

## *Curriculum Vitae*

### **Fredrick Muyia Nafukho, Ph.D.**

Associate Professor, Human Resource Development Program  
Department of Educational Administration & Human Resource Development  
College of Education and Human Development  
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### **PROFESSIONAL TEACHING AND RESEARCH INTERESTS**

- Investment in human capital development
- International and Cross-Cultural HRD
- Distance Education and the role of ICT in Education and Training

### **ACADEMIC BACKGROUND**

Doctor of Philosophy (Ph.D.), Louisiana State University, Baton Rouge, December, 1998.

- Human Resource Education & Workforce Development – specialization in Human Resource Development (HRD) – (*Fulbright Scholar*).
- Dissertation: Factors determining university enrollment status: The case of high school students recruited to attend Louisiana State University College of Agriculture.

Master of Education (M.Ed.), Kenyatta University, Nairobi, Kenya, December, 1993.

- Economics of Education & Educational Planning
- Thesis: Determining the optimal size and existence of economies of scale: The case of Kakamega district secondary schools.

Bachelor of Education (B.Ed.), Kenyatta University, Nairobi, Kenya, May 1988.

- Majors – Business Education and Economics.

### **PROFESSIONAL EXPERIENCE**

**Associate Professor and HRD Program Chair** – Department of Educational Administration & Human Resource Development, Texas A & M University, August 1, 2007.

**Associate Professor and Assistant Head** – Department of Rehabilitation, Human Resources & Communication Disorders, University of Arkansas, July, 2006 – July, 2007.

**Associate Professor**, Department of Rehabilitation, Human Resources & Communication Disorders, University of Arkansas, January 21, 2005 – June 2006.

**Assistant Professor**, Department of Rehabilitation, Human Resources & Communication Disorders, University of Arkansas, August, 2001 – July, 2005.

**Head**, Department of Educational Administration, Planning & Curriculum

Development, Moi University, Kenya, January 2001 – August, 2001.

**Senior Lecturer**, Department of Educational Administration, Planning & Curriculum Development, Moi University, Kenya, August 1999 – August, 2001.

**Lecturer**, Department of Educational Administration, Planning & Curriculum Development, Moi University, Kenya, February, 1994 – July, 1999.

**Assistant Lecturer**, Department of Educational Administration, Planning Curriculum Development, Moi University, Kenya, May, 1992 – January, 1994.

**Graduate Assistant**, Department of Educational Administration, Planning Curriculum Development, Moi University, Kenya, May, 1992.

**Lecturer**, Business Education, Highridge Teachers' College, Nairobi, October, 1991 – April, 1992.

**High School Teacher**, Accounting and Economics, Allidina Visram High School, Mombasa. May, 1988 – December, 1989.

**Instructor**, Business Finance, Economics, and Business Statistics, Friends College, Kaimosi, Kenya, May 1987 – October, 1987.

**Secondary School Teacher**, English and Business Studies, Ekambuli Secondary School, Kenya, January 1984 – May, 1985.

**Visiting Professor**, Educational Finance, Educational Planning, Research Methods, University of Eastern Africa, Baraton, Kenya, April, 2001.

**Visiting Professor**, Economics of Education Graduate courses, Maseno University, Kenya, May – July, 2000.

**Research Associate & Consultant**, Economika Consultants, Eldoret, Kenya, 1999- August, 2001.

**Training and Development Consultant**, Kenya Institute of Management, Eldoret Branch, 1999 – July, 2001.

**Visiting Lecturer**, Economics of Education, Egerton University, Kenya, March, February 1996, March 1995, and February, 1994.

**RESEARCH FUNDED PROPOSALS (Total Funded Proposals \$467,510, PI total \$353,737, Co-PI \$113,773).**

15. Principal investigator: Fredrick M. Nafukho; Co- investigators: Carroll M. Graham & Kit Brooks Evaluation of Arkansas Education Service Cooperatives. \$47,303 (January, 2007).
14. Principal investigator: Fredrick M. Nafukho. Consultant with World Health Organization on the development of a training manual book, \$10,000 (Summer, 2006).
13. Principal investigator: Fredrick M. Nafukho; Co- investigators: Kit Brooks, Penina Mungania, Jules Beck, & Greg Fike. Leadership Development program for a non-profit international organization. Awarded a research grant for design of a leadership development program for an international NGO with over 121 projects in 51 countries world wide. \$117,000 (May 2005, June, 2006).
12. Principal Investigator: Penina Mungania. Co-investigator: Fredrick M. Nafukho. Perceptions of Distance Education Stakeholders: A Benchmark Study of Kenyan Higher Education Institutions. Awarded by the Research Incentive Grant, Department of Rehabilitation, Human Resources and Communication Disorders, College of Education and Health Professions. University of Arkansas. \$6,000. (June, 2005).

11. Fredrick M. Nafukho; Co- investigators: Nelson Wawire & Penina Mungania. Awarded a UNESCO grant to finance a book project to be used as a textbook in African universities. *Management of adult education programs in Africa*. Principal investigator: \$15,000 (August, (2005).
10. Principal investigator: Fredrick M. Nafukho. Africa Growth and Opportunity Act: A New Path for Africa's Economic Recovery? Awarded a grant by the Council for the Development of Social Science Research in Africa (CODESRIA) to finance the study, and meet travel and accommodation costs to present the paper in Dakar, Senegal. \$5,000. (December, 2003).
9. Principal Investigator: Fred Wills, Co-Investigators: Fredrick M. Nafukho & Brent Williams. External Evaluation of the Arkansas Adult Numeracy Campaign. Awarded a grant to conduct an external evaluation of the Arkansas Numeracy Campaign Project, a statewide professional development in mathematics instruction. \$39,154. (June, 2003).
8. Principal Investigator: Fredrick M. Nafukho. Doctoral Academy Fellowship Grant. Awarded a doctoral fellowship grant which financed Doctoral studies for one student for a period of four years. \$ 60,000. Student successfully completed the doctorate and co-authored several research papers. (May, 2003).
7. Principal Investigator: Fredrick M. Nafukho, Co-investigators: Maurice Amutabi and Ruth N. Otunga. Awarded a book writing grant worth \$15,000, by UNESCO. (August, 2002). Book has been published and is used in over 100 Universities in Africa.
6. Principal Investigator: Fred Wills, Co-investigators: Fredrick M. Nafukho, Kit Brooks. The Arkansas Education Co-operatives Client Satisfaction Survey. Awarded a research grant which involved use of Web-based survey to determine the satisfaction of users of programs and services provided by 16 education co-operatives in the state of Arkansas. \$ 15,979. (January, 2002).
5. Principal Investigator: Fredrick M. Nafukho, Co-investigator: Barbara E. Hinton. A model for predicting tractor-trailer truck drivers' job performance related to highway safety. Awarded a research grant by the US Department of Transportation through Mack-Blackwell Transportation Center. \$107,326. (July, 2002).
4. Principal Investigator: Dale Thompson, Co-investigators: Cecelia Thompson & Fredrick M. Nafukho. Baum Teaching grant to help develop teaching videotapes to help students write and present their team-teaching lessons. \$1,000. (May, 2002).
3. Principal investigator: Fredrick M. Nafukho. Co-investigator: Silas A. Omulando. Evaluation of Mature Entrance degree program at Moi University. Awarded a research grant by the Deans Committee, Moi University to conduct this study. Kshs. @ \$76.92, 100,000 = \$1,300. (March, 2000).
2. Principal investigator: Fredrick M. The Forgotten Workers: The case of PSV Vehicle Drivers in Eldoret Town Kenya. Awarded a research grant by the Organization for Social Science Research in Eastern and Southern Africa (OSSREA) to finance the study. Nafukho. \$ 3,800 (May, 1996).
1. Principal Investigator: Fredrick M. Nafukho. Co-investigators: Ruth N. Otunga and Grephas G. Opat. A Study of Socio -Economic Background of Women Entrepreneurs in Eldoret Awarded a grant by Institute of Development Studies (IDS), University of Nairobi and Center for Development Research (CDR, Copenhagen, Denmark). (\$5,000). March, 1995.

## TRAVEL GRANTS

14. Department of Educational Administration and Human Resource Development, To deliver a keynote paper at an International Conference organized by Kenyatta University Business School, \$1,716.00 (November 14-17, 2007).
13. Department of Educational Administration and Human Resource Development, To attend AHRD Board Meeting, Panama City, Florida, \$377.00 (November, 2007).
12. AHRD and Department of Educational Administration and Human Resource Development, To attend AHRD Board Meeting, Panama City, Florida, \$750.00 (September, 2007).
11. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Indianapolis, Indiana, to make presentations at AHRD Annual Conference. \$1,140.60 (Feb/March, 2007).
10. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Columbus, Ohio, to make presentations at AHRD Annual Conference. \$1,050. (Feb/March, 2006).
9. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to New Delhi, India to facilitate training. \$3,197 (December 3 – 10, 2006).
8. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Austin, TX to make presentations at AHRD Annual Conference. \$1,569.20. (March, 2004).
6. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Seoul, South Korea to present a paper at an international conference. \$2,806. (May, 2002).
5. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Hawaii to make presentation at AHRD Annual Conference. \$1,951.50. (March, 2002).
4. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to attend a U.S. Department of Education FIPSE Grant Writing Workshop, Chicago. \$778.50. (March, 2002).
3. The market model of financing state universities in Kenya: Some innovative lessons. Awarded a travel grant that enabled me to present a paper at an International Conference on African Universities in the 21<sup>st</sup> Century held at University of Illinois at Urbana-Champaign, USA. Conference sponsored by Ford Foundation and US Department of Education. \$2,000. (April 25 – 27, (2000)
2. awarded H.C. Sanders fellowship worth \$800 that enabled me to attend the 14<sup>th</sup> Annual Meeting of *the International Agricultural and Extension Education*, Tucson Arizona, (April 16-18, 1998). Louisiana State University.
1. Millard Perkins Award for maintaining a GPA of 4.00. The award covered the costs of printing, binding and publishing of a booklet out of my dissertation work (\$1,000). (October, 1998). Louisiana State University.

## RESEARCH PROPOSALS SUMMITTED UNDER REVIEW

1. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Fred Bonner & Felecia Nave. An empirical investigation of the factors predicting STEM opportunity identification and career behavior enhancing strategies of at-risk minority college students. NSF Grant \$888,078.00 (Spring, 2008). Under review.

## PROPOSALS SUBMITTED BUT NOT FUNDED

8. Principal Investigator: Fredrick M. Nafukho. Perceptions of E-Learning stakeholders in Kenya's higher education institutions. International Travel Grant, Texas A&M University, \$4,875. (Fall, 2007).
7. Principal Investigator and Grant Writer: Fredrick M. Nafukho. Retention of Truck drivers for Highway Safety. \$80,000. Submitted to US Department of Transportation. (Summer, 2006).
6. Principal Investigators and Grant Writers: Biggs, B., Fredrick M. Nafukho, Kit Brooks, J. Beck, & F. Hagstrom. Research and Evaluation of Arkansas Better Chance School for Success program. \$427,927 (summer, 2005).
5. Principal Investigators and Grant Writers: Fredrick M. Nafukho, Barbara E. Hinton, and Penina Mungania. Kenyatta University – University of Arkansas E-Learning Collaboration Project. Proposal submitted to USAID, Ford Foundation, and the Rockefeller Foundation. \$1.3 Million. (December, 2005).
4. Principal Investigators and Grant Writers: Clareth Banks, Fredrick M. Nafukho, Kit Brooks, B. Williams, & K. Grover. City-Wide Employee Performance Measures for the City of Fayetteville, Arkansas. City-Wide Employee Performance Measures for the City of Fayetteville. \$35,625. Summer, 2004).
3. Principal Investigators and Grant Writers: Biggs, B., & Fredrick M. Nafukho. Retention of Beginning Teachers through Online Professional Development Mentoring. Submitted under White Paper Research Project. \$ 1.2 Million. (Summer, 2003).
2. Principal Investigators and Grant Writers: Ritter, G, & Fredrick M. Nafukho. Economies of Scale and Determinants of School District Consolidation in Southeastern U.S., 1999-2000. \$59,854. Submitted to Smith Richardson Foundation. (Summer 2002).
1. Principal Investigators and Grant Writers: Hinton, B., Brooks, K., Fredrick M. Nafukho, & D. E. Thompson. Statewide electronic career counseling program for nontraditional distance learning students. Applied to the U. S. Department of Education (Fund for Improvement of Postsecondary Education). \$920,730. (Submitted, 2002).

## PUBLICATIONS

### Books

#### 2008

5. Nafukho, F. M., Wawire, N. H. W., & Mungania, P. (forthcoming). *Management of adult education in Africa*. Cape Town, South Africa: UNESCO/Pearson. (African Perspectives Series). (Under contract with UNESCO, expected date of publication, fall, 2008).

#### 2006

4. Mohan D., Tiwari G., Khayesi M., & Nafukho F. M. (2006). *Road traffic injury prevention: Training manual*. Geneva, Switzerland: World Health Organization.

## **2005**

3. Nafukho, F. M., Amutabi, N. M., & Otunga, R. N. (2005). *Foundations of adult education in Africa*. Cape Town, South Africa: UNESCO/Pearson. (African Perspectives Series).

## **2002**

2. Nafukho, F. M., & Kang'ethe, S. (2002). *Training of trainers: Strategies for the 21<sup>st</sup> century*. Eldoret, Kenya: Moi University Press.

## **2001**

1. Nafukho, F. M. (2001). *The forgotten workers: The case of public Service vehicle drivers in Eldoret, Kenya. Social Science Research Report Series, No. 18*. Addis Ababa, Ethiopia: Organization of Social Science Research in Eastern and Southern Africa.

## **Book Chapters**

### **2008**

14. Nafukho, F. M., Kobia, M., & Huka, N. M. (in press). Performance contracting and human performance practices in Africa. In V. C. X. Wang (Ed.). *Global human performance and training issues*. Charlotte, NC: Information Age Publishing.
13. Lynham, S., Nafukho, F. M., & Cunningham, P. (in press). How cultural context shapes human resource development paradigms and practice in South Africa. In C. D. Hansen, & Y. Lee. *The cultural context of human resource development*. Hampshire, UK: Palgrave Publishers Ltd.
12. Nafukho, F. M. (in press). The place of lifelong learning in promoting social justice among African societies. In M. Oketch & M. Amutabi (Eds.). *Perspectives on lifelong learning in Africa: The distant future*. Dordrecht, Germany: Springer.
11. Nafukho, F. M. (in press). Design, implementation and assessment of e-learning curriculum for adults with diverse learning needs. In V. C. X. Wang & K. P. King (Eds.), *Strategic approaches towards curriculum development for adult learners in the global community*. Malabar, FL: Krieger.
10. Banks, C. H., & Nafukho, F. M. (in press). Designing meaningful curriculum for disadvantaged learners. In V. C. X. Wang & K. P. King (Eds.), *Strategic approaches towards curriculum development for adult learners in the global community*. Malabar, FL: Krieger.

### **2007**

9. Nafukho, F. M. (2007). Reforms in education and training as a strategic approach to workplace development competencies in Kenya. In V. C. X. Wang & K. P. King (Eds.), *Innovations in careers and technical education: Strategic competencies around the globe* (pp. 177-188). Charlotte, NC: Information Age Publishing.
8. Wang, V. C. X., King, K. P., & Nafukho, F. M. (2007). Historical perspectives of the different components of vocational education. In V. C. X. Wang & K. P. King (Eds.), *Innovations in careers and technical education: Strategic competencies around the globe* (pp. 47-65). Charlotte, NC: Information Age Publishing.
7. Nafukho, F. M. (2007). Ubuntuism: An African social philosophy relevant to adult and workplace learning. In K. P. King & V. C. X. Wang (Eds.), *Comparative adult education around the globe* (pp. 59- 67). Hangzhou, China: Zhejiang University Press.

## **2005**

6. Nafukho, F. M., Akala, J. W., & Rugutt, J.K. (2005). The impact of World Bank/IMF and Kenya Government's policies on teacher recruitment, staffing and education quality. In A. T. Al-Bataineh & M. A. Nur-Awaleh (Eds.), *International education systems: Contemporary education reforms* (pp. 139-154). New York: University Press of America.

## **2004**

5. Nafukho, F. M. (2004). Lifelong learning for societies in transition: Lessons from Africa. In J. Searle, C. McKavanagh, & D. Roebuck (Eds.), *Doing thinking activity in learning* (pp. 58-65). Brisbane, Australia: Australian Academic Press.
4. Nafukho, F. M. (2004). The market model of financing state universities in Kenya: Some innovative lessons. In P. T. Zeleza & A. Olukoshi (Eds.), *African universities in the twenty-first century* (pp. 126-139). Pretoria, South Africa: University of South Africa Press.
3. Nafukho, F. M., & Park, O. D. (2004). Essential tips for planning and development of online courses. In D. Christopher & S. Jaderstrom (Eds.), *E-world: Virtual learning, collaborative environments, and future technologies* (pp. 209-222). Reston, VA: National Business Education Association.

## **2002**

2. Nafukho, F. M., & Khayesi M. (2002). Livelihood, conditions of work, regulation and road safety in the small-scale public transport sector. In X. Godard & I. Fatonzoun (Eds.), *Urban mobility for all* (pp. 241-245). Lisse, the Netherlands: A. A. Balkema Publishers.

## **2001**

1. Otunga, R. N., Oyata, G., & Nafukho, F.M. (2001). Women entrepreneurs in Eldoret town: their socio-economic background and business performance. In P. O. Alila & P. O. Pedersen (Eds.), *Negotiating social space: East African micro enterprises* (pp. 121-140). Trenton, NJ: Africa World Press.

## **Refereed Journal Articles<sup>1</sup>**

### **2008**

25. Graham, C. M., & Nafukho, F. M. (in press). Exploring organizational learning mechanisms in small business enterprises. *New Horizons in Adult Education and Human Resource Development*.
24. Nafukho, F. M. (in press). Consensus building, dialogue and spirituality principles of the learning organization paradigm: Implications for Kenya's public service reform agenda. *Journal of Third World Studies, XXVII, --*

### **2007**

23. Nafukho, F. M. (2007, March). The place of e-learning in Africa's institutions of higher learning. *Higher Education Policy, 20*(1), 19-43.
22. Nafukho, F. M., Hinton, B. E., & Graham, C. M. (2007). A study of truck drivers and their job performance regarding highway safety. *Performance Improvement Quarterly, 20*(1), 61-74. #
21. Graham, C. M., & Nafukho, F. M. (2007). Culture, organizational learning and selected independent variables in small-size business enterprises. *Journal of European Industrial Training, 31*(2), 127-144. #

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<sup>1</sup> (# With graduate student/s)

20. Graham, C. M., & Nafukho, F. M. (2007). Employee perception toward the dimension of culture in enhancing organizational learning. *The Learning Organization*, 14(3), 281-292.
19. Williams, A., & Nafukho, F. M. (2007). Determining the relationship between student support services, academic performance and retention rates. *International Journal of Vocational Education and Training*, 15(2), 93-108.

#### **2006**

18. Nafukho, F. M. (2006). Ubuntu worldview: A traditional African view of adult learning in the workplace. *Advances in Developing Human Resources*, 8(3), 408-415.
17. Brooks, K., & Nafukho, F. M. (2006). Human resource development, social capital, and emotional intelligence: Any link to productivity? *Journal of European Industrial Training*, 30(2), 117-128.
16. Williams, B. T., Nafukho, F. M., Willis, F. A., Ward, J., Agan, J. P., & Najima, H. (2006). Evaluation of Arkansas Adult Numeracy Campaign Project. *International Journal of Vocational Education and Training*, 14(1), 65-84. #

#### **2004**

15. Nafukho, F. M., Thompson, D., & Brooks, K. (2004). Factors predicting success in a distance learning nontraditional undergraduate degree program. *International Journal of Vocational Education and Training*, 12(2), 82-95.

#### **2003**

13. Nafukho, F. M., & Hinton E. B. (2003). Determining the relationship between driver's level of education, training and job performance in Kenya. *Human Resource Development Quarterly*, 14(3) 265-283.

#### **2002**

12. Ngware, M. W., & Nafukho, F. M. (2002). The quality and utilization of technical education trainers in Kenya. *Journal of Industrial Teacher Education*, 39(2), 44-57.#

#### **2001**

11. Nafukho, F. M., & Verma S. (2001). A comparison of the efficiency and equity implications of University Loan Programs in the United States of America and in Kenya. *Journal of Third World Studies*, XVIII (2), 187-208.

#### **2000**

10. Nafukho, F. M., Kang'ethe, S., Ombega, J. N., & Muriuki, J. (2000). Evaluation of training programs. *Pharmacotherapy & Drug Information Journal*, 11(5), 13-16.
9. Kang'ethe, S., Nafukho, F. M., Ombega, J. N., & Muriuki, G. N. (2000). Training techniques that work for professionals. *Pharmacotherapy & Drug Information Journal*, 11(5), 2-12.

#### **1999**

8. Nafukho, F. M., & Kang'ethe, S. (1999). Conducting needs assessment for professional training in the 21<sup>st</sup> Century. *Pharmacotherapy and Drug Information Journal*, 10(3), 11-13.
7. Nafukho, F. M., Kang'ethe, S., & Mutema, A. M. (1999). Training effectively: Traditionally and innovatively in the 21<sup>st</sup> Century; A concern for health professionals. *Pharmacotherapy and Drug Information Journal*, 10(3), 22-28.
6. Nafukho, F. M. (1999). The role of universities in promoting cooperation between social and pure scientists for human development in Kenya. *Journal of Third World Studies*, XVI(1), 87-100.

## **1998**

5. Nafukho, F. M. (1998). Entrepreneurial skills development programs for the unemployed youth in Africa: A second look. *Journal of Small Business Management*, 36(1), 100-103.
4. Hamilton, C., Mupinga, D., & Nafukho, F. M. (1998). Participant perspectives. *Journal of International Agricultural and Extension Education*, 5(2), 21-24.

## **1996**

3. Nafukho, F. M. (1996). Structural adjustment and the emergence of entrepreneurial activities among Moi University students. *Journal of Eastern African Research & Development*, 26, 79-90.

## **1995**

2. Nafukho, F. M. (1995). Determining optimal size of secondary schools: The case of Kakamega District. *Journal of Eastern African Research & Development*, 25, 144-155.

## **1994**

1. Nafukho, F. M. (1994). Education through self-help: The case for Kenyan University Students with the introduction of university fees payment. *Journal of Eastern African Research & Development*, 24, 42-53.

## **Non-Refereed Journal Articles**

### **2004**

5. Nafukho, F. M., Hairston, N., & Brooks, K. (2004). Human capital theory: Implications for human resource development. *Human Resource Development International*, 7(4), 545-551.#

### **2002**

4. Nafukho, F. M. (2002). The urban working poor: Towards a community development agenda. *Development Policy Management Forum*, IX(2), 30-34.

### **2000**

3. Nafukho, F. M. (2000). Intellectual Capital: The most Critical Asset for Poverty Alleviation and Development in Kenya. *Journal of World Education*, 30(1), 3-6.

### **1998**

2. Nafukho, F. M., & Mupinga, D. (1998). Synopsis of selected papers. *Journal of International Agricultural and Extension Education*, 5, 25-32.
1. Mupinga, D., & Nafukho, F. M. (1998). Synopsis of selected posters. *Journal of International Agricultural and Extension Education*, 5, 33-34.

## **Manuscripts under Revision/Review<sup>1</sup>**

4. Nafukho, F. M., & Turner, F. W. (**submitted**). Assessing the needs of adult learners enrolled in a human resource development distance learning program. *Adult Education Quarterly*.#
3. Nafukho, F. M., Graham, C. M., & Brooks, K. (**under review**). Education service agency audit: Reinforcing the need for systematic evaluation. *International Journal of Vocational Education and Training*. #
2. Graham, C. M., & Nafukho, F. M. (**under review**). Leadership and organizational learning in the small-size business enterprise. *Journal of Small Business and Enterprise Development*. #

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1 ( # publication with graduate student/s)

1. Nafukho, F. M., & Graham, C. M. (**revise and resubmit**). Organizational learning mechanisms of a small business enterprise in the Midwestern United States. *Human Resource Development Quarterly*. (Second Revision). #

### **Monographs**

1. Nafukho, F. M., & Burnett, F. M. (1998). *Determining university enrollment status: Effective strategies for recruiting college students*. Baton Rouge, LA: Louisiana State University Printing Press.

### **Review Articles**

#### **2004**

6. Nafukho, F. M. (2004). Simulations and the future of learning: An innovative and perhaps revolutionary approach to e-learning, by C. Aldrich. (2003). San Francisco CA: John Wiley & Sons. *Human Resource Development Quarterly*, 15(2), 253-257.

#### **1998**

5. Nafukho, F. M. (1998). Issues in educational research in Africa, edited by K. Mwiria & S. P. Wamahiu. Nairobi: East African Educational Publishers. *Journal of Third World Studies*, XV(1), 278-281.

#### **1997**

4. Nafukho, F. M. (1997). Human development reports (1990-97). A critical review. New York, NY: Oxford University Press. *Journal of International Agricultural and Extension Education*, 4(3), 81-83.

#### **1996**

3. Nafukho, F. M. (1996). Economics of education, by T. M., Ayodo, T. M., G. Kiranga, & F. Q. Gravenir. *Maseno Journal of Education, Arts and Science*, 2(2), 231-232.

#### **1995**

4. Nafukho, F. M. (1995). Educational planning, edited by R. W. Mutua & G. Namaswa. Nairobi: East African Educational Publishers. *Journal of Eastern African Research & Development*, 25, 210-211.

#### **1994**

1. Nafukho, F. M. (1994). A review of UNDP Human Development Report. New York, NY: Oxford University Press. *Journal of Eastern African Research and Development*, 24, 237-239.

### **Refereed Proceedings**<sup>12</sup>

#### **2008**

- Nafukho, F. M., Graham, C. M., & Brooks, K. (2008). *Client perspectives of a state's education service cooperative: Evaluation implications for human resource development*. In T. Chermack & J. Stoberg-Walker (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference* (pp. 601-608). Bowling Green University, OH: AHRD.
- Banks, H. C., & Nafukho, F. M. (2008). Career transitions across and within organizations: Implications for human resource development. In T. Chermack & J. Stoberg-Walker (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference*. Bowling Green University, OH: AHRD.

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<sup>1</sup> (# With graduate students)

<sup>2</sup> (^ Article converted to journal or book chapter publication)

Graham, C. M., Aaron J. Scott, & Nafukho, F. M. (2008). Work climate, turnover, and highway safety in the trucking industry: Performance challenges for human resource development practitioners. In T. Chermack & J. Stoberg-Walker (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference* (pp. 721-728). Bowling Green University, OH: AHRD.

#### **2007**

29. Graham, C. M., & Nafukho, F. M. (2007). Perception toward organizational learning culture in small-size business enterprises. In F. M. Nafukho, & T. Chermack, (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference* (pp. 70-77). Bowling Green, OH: AHRD. #
28. Graham, C. M., & Nafukho, F. M. (2007). In Leadership and organizational learning: Accounting for variances in small-size business enterprises. In Nafukho, F. M., & T. Chermack (Eds.). *Proceedings of the Academy of Human Resource Development Research International Conference* (pp. 234 – 2412). Bowling Green, OH: AHRD.#
27. Brooks, K., Beck, J., Nafukho, F.M., & Mungania, P. (2007). Defining the leadership challenges to growth of an international non-governmental organization. In F. M. Nafukho, & T. Chermack (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference* (pp. 1244-1250). Bowling Green, OH: AHRD.

#### **2006**

26. Nafukho, F. M., Hinton, E. B., Graham, M. C., & Yang, G. H. (2006). A study of work conditions, selected demographic variables and employee job performance. In F. M. Nafukho, & S. Chen. *Proceedings of the Academy of Human Resource Development International Research Conference* (pp. 481-488). Bowling Green University, OH: AHRD. ^
25. Graham, M. C., & Nafukho, F. M. (2006). Analysis of a small business enterprise's culture as a dependent variable in predicting organizational learning readiness. In F. M. Nafukho, & S. Chen. *Proceedings of the Academy of Human Resource Development International Research Conference*. (pp. 82-89). Bowling Green University, OH: AHRD.
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### **Articles Published in Press on invitation (As a contribution to society)**

#### **2007**

30. Nafukho, F. M. (2007). Varsities must adopt marketing strategies, [http://www.eastandard.net/hm\\_news/news.php?articleid=1143968074](http://www.eastandard.net/hm_news/news.php?articleid=1143968074)
29. Nafukho, F. M. (2007). Biggest challenge in wealth creation, Kenya Times, March 16, 2007 <http://www.timesnews.co.ke/16mar07/nwsstory/opinion.html>
28. Nafukho, F. M. (2007). Is youth fund a myth or new gateway to success? Daily Nation, February 7, 2007 [http://www.nationmedia.com/dailynation/nmgcontententry.asp?category\\_id=25&newsid=91294](http://www.nationmedia.com/dailynation/nmgcontententry.asp?category_id=25&newsid=91294)
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### **Working Papers**

#### **2004**

3. Nafukho, F. M., & Iraki, W. (2004). Factors predicting entrepreneurship success in the US: 1969-2000, 3, 1, [http://policy.uark.edu/paperseries/issue3\\_2003-04.html#](http://policy.uark.edu/paperseries/issue3_2003-04.html#)

2. Nafukho, F. M., Hairston, N. R., & Brooks, K. (2004). Determining the link between human capital theory and human resource development, 3, 2, [http://policy.uark.edu/paperseries/issue3\\_2003-04.html#^](http://policy.uark.edu/paperseries/issue3_2003-04.html#^)

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1. Nafukho, F. M., Otunga, R. N., & Opata, G. (1999). *Socio-economic background of women entrepreneurs in the informal sector in Eldoret Town*. IDS working paper, 259, 1999. Nairobi: University of Nairobi Press.

#### **Editor of Refereed Proceedings**

3. Nafukho, F. M., & Chermack, T. (Eds.). (2007). *Proceedings of the Academy of Human Resource Development conference*. Bowling Green University, OH: AHRD.

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#### **Technical Reports**

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10. Nafukho, F. M., Graham, C., & Brooks, K. (2007). Arkansas education services cooperative client satisfaction survey. Report submitted May, 2007.

#### **2006**

9. Nafukho, F. M., Brooks, C., Mungania, P., Beck, J. & Fike, G. (2006). Heifer project international leadership program. Technical report submitted June 30, 2006.

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6. Wills, F. A., Williams, B. T., & Nafukho, F. M. (2004). Adult numeracy evaluation report. Served as external evaluators of a Winthrop Rockefeller Foundation Grant for the Arkansas Numeracy Campaign Project. Report submitted February 2004.

#### **2003**

5. Greenwood, R., Hinton, B.E., Nafukho, F. M., Standridge, G., Brooks, K., & Wills, F. (2003). Arkansas education services cooperative client satisfaction survey. Report submitted January 2003.
4. Hinton, B. E., & Nafukho, F. M. (2003). A survey of current and former members of the Academy of Human Resource Development. A research report submitted to AHRD Executive Board, October 2003.

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3. Nafukho, F. M. (1999). Eldoret Aviation Training Institute: Employee needs assessment report. A research report submitted May 3, 1999.

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2. Nafukho, F. M. (1997). The Forgotten workers: The case of public service vehicle drivers in Eldoret Town, Kenya. *Research funded by the Organization of Social Science Research in Central, Eastern and Southern Africa*. Addis Ababa, Ethiopia. Research report submitted in 1997.

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## SCHOLARSHIPS, AWARDS AND HONORS

13. Departmental Nominee for Outstanding Research Award, College of Educational and Health Professions, University of Arkansas – 2006.
12. Departmental Nominee for Outstanding Teaching Award, College of Education and Health Professions, University of Arkansas – 2004.
11. Cutting Edge Award – Outstanding Papers from the 2005 Academy of HRD Conference Proceedings: Graham, C. M., & Nafukho, F. M. (2005). Perceived effectiveness and application of organizational career development practices. In *Within, between and across boundaries, identifying the cutting edge of human resource development: The top ten papers from the 2004 Academy of Human Resource Development conference proceedings* (pp. 50-57). Bowling Green University OH: AHRD.#
10. Arkansas Business Teacher Educator of the Year Award – 2004.
9. Departmental Nominee for Outstanding Teaching Award, College of Educational and Health Professions, University of Arkansas – 2004.
8. Department Nominee for All round Faculty Award, College of Educational and Health Professions, University of Arkansas – 2003.
7. Business Counseling Excellence Award – Awarded by Kenya Institute of Management (KIM), Nairobi, Kenya – 1999.
6. H.C. Sanders Scholarship Award for outstanding academic performance at Louisiana State University – 1998.
5. Millard Perkins Award for Outstanding Academic Performance at Louisiana State University – 1998.
4. Fulbright Scholarship for Doctoral Studies at Louisiana State University – 1996.
3. Distinguished International Scholar Award, Louisiana State University – 1997.
2. Kenya Government Scholarship for outstanding academic performance – 1990.
1. Kenya Government Scholarship for excellent academic achievement in the Kenya Advanced Certificate Examination – 1985.

## EDITORIAL/REFEREED REVIEW WORK

15. **Editor (North America)**, *Journal of European Industrial Training*, March 2008-Present
14. **Editorial Board Member**, *Human Resource Development International* (HRDI), 2007-2010.
13. **Editorial Board Member**, *Advances in Developing Human Resources* (ADHR), 2006 - 2009.

12. **Editorial Board Member**, *Human Resource Development Quarterly (HRDQ)*, 2006 –2008.
11. **Editorial Board Member**, *Journal of Eastern Africa Research and Development*, 2002 – present.
10. **Editorial Advisory Board Member**, *Journal of European Industrial Training* 2007 – February, 2008.
9. **Advisory Board Member**, *International Journal of Disaster Management and Risk Reduction*, 2007- present.
8. **Advisory Board Member**, *Human Resource Development International (HRDI)*, 2000 - 2003.
7. **Reviewer**, *Human Resource Development International (HRDI)*, 2000 - present.
6. **Reviewer**, *Human Resource Development Quarterly (HRDQ)*, 1999 - present.
5. **Reviewer**, *New Horizons in Adult Education and Human Resource Development*, 2007- present.
4. **Reviewer**, *Human Resource Development Review (HRDR)*, 2004 - present.
3. **Reviewer**, *Academy of Human Resource Development Annual International Conference papers*, 1998 – present.
2. **Reviewer**, *Journal of European Industrial Training*, 2007 – Present.
1. **Reviewer**, *American Career and Technical Education Research*, 2006- 2007.

## REFEREED PRESENTATIONS<sup>2</sup>

### International presentations outside US

#### 2006

76. Nafukho, F. M., Khayesi, M. & Alke, E. (2006). *What are we measuring in road safety education impact research?* Presented during the 8<sup>th</sup> World Conference on Injury Prevention & Safety Promotion. Durban, South Africa, April 1-5, 2006. #
75. Mungania, P. & Nafukho, F. M. (2005). E-learning in higher education institutions in developing countries: Human resource policy implications. Paper presented during the European Conference of the Academy of Human Resource Development. Leeds University, May 25 – 29, 2005.√

#### 2003

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#### 2002

73. Nafukho, F. M., & Park, O. D. (2002). *Teaching hands-on computer skills for lifelong learners.* Presented at the Pacific Circle Consortium 26<sup>th</sup> Annual Conference on the theme: Diversity and Unity in Schooling. Organized by Korean Educational Development Institute. Held in Seoul, South Korea. May 1-3, 2002.

#### 1995

72. Nafukho, F. M. (1995). *Economic growth and its effect on the environment: The Kenyan experience.* Paper presented at the Organization for social science research in Eastern and Southern Africa (OSSREA) Conference on the theme: Social Science Research for

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Environmental Improvement □ held at Kenyatta University Bureau of Educational Research. August 7-8, 1995.

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## **National (US Presentations)**

### **2008**

69. Nafukho, F. M., Graham, C. M., & Brooks, K. (2008). *Client perspectives of a state's education service cooperative: Evaluation implications for human resource development*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Panama City, Florida, February 20-24, 2008.√
68. Banks, H. C., & Nafukho, F. M. (2008). Career transitions across and within organizations: Implications for human resource development. Paper presented during the *Academy of Human Resource Development International Research Conference*. Panama City, Florida, February 20-24, 2008.√
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65. Graham, C. M., & Nafukho, F. M. (2007). *Perception toward organizational learning culture in small-size business enterprises*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Indianapolis, Indiana, February 28-March 4, 2007.√
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60. Graham, M. C., & Nafukho, F. M. (2006). *Analysis of a small business enterprise's culture as a dependent variable in predicting organizational learning readiness*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Columbus, Ohio, February 22 – 26, 2006. √
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46. Nafukho, F. M. (1997). *The role of universities in Africa in the knowledge explosion era*. Paper presented at the 15<sup>th</sup> Annual Meeting of the Association of the Third World Studies. Central Connecticut State University, Hartford, Connecticut, USA. October 9-11.

## 1995

45. Nafukho, F. M. (1995). *The dependency syndrome and the role of universities in Africa*. Paper presented at the 13th Annual Meeting of the Association of Third World Studies, Jacksonville, Florida, October 12-14, 1995: Panel No.20 (Education, Political Reform, Agriculture and the Mass Media in Africa).

## INVITED PRESENTATIONS

### International

## 2007

44. Nafukho, F. M. (2007). *Entrepreneurship education and micro small and medium size enterprises*. Invited as a **keynote speaker** by the Center for Entrepreneurship Education, School of Business, Kenyatta University during the International Conference on Micro and Small Business Enterprises, Kenyatta University, Nairobi Kenya, November 14 – 17<sup>th</sup>, 2007.

## 2006

43. Nafukho, F. M. (2006). *Public policy for transportation safety*. Invited by World Health Organization (WHO) to facilitate a transportation safety training workshop. New Delhi, India, December 4- 10, 2006.

42. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2006). *Leadership development program for a non-profit International NGO*. April 24-28, 2006. Kiev, Ukraine.

41. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2006). *Leadership development program for a non-profit International NGO*. Designed and jointly facilitated a workshop, in Accra, Ghana, January 30 – February 4, 2006. √

## 2005

40. Nafukho, F. M. (2005). *The place of E-learning in Africa's institutions of higher learning*. **Keynote** paper presented during the 6<sup>th</sup> Annual meeting of the Association of Third World Studies, (Eastern Africa chapter). Western University of Science and Technology, Kakamega, November 22-24, 2005.

39. Nafukho, F. M. (2005). *Access, efficiency and equity considerations of the World Bank's African Virtual University project: A case study of Kenya*. Paper presented during the 11<sup>th</sup> Association of African Universities Conference on the theme: Cross-border provision and the future of higher education in Africa, Cape Town South Africa, February, 19-22, 2005.

38. Nafukho, F. M., Wawire, N., & Mungania, P. (2005). *Management of adult education in Africa*. Proposal presented at a UNESCO sponsored book writers' workshop. Cape Town, South Africa. June 25- 28, 2005. Proposal funded. Book writing in progress.#

37. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2005). *Leadership development program for a non-profit International NGO*. September 24 –October 1, 2005. Honduras.

36. Nafukho, F. M., Hinton, B. E., & Mungania, P. (2005). *Design and Successful delivery of E-Learning Courses*. Presented at Kenyatta University during the E-Learning Faculty Workshop. Held August 9 – 10, 2005. Nairobi, Kenya.

35. Hinton, B. E., Nafukho, F. M., & Mungania, P. (2005). *Design, delivery and administration of e-learning programs*. Presented at Kenyatta University during the E-Learning Faculty Workshop. Held August 9 – 10, 2005. Nairobi, Kenya.

34. Mungania, P., Hinton, B. E., & Nafukho, F. M. (2005). *Barriers to the delivery of e-learning courses*. Presented at Kenyatta University during the E-Learning Faculty Workshop. Held August 9 – 10, 2005. Nairobi, Kenya.

## 2004

33. Nafukho, F. M., Mungania, P., & Hinton, B. E. (2004). *Building a collaborative e-learning project between Kenyatta University and the University of Arkansas*. E-Learning workshop for Kenyatta University Executive Management and Deans of Colleges. December 18, 2004.

## 2003

32. Nafukho, F. M. (2003). *Africa growth and opportunity Act: A New path for Africa's economic recovery?* Invited to make a presentation by the Council for the Development of Social Science Research in Africa (CODESRIA) during her 30<sup>th</sup> Anniversary on the topic: Dakar, Senegal. December 8-12, 2003.

## 2002

31. Nafukho, F. M., Amutabi, M., & Otunga, R. N. (2002). *Foundations of adult education in Africa*. Proposal presented at a UNESCO sponsored book writers' workshop. University of Botswana, August 9-17, 2002. Proposal funded. Completed writing the book.#.

## 2001

30. Nafukho, F. M. (2001). *Managing change as a university administrator*. Resource person for University Administrators' section Heads Workshop. Held at Margaret Thatcher Library Moi University, Kenya. July 3, 2001.
29. Nafukho, F. M. (2001). *Innovative teaching and training strategies for the 21<sup>st</sup> Century*. Resource Person to the Faculty of Engineering Staff Seminar, (Moi University, Kenya. Sirikwa Hotel, Eldoret. February 26 - March 2, 2001.

## 2000

28. Nafukho, F. M. (2000). *Innovative marketing strategies for Kenyan universities: Examples from the US*. Presented at the 1<sup>st</sup> Annual conference of the Association of Third World Studies Kenya Chapter held at Sirikwa, Hotel Eldoret and Hosted by Moi University. Served as the first, Secretary of the Association. November 15-17, 2000.
27. Nafukho, F. M. (2000). *National Anti-corruption plan*. Attended on invitation of the Director, Kenya Anti-corruption Commission (KACC) and facilitated a session several sessions. Held at Kenya School of Monetary Studies November 2-4, 2000.
26. Nafukho, F. M. (2000). *Leadership roles, responsibilities and planning*. Resource person for *Moi University Student Leaders Workshop Organized by Moi University Alumni*. Held at Margaret Thatcher Library, Moi University. August 17, 2000.
25. Nafukho, F. M. (2000). *Time management, developing your own rewards at the workplace*. Facilitated a Total Quality Management workshop for Eldoret Aviation Training Institute. July 23-25, 2000.
24. Nafukho, F. M. (2000). *Efficiency in the operation of secondary schools*. Resource person for Teachers, PTA members and Members of Board of Governors of Umoja Secondary School, Eldoret, Wagon Wheel Hotel, June 16, 2000.
23. Nafukho, F. M. (2000). *The role of knowledge assets in managing change in learning based organizations*. Paper presented at Kenyatta University International Conference on the theme: *The Role of Higher Education in Human Development*. April 17 - 20, 2000.
22. Nafukho, F. M. (2000). *Efficiency and equity implications of university loan programs in Kenya*. Presented at a National Conference Organized by Egerton University and Ministry of Education on the theme: *Education for Sustainable Development which Way forward for Kenya*. April 11 -16, 2000.

## 1999

21. Nafukho, F. M. (1999). *Employee motivation and productivity*. Resource Person for Kenya Institute of Management Eldoret Branch during Executive Administrators Course on the topic: "Employee Motivation and Productivity" Held at Sirikwa Hotel November 4, 1999.
20. Nafukho, F. M. (1999). *Effective costing and pricing, successful debt collection*. Facilitator PERT Consultants' Business Growth Training. Held at Asis Hotel, Eldoret, October 2, 1999.
19. Nafukho, F. M. (1999). *Rangeland management and poverty alleviation in Northern Kenya*. Paper presented during an International conference organized by Action Aid Kenya and Association of World Education on the theme: *Community Education and Poverty Alleviation in Northern Kenya*. Held in Isiolo. August, 24- 29<sup>th</sup>, 1999.
18. Nafukho, F. M. (1999). *Business planning and visioning*. Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. June 17- 18, 1999.

17. Nafukho, F. M. (1999). *Gaining control over your time*. Facilitator Training of Trainers Workshop for Eldoret Aviation Training Institute Staff. Held at Wagon Wheel Hotel, Eldoret - June 11, 1999.
16. Nafukho, F. M. (1999). *Total Quality Management (TQM)*. Facilitator of Training for Eldoret Aviation Training Institute Staff. Held at Wagon Wheel Hotel, Eldoret - June 4, 1999.
15. Nafukho, F. M. (1999). *Business counseling techniques*. Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. June 2- 3, 1999.
14. Nafukho, F. M. (1999). *The place of universities in Africa in the knowledge explosion era*. Delivered a Public Lecture at University of Eastern Africa-Baraton on the theme, May 25, 1999.
13. Nafukho, F. M. (1999). *Coordinator regional workshop on the theme: Learning and teaching in higher education in Africa*. Sponsored by UNESCO, Held at Moi University May 18<sup>th</sup> - 22<sup>nd</sup> 1999.
12. Nafukho, F. M. (1999). *How to computerize your small business*. Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. April 29-30, 1999.
11. Nafukho, F. M. (1999). *Human resource management, designing employee job descriptions, leadership and employee recruitment*. Facilitator Human Resource Development Workshop for Moi University Senior Management Staff (Academic and Non Academic). Held at Margaret Thatcher Library, Moi University, April 1- 9.

#### **1995**

10. Nafukho, F. M. (1995). *The role of universities in promoting cooperation between social and pure scientists for human development in Africa*. Paper presented at the 3<sup>rd</sup> Historical Association of Kenya Symposium on the theme: The Future of Social Sciences and Humanities in Africa. Held at Egerton University. August 5-6 1995.
9. Nafukho, F. M. (1995). *Structural adjustment and the emergence of entrepreneurial activities among university students in Kenya*. Paper presented at the INFO NOVA Education Conference 1995: Education for the Transformation of Africa 2-5 October.

#### **State Level**

##### **2005**

7. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2005). *Leadership development program for a non-profit International NGO*. December 14, 2005. Little Rock Arkansas, USA.

##### **2004**

7. Nafukho, F. M. (2004). *Design and successful delivery of on-line courses*. Twenty first Annual Ozark Mountain Business/Marketing Education Conference on the theme "Taking Care of Business." July 9, 2004, Clarion Inn, Fayetteville, Arkansas.

##### **2003**

6. Nafukho, F. M. (2003). *The use of web-based survey for research: A researcher's perspective*. Resource person during the Arkansas Business Education Association Annual meeting. Hot springs Arkansas, August 5-6, 2003.
5. Nafukho, F. M., & Waithaka, I. (2003). *Factors predicting entrepreneurial opportunities in the United States of America: 1969-2000*. A presentation at the Research in Progress Seminar (RIP) organized by the Public Policy Program and College of Education and Health Professions. September 17, 2003. #

4. Nafukho, F. M., Hairston, N., Brooks, K. (2003). *Human capital theory: Implications for HRD and economic growth*. A presentation at the Research in Progress Seminar (RIP) organized by the Public Policy Program and College of Education and Health Professions. September 17, 2003. #
3. Nafukho, F. M. (2003). *Self-directed learning among business educators*. Presentation made during the Twentieth Annual Ozark Mountain Business/Marketing Education Conference on the theme "OMBEC 20 Years Still Going Strong". Clarion Inn, Fayetteville, Arkansas, July 11, 2003.
2. Greenwood, R. Hinton, B., Nafukho, F. M. Standridge, G., Yang, H. (2003). *Arkansas Education Services Cooperative Client Satisfaction Survey*. Presented to Education services cooperative directors meeting in Littlerock, Arkansas. January, 8, 2003.

## **2002**

1. Nafukho, F. M. (2002). *Effective strategies for recruitment and retention of college students*. Made a presentation to the Student Affairs Cabinet meeting. At the invitation of Dr. Johnetta Cross Brazzell, Vice-Chancellor for Student Affairs. September 4, 2002.

## **PROFESSIONAL MEMBERSHIPS**

15. Fulbright Association (Life Member since 2004).
14. Academy of Human Resource Development, AHRD (1996 – Present).
13. American Evaluation Association, AEA (2004-present).
12. American Vocational Educational Research Association, AVERA (1997- present)
11. Delta Pi Epsilon, DPE (1996-present).
10. Arkansas Business Education Association (2002 – present).
9. Association for Career and Technical Education, ACTE (2002 – Present)
8. Arkansas Association for Career and Technical Education, AACTE (2002 – Present)
7. National Business Education Association, NBEA (1996 – present).
6. Association of Third World Studies, ATWS - Secretary, Kenya Chapter, 2000-2001
5. Organisation for Social Science Research in Eastern and Central Africa, OSSREA (1991-present).
4. Educational Research Network in Kenya, ERNIKE (1992-present).
3. Associate member - Kenya Institute of Management, KIM (1995-present).
2. American Society for Training and Development, ASTD (1996 – 1998).
1. Council for the Development of Social Science Research in Africa (2000 – present).

## **SERVICE**

### **International and National Leadership Positions**

7. Member of the Executive Board of the Academy of Human Resource Development - 2007
6. Program Chair and Proceedings Editor, AHRD International Research Conference - 2007.
5. Program Chair and Proceedings Editor, AHRD International Research Conference - 2006.
4. Associate Program Chair and Associate Editor, AHRD International Research Conference – 2005.

3. Associate Program Chair AHRD International Research Conferences 2002 – 2004.
2. The Founding Secretary - Association of Third World Studies, Kenya Chapter 2000-2001.
1. Country National Liaison Officer for Organization of Social Science in Eastern and Southern Africa, 2000-2001.

### **International**

11. Consultant with World Health Organization (WHO) – 2005 – 2006.
10. Reviewer with World Health Organization (WHO), and World Bank -2004.
9. Country Senior Examination Supervisor Institution of Fire Engineers (based in London, UK). 1999, 2000, 2001.
8. Coordinator of Academy of Human Resource Development- Africa Region 1999 – 2001.
7. Member of the Board of Directors, Academy of Human Resource Development– 2007 - 2009.
6. Member of the Publications Committee of the Academy of Human Resource Development 2006-2007.
5. Associate Program Chair of the Academy of Human Resource Development Annual Research conference held at Austin, TX. February 2003 -2004.
4. Facilitator of Food and Thought Session, AHRD International Annual Conference- 2003.
3. Session Chair AHRD International Annual Research Conference – 2003.
2. Associate Program Chair of the Academy of Human Resource Development Annual Research conference held at Minneapolis, Minnesota. February 2003.
1. Member of Scholarship and Leadership Committee of the Academy of Human Resource Development – 2002 - 2004.

### **National (US and Kenya)**

6. External Examiner University of Nairobi, Department of Educational Studies. Faculty of External Studies (Examiner in Educational Planning, Economics of Education and Educational Administration). 1999 – 2000.
7. External Examiner Catholic University of Eastern Africa, Nairobi, Department of Education 2000- 2001.
7. External Examiner, University of Eastern Africa, Baraton. (School of Education) 1999- 2002.
6. External Examiner, Egerton University. Department of Educational Administration and Planning - 2000-2001.
5. Member of the Fulbright Interviewing Panel for the Award of Doctoral training scholarships to be undertaken in the United States. 1999, 2000, 2001 Academic years.
4. Country Senior Examination Supervisor Institution of Fire Engineers (based in London, UK). 1999, 2000, 2001.
3. Country National Liaison Officer for Organization of Social Science in Eastern and Southern Africa, 2000-present.
2. Coordinator of Academy of Human Resource Development- Africa Region 1999 to present
1. Member of the Delta Pi Epsilon Executive Board, Arkansas Chapter -2001-2006.

### **University Service**

11. Member of the interdisciplinary grant-writing team of the Faculty Scholars for Inclusive Excellence (FSIE) led by the Associate Vice-Chancellor for Institutional Diversity and Education, University of Arkansas, 2007.
10. Served as a member of the Search Committee for the position of Director of Students Support Services. December 2003-March 2004. University of Arkansas.
9. Served as a member of the Search Committee for the position of Associate Director of the Enhanced Learning Center, University of Arkansas. March – May, 2003.
8. Served as a member of the Search Committee for the position of Coordinator of Tutorial Services at the Enhanced Learning Center (March – May, 2003). University of Arkansas.
7. Member of Faculty of Education Research and Grants Committee (2000-2001).
6. Member Faculty of Education Post-Graduate Committee (1999-2000).
5. Member of the Moi University Holding Company Planning Committee 2000.
4. Member of the Moi University Research Committee 1999-2001.
3. Member of the University Development Planning Committee (Appointed by the Vice-Chancellor Moi University) 1999-2001.
2. Member of the Commission of Higher Education's Moi University Performance Improvement Team - October 1999-2001.
1. Member of the Commercialization of Moi University Garage and Transport Services Committee - 2000.

#### **College Service**

8. Member of the Grievances Committee, College of Education and Human Development, Texas A&M University – Deans Ad hoc Committee – 2008.
7. Member of the Research Methods Certificate Committee, College of Education and Human Development, Texas A&M University – 2007.
6. Member of the College of Education Promotion and Tenure Committee, University of Arkansas – 2006-2007.
5. Member of the College of Education and Health Professions Faculty Council (Elected at large), University of Arkansas - 2002-2005.
4. Member of the National Council for Accreditation of Teacher Education (NCATE) Diversity Committee for the College of Education and Health Professions, University of Arkansas, 2003-2004.
3. Member of the Graduate Studies Committee, College of Education and Health Professions, University of Arkansas, August, 2001-2005.
2. Chair Faculty of Education Seminars Committee, Moi University, Kenya, 1999-2001.
1. Chair Faculty of Education Seminars Committee, Moi University, Kenya, 1999-2001.

#### **Departmental Service**

13. Chair of the Interdisciplinary Committee, Department of Educational Administration and Human Resource Development, Texas A&M University – 2007-2008.
12. Member of the Search Committee for Clinical Assistant Professor Position in HRD, Department of Educational Administration and Human Resource Development, Texas A & M University – 2007-2008.
11. Chair Department's Promotion Committee for Associate Professor Rank, University of Arkansas 2006-2007.
10. Chair department's Tenure Committee, University of Arkansas, 2006 -2007.

9. Served as a member of the search committee for professor position in the Department Fall-Summer 2005.
8. Served as a member of the search committee for three Clinical Assistant Professor positions in the department – Summer, 2004.
7. Served a member of the Search Committee for the position of Program/Project Specialist in the department – Fall, 2003.
6. Served as a member of the Graduate Task Force Committee in the department to redesign the entire masters and doctorate programs – Fall, 2003.
5. Served on the Committee that developed Guidelines for Doctoral Proposal Procedure.
4. Member of the Human Subjects Committee (2004-2006).
3. Served on the Committee that revised Teacher Education Program in the department.
2. Member of RHRC Graduate Admissions Committee (2002-2007).
1. Member of the Research Incentive Committee (2004-2006).

### **Service to the Community**

5. Member of the PTA – Asbell Elementary School, 2001-2007.
4. PTO member – Ramay Junior High, 2002-2007.
3. Presenter of Radio Programs on Training, Evaluation, Workplace Learning, Lifelong Learning, Distance Learning and Innovative Teaching Strategies: Radio SAYERE, Kenya (2000-2001).
2. Member of Board of Governors, St. Stephens Namulungu High School, Kenya 2000-2001.
1. Provided consultancy services in HRD in Kenya, 1998-2001.

### **TEACHING (See attachment for course evaluations)**

Courses Taught – Texas A&M University

EHRD 690: Statistics 1\*\*

EHRD 618: Evaluation Models in HRD\*+

#### Courses Taught – University of Arkansas<sup>3</sup>

WDED 5776: Entrepreneurship Dev.\*\*+

WDED 5523: Diversity Issues & Globalization\*+

WDED 5575: Program Evaluation\*

VAED 3403: Employment Law in HRD\*+

VOED 5993: Program Management\*

WDED 5333: Performance Improvement\*+

VAED 6993: Research in VAED (Doctoral Course on Research Methods)\*\*+

VAED 5106: Internship (Teacher Interns)\*\*

VAED 4013: Presentation Techniques\*\*

VOED 4803: Keyboarding II\*\*

VAED 6403: Special Topics in HRD (Reframing Organizations)\*\*

VOED 5113: Lab Management\*\*

VAED 6993: Workshop: Statistics in VAED (Doctoral Statistics Course)\*\*+

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<sup>3</sup> (Key: \* Fully on-line course; \*\* Traditional Class + Developed the course)

### Courses Taught – Moi University

PAC 848: Demand for and Supply of Education\*\*  
PAC 851: Efficiency and Equity in Education\*\*  
PAC 852: Financing Education\*\*  
PAC 821: Advanced Research Design & Methodology\*\*  
PAC 842: Cost - Benefit Analysis in Education\*\*  
PAC 843: Quantitative Analysis in Educational Planning\*\*+  
IRD 902: Managing Human Resource Function\*\*+  
IRD 903: Program Evaluation\*\*+  
IRD 904: Needs Assessment in Training & Development\*\*+  
PAC 820: Advanced Educational Statistics\*\*  
IRD 305: Entrepreneurship Development\*\*+  
PAC 412: Planning and Economics of Education\*\*+

### Student Advising

#### **Texas A&M University (Fall 2007 – Present)**

##### **Chair of Doctoral Committee**

<i>Student</i>	<i>Program</i>	<i>Status</i>
1. Solis, Lionel- Ph.D. candidate	EHRD	Passed Prelims

##### **Co-chair of Doctoral Committee with Dr. Homer Tolson**

<i>Student</i>	<i>Program</i>	<i>Status</i>
4. Robin Smith Mathis	EHRD	Passed Prelims
3. Jