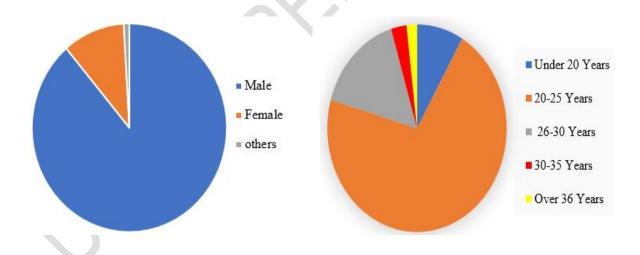


Figure 1a: Gender distribution

Figure 1b: Age distribution

Table 1: Demographic information on level of study of respondents

Demography	Year of Study							
	Year 1	Year 2	Year 3	Year 4	Year 5	Others		
N	17	34	14	15	26	1		
%	15.89	31.78	13.08	14.02	24.3	0.93		

Table 1a presents a summary of respondents' demographics. The data shows that out of the 107 engineering students who responded to the survey, 71.03 % were between 20 and 25 years old, while only 2% of the respondents were over the age of 36. For gender identity, 88.79 % identified as male, while 10.28% identified as female. For level of education, 47.67 % of respondents were in the second year of their program, while 52.33 % were in the third year of the program.

Academic stress level experienced by engineering students

The survey results, summarizing the overall level of academic stress experienced by engineering students, are presented in Table 2 and illustrated in Figure 2.

Table 2: Result of academic stress experience as an engineering

Academic stress levels	Stress level	Number of respondents	% Response
Not stressful	1	8	7.48
Mildly Stressful	2	13	12.15
Moderately Stressful	3	38	35.51
Extremely Stressful	4	48	44.86

Results show that 44.86 % of the respondents found the study of engineering extremely stressful, 35.51 % reported that it is moderately stressful, while 12.15 % and 7.48% found their program mildly stressful and not stressful, respectively. This is further illustrated in Figure 2.

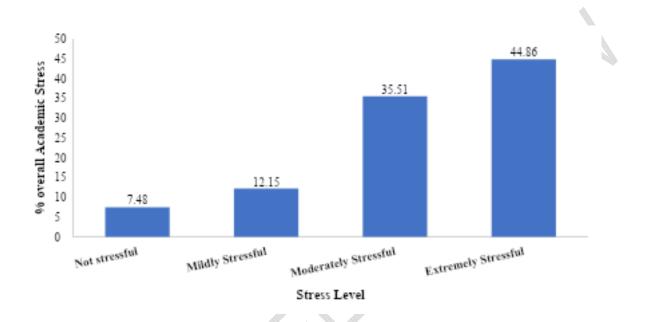


Figure 2: Response to overall academic stress experienced

Contributors to the overall academic stress by engineering students

Tables 3, 4, and 5 show the three causative factors that contribute to the overall academic stress experienced by engineering students in Nigerian tertiary institutions.

Table 3: Average environmental factors contributing to overall academic stress levels in engineering students

Environmental Factors	Stress Levels	Stress Levels of Respondents (%)					
	Not	Mildly	Moderately	Extremely			
	Stressful (1)	Stressful (2)	Stressful (3)	Stressful (4)			

Transportation to campus	14.95	26.17	30.84	28.04
Transitioning between	21.5	43.93	23.36	11.21
classrooms				
Attending lectures in	22.43	29.91	18.69	28.97
overcrowded classrooms				
Lectures in classrooms with	19.63	22.43	24.3	33.64
poor or no lighting				
Noisy classrooms	19.63	29.91	24.3	26.16
Classrooms with limited seats	24.3	23.36	19.63	32.71
Distractions in and outside	27.1	33.64	16.82	22.43
the classrooms				

The study identified several environmental factors that significantly disrupt students' focus, comfort, and engagement in the learning process, contributing to overall academic stress.

Under environmental factors, transportation emerged as a major stressor, with 85.05% of respondents indicating that challenges like long commutes, traffic congestion, and unreliable public transport were either extremely stressful, moderately stressful or mildly stressful, while only 14.95% did not find it stressful. Transitioning between classrooms on large campuses was reported as stressful by 78.50% of students, whereas 21.50% of respondents did not share this experience.

Overcrowded classrooms also contributed to stress, as 77.57% of students noted that limited personal space and increased noise was stressful to some degree (extremely, moderately or mildly), while 22.43% did not consider it stressful. Poor classroom lighting was also noted as stressful by 80.37% of respondents, with 19.63% reporting no stress from this factor. Similarly, noise from both within and

outside the classroom was highlighted by 80.37% of students as stressful, while 19.63% did not find it to be a stressor.

Limited seating options was mentioned by 75.70% of students as stressful, while 24.30% did not think it contributed to their stress levels. Finally, persistent distractions in and around the classroom were cited as stressful by 72.90% of respondents, while 27.10% did not find this to be stressful.

The average contribution of the environmental factor is shown in Figure 3.

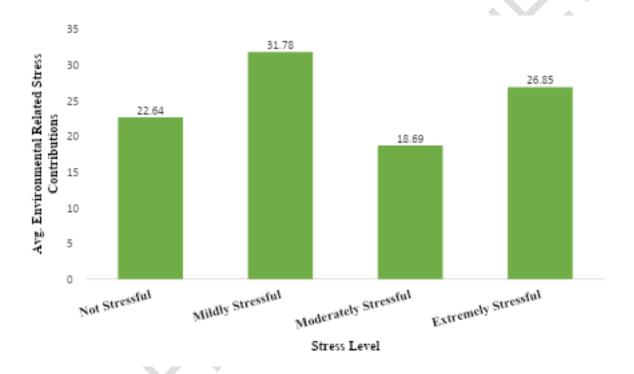


Figure 3: Average contribution of environmental factors to academic stress

Table 4: Average course related factors contributing to overall academic stress levels

Course Related Factors	Stress Levels (%)					
	Not Stressful (1)	Mildly Stressful (2)	Moderately Stressful (3)	Extremely Stressful (4)		

Completing assignments	24.3	30.84	16.82	28.04
Understanding lectures in class	14.95	40.19	20.56	24.3
Impromptu tests and examinations	16.82	41.12	15.89	26.17
Preparing for Examinations	20.56	28.04	16.82	34.58
Passing carryover courses	24.3	27.1	15.89	32.71
Conducting laboratory experiments	19.63	23.36	29.91	27.1
Participating in fieldwork	24.3	26.17	23.36	26.17
Coping with lecturer's teaching styles	25.23	24.3	19.63	30.84
Group work/assignments	25.23	36.45	14.95	23.37
Time and length of lecture sessions	23.36	37.38	17.76	21.5
Competing with classmates	30.38	34.58	14.02	20.56

Engineering students, like many of their peers, experience significant academic stress due to course-related demands. Completing assignments under tight deadlines and understanding lectures can be overwhelming. The results presented in Table 4 show that 75.7 % of respondents report that completing assignments is stressful to some degree (extremely, moderately, or mildly), while 24.3 % find it not stressful. A significant percentage of respondents (85.05%) find understanding lectures in class stressful, while only 14.95% did not consider this stressful. Impromptu tests also add some academic stress, with

83.18% finding the impromptu tests and examinations (a common aspect of tertiary education in Nigeria) stressful and only 16.82 % stating that this was not stressful. Preparing for exams requires extensive study, which could lead to exhaustion, and the survey shows that 79.44 % of respondents find it stressful while 20.56 % find it not stressful. Carryover courses (previously failed courses that students are retaking) contribute to significant stress, with 75.70% reporting that the pressure associated with carryover courses is stressful.

In comparison, 24.30% do not find it stressful. Under laboratory experiments and fieldwork, 80.37% of the respondents find laboratory experiments stressful, 75.70% find fieldwork stressful, while 19.63% and 24.30% find laboratory and fieldwork not stressful, respectively. Adjusting to varied teaching styles and managing group assignments introduce stress, especially when team dynamics or workload distribution are challenging. The survey shows that 74.77% of respondents find both the lecturer's teaching style and managing group assignments stressful, while 25.23 % find both factors not stressful. Extended lecture sessions cause mental fatigue, making it challenging to stay engaged, and the survey shows that 76.64 % find it stressful, while 23.3.

The average course-related stress contribution is shown in Figure 4.

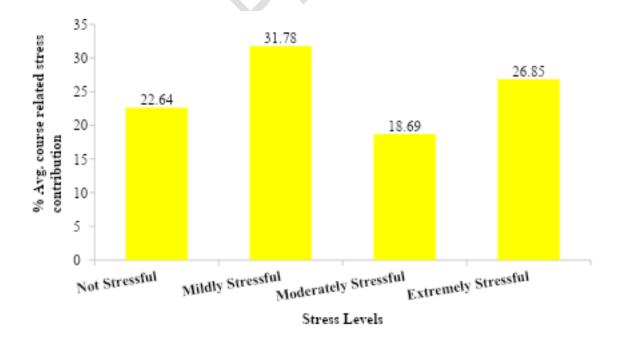


Figure 4: Average course-related stress contribution to Academic Stress

Table 5: Average economic factors contributing to overall academic stress levels

Economic Factors	Stress Levels (%)						
	Not	Mildly	Moderately	Extremely			
	Stressful	Stressful (2)	Stressful (3)	Stressful (4)			
	(1)						
Affording tuition fees,	24.3	20.56	17.76	37.38			
textbooks or educational							
materials							
Coping with part time job while	19.63	18.69	20.56	41.12			
in school							
Thoughts of getting a job after	14.02	23.36	22.43	40.19			
college							
Family's financial status	14.95	24.3	20.56	40.19			
Handling expectations from	14.02	28.97	17.76	39.25			
family							
Handling self-expectation	18.69	23.37	22.43	35.51			

Economic factors were a significant source of academic stress for respondents. Financial pressure includes the cost of tuition, textbooks, and other educational materials. The survey shows that 75.70% of respondents consider this economic factor stressful, while 24.30% reported it as not stressful. Many engineering students stated that balancing part-time jobs with academic demands was stressful, as work hours reduce the time available for studying and rest, leading to fatigue.

Generally, concerns about securing a job after graduation as an engineering student also weighed heavily on respondents. Students reported that they worried about financial independence, with 85.98% reporting this economic factor as stressful, while 14.02% found it not stressful. The survey shows that 85.05% are stressed by family financial status, while 14.95% are not. Also, 85.98% are stressed by family expectations while 14.02% are not. Also, 81.31% of respondents are stressed by handling their self-imposed expectations, while 18.69% are not stressed by it.

The average economic-related factor contribution to academic stress is shown in Figure 5.

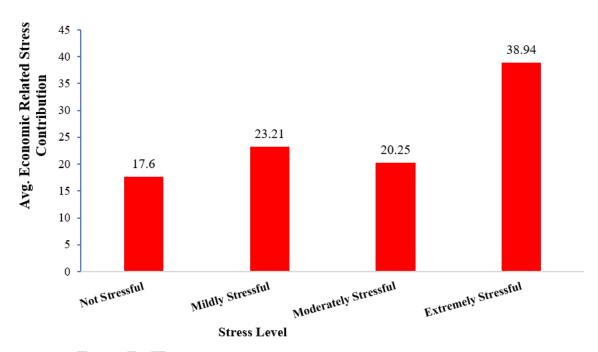


Figure 5: Average economic-related stress contribution to Academic Stress

Assessment of academic stress on mental health and well-being

Academic stress has a significant impact on the mental health and overall well-being of engineering students. When stress from contributors of stress becomes overwhelming, it can lead to various mental health issues, including anxiety, depression, and burnout. It was, therefore, important to assess the various symptoms of mental health and well-being that may be prevalent among engineering students in Nigerian tertiary institutions. The result of the assessment conducted in our survey is shown in Table 6.

Table 6: Assessment of mental health and well-being symptoms

Symptoms	% Assessment of Symptoms				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I frequently experience stress-related feelings like tension, irritability, or restlessness due to academic pressure.	13.08	14.02	18.69	26.17	28.04
I find it challenging to concentrate or focus on tasks due to academic stress concentrate or focus on tasks due to academic stress.	11.22	14.95	26.17	26.17	21.49
My ability to think clearly or make decisions is compromised under academic pressure.	14.02	16.82	21.49	29.91	17.76
I frequently experience physical discomfort, such as headaches, nausea, vomiting, and diarrhea due to academic stress.	19.62	21.49	15.89	16.82	26.17
It's rare for me to get 6-8 hours of quality sleep on most nights.	14.02	13.08	14.95	20.56	37.38
I struggle to maintain friendships and relationships with peers when stressed	18.69	14.95	19.63	28.04	18.69

Average Impact of Academic Stress on	15.12	15.89	19.47	24.61	24.92
Mental health and Well-being deficiencies					
(Symptoms)					

The survey result in Table 6 reveals that an average of about 49.53% agree with the mental health and well-being symptoms stated in the questionnaire, 15.12 % disagree with the statements, and 19.47 % are neutral about the statements. Based on this assessment, it can be said that a significant majority of engineering students in tertiary institutions in Nigeria exhibit these symptoms due to the academic stress experienced by the prevailing academic stress factors among engineering students.

Perceived impact of academic stress on students' mental health and well-being

Table 7 shows the severity of the impact of the prevalent academic stress on students' mental health and well-being.

Table 7: Impact Assessment of symptoms on student mental health and well-being

Impact Assessment of Symptoms	Impact Level	Number of respondents	% Response
Minimal Impact	1	12	11.21
Minor Impact	2	9	8.41
Moderate Impact	3	34	31.78
Significant Impact	4	24	22.43
Severe Impact	5	28	26.17

The impact assessment of academic stress on the mental health and well-being of engineering students in the survey result (see Table 7) shows that 26.17 % of the respondents rate the impact of academic

stress on the mental health and well-being of engineering students to be severe, 22.43 % believe it has a significant impact while 11.21 %, 8.41 %, and 31.78 % of the respondents think it has a minimal, minor, and moderate impact on engineering students' mental health and well-being in Nigerian tertiary institutions, respectively.

DISCUSSION

The predominant age range in this study was 20 to 25 years, accounting for approximately 79.44% of respondents. There was also significant gender disparity, with 88.79% identifying as male. This result is supported by prior studies which highlighted the male-dominated nature of engineering programs in Nigeria [16],[17],[18],[19]. The authors found that female students in Nigeria are underrepresented in electrical, mechanical, and civil engineering programs. Abdullahi et al [19] attributed this disparity in gender enrolment to harmful cultural and religious beliefs, negative stereotypes about gender and academic capabilities, early marriage, and family factors such as low socioeconomic status and parents' educational background. This result has also been replicated in other parts of the world [20]. These results underscore the need for targeted efforts to encourage and support the inclusion of young women in STEM fields, particularly engineering [21]. Additionally, the age distribution of respondents validates other studies that found that most engineering students are under 25 years old [23].

The survey revealed that over 90% of respondents perceive their engineering studies as moderately to severely stressful. Three primary stressors were identified: environmental, course-related, and economic factors. Environmental and course-related stressors collectively contributed to the stress of 77.36% of respondents, while economic factors were highlighted by 82.40% as a significant stressor. Financial stress remained a substantial factor, especially for students from lower socioeconomic backgrounds, as the cost of engineering programs, particularly private institutions, poses a significant burden. This might be due to the emotional burden and sense of responsibility that respondents from financially constrained backgrounds may feel about contributing financially to their family. Some students may also feel pressured to meet high academic and career standards, fearing they might disappoint their loved ones. Self-imposed expectations to succeed, often worsened by the financial sacrifices made by families, can also intensify stress, particularly when facing academic setbacks such as carryovers. Addressing these

economic stressors through financial counseling, mental health support, and specific financial aid options such as scholarships, grants, and part-time job opportunities may help mitigate some of the stress experienced by students.

Respondents noted that course-related issues were a significant source of stress, with over 80% reporting that they find laboratory experiments stressful. Laboratory experiments require a high level of precision, which can be demanding. Limited resources, such as modern laboratories and practical training facilities, further exacerbate the stress experienced by engineering students in Nigeria. To compensate for these gaps, students seek additional materials outside the school environment, which can lead to increased fatigue and burnout. School administrators should provide access to educational resources and equipment to aid learning for engineering students. This result is similar to those found by Okoroafor et al. [18] which found that a lack of adequate instructional and laboratory materials negatively impacts learning outcomes and contributes to the gender disparity among engineering students in Nigeria. The authors suggested that efforts should be made by public and private bodies to provide adequate instructional materials for students' learning. These efforts could also reduce the gender disparity found in engineering programs. For instance, providing gender-inclusive resources and facilities may encourage more female students to enroll and complete their engineering program. The authors also recommended that teachers employ approaches such as constructivism and guided inquiry to increase class engagement and learning outcomes. This recommendation is particularly useful here because over 80% of respondents noted that "trying to understand lectures and materials" was stressful while over 70% of respondents found their lecturers' teaching styles to be stressful to some degree.

Results of this study show that students believe that the academic stress they face negatively impacts their mental health and well-being, with over 80% of respondents in this study reporting moderate to severe stress levels. This result is validated by previous studies that show high academic stress levels and declining mental health among engineering students [11],[12]. The need for mental health support is urgent and cannot be overstated, as it directly impacts the well-being of engineering students.

The high prevalence of stress noted in this study underscores the pressing need for interventions that address the root causes of stress in this population. By implementing strategies like mental health support

services and stress management workshops and fostering a supportive academic environment, tertiary institutions in Nigeria can promote students' well-being and learning outcomes.

Limitations

This study had some limitations that may impact the generalizability and interpretation of the findings. First, the sample size was lower than anticipated. The respondents in this study may not be fully representative of the target population. There is also the potential for non-response bias, as those who chose not to participate may differ meaningfully from respondents, potentially skewing the results. There is also the possibility of social desirability bias. These limitations highlight the need for future research to consider ways to mitigate these issues by offering incentives for study participation and follow-up interviews to get richer data.

CONCLUSION

The rigorous nature of engineering coursework, unfavorable environmental factors, and financial constraints can intensify academic stress among students. This study explored the factors contributing to academic stress among engineering students in Nigeria, their perceptions of how these factors affect their overall wellbeing and their overall assessment of their mental health. The findings underscore the urgent need for support systems, including mental health resources, a conducive learning environment, access to state-of-the-art laboratories, and provision of financial aid, to foster a more supportive and inclusive educational environment for engineering students.

COMPETING INTERESTS DISCLAIMER:

Authors have declared that they have no known competing financial interests OR non-financial interests OR personal relationships that could have appeared to influence the work reported in this paper.

CONSENT AND ETHICAL APPROVAL

All authors hereby declare that this study was reviewed and approved by the institutional review committee and have therefore been performed in accordance with the ethical standards laid down in the 1964 Declaration of Helsinki. All participants were informed of their rights to decline participation and withdraw from the study at any point without consequences. All participants gave their informed consent to participate in the study.

References

 Bekkouche NS, Schmid RF, Carliner S. (2021) "Simmering Pressure": How Systemic Stress Impacts Graduate Student Mental Health. Perform Improv Q 34(4).

https://doi.org/10.1002/piq.21365

- 2. World Health Organization. (2023) Stress. Accessed October 3, 2024. https://www.who.int/news-room/questions-and-answers/item/stress
- Liston C, McEwen BS, Casey BJ. (2009) Psychosocial stress reversibly disrupts prefrontal processing and attentional control. Proc Natl Acad Sci U S A 106(3):912-917. https://doi.org/10.1073/pnas.0807041106
- Lupien SJ, McEwen BS, Gunnar MR, Heim C. (2009) Effects of stress throughout the lifespan on the brain, behavior, and cognition. Nat Rev Neurosci 10(6):434-445.
 https://doi.org/10.1038/nrn2639
- Shankar NL, Park CL. (2016) Effects of stress on students' physical and mental health and academic success. Int J Sch Educ Psychol 4(1):5-9. https://doi.org/10.1080/21683603.2016.1130532
- Marthoenis, Meutia I, Fathiariani L, Sofyan H. (2018) Prevalence of depression and anxiety among college students living in a disaster-prone region. Alexandria J Med 54(4):337-340. https://doi.org/10.1016/j.ajme.2018.07.002
- Amanya SB, Nakitende J, Ngabirano TD. (2017) A cross-sectional study of stress and its sources among health professional students at Makerere University, Uganda. Nurs Open 5(1):70-76. https://doi.org/10.1002/nop2.113
- Fawzy M, Hamed SA. (2017) Prevalence of psychological stress, depression, and anxiety among medical students in Egypt. Psychiatry Res 255:184-194. https://doi.org/10.1016/j.psychres.2017.05.027
- Serfraz A. (2021) Socio-Economic and Ethical Implications of Stress on Teacher-Student
 Relationship. J Leg Ethical Regul Issues 23(6):1-579. Accessed October 3, 2024.
 https://www.abacademies.org/articles/socioeconomic-and-ethical-implications-of-stress-on-teacherstudent-relationship-10047.html

- Russell G, Lightman S. (2019) The human stress response. Nat Rev Endocrinol 15(9):525-534.
 https://doi.org/10.1038/s41574-019-0228-0
- 11. Joshi A, Kiran R. (2020) Determinants of academic stress amongst engineering students. Work 67(6):1-13. https://doi.org/10.3233/wor-203338
- 12. Brown SD, Lent RW. (2016) Vocational Psychology: Agency, Equity, and Well-Being. Annu Rev Psychol 67(1):541-565. https://doi.org/10.1146/annurev-psych-122414-033237
- Pandey A, Adhikari B, Verma S, Bhojak M. (2014) Prevalence and Correlates of Psychiatric Problems among Engineering Students. J Univ Coll Med Sci 2(2):6-10. https://doi.org/10.3126/jucms.v2i2.11167
- Rice KG, Ray ME, Davis DE, DeBlaere C, Ashby JS. (2015) Perfectionism and longitudinal patterns of stress for STEM majors: Implications for academic performance. J Couns Psychol 62(4):718-731. https://doi.org/10.1037/cou0000097
- Adewuya AO, Owoeye AO, Erinfolami AO, Ola BA. (2010) Correlates of Self-Stigma Among Outpatients With Mental Illness in Lagos, Nigeria. Int J Soc Psychiatry 57(4):418-427. https://doi.org/10.1177/0020764010363522
- Akinsowon OA, Osisanwo FY. (2014) Enhancing Interest in Science, Technology and Mathematics (STEM) for the Nigerian Female Folk. Int J Innov Sci 4(1):20-29. Accessed December 24, 2024. https://doi.org/10.5923/j.ijis.20140401.02
- 17. Olayinka A, Igboanugo A. (2015) Modeling Grinding Processes as Micro-Machining Operation.

 Niger J Technol 34(3):513. https://doi.org/10.4314/njt.v34i3.13
- Okorafor AO, KakiriWoyengidubamo, Okorafor EC. (2015) Women Participation in Science,
 Technology, Engineering and Mathematics: Challenges and Way Forward. Inst Empower Women
 7:99-112. Accessed December 24, 2024. https://www.researchgate.net/publication/318471719

- Abdullahi N, Abubakar A, Jibrin Musbahu, Abubakar AC, Aliyu. (2019) Gender Gap in Science and Technology Education in Nigeria. Int J Educ Eval Published April 1, 2019. Accessed December 24, 2024. https://www.researchgate.net/publication/332111821
- 20. Varma R. (2018) U.S. Science and Engineering Workforce: Underrepresentation of Women and Minorities. Am Behav Sci 62(5):692-697. https://doi.org/10.1177/0002764218768847
- 21. Main JB, McGee EO, Farmer Cox M, Li T, Berdanier CGP. (2023) Trends in the underrepresentation of women of color faculty in engineering (2005–2018). J Divers High Educ 16(5):589-606. https://doi.org/10.1037/dhe0000426
- 22. Okonofua BA. (2020) Bridging the Gender Gap in Engineering Education in Nigeria: A Study on the Role of Women-Focused Initiatives. Niger J Educ Leadersh 3(1):67-82.
- 23. Lawal TA. (2016) Challenges and Prospects of Engineering Education in Nigeria. Adegbite JA, ed. Niger J Educ Pract 7(27):20-28.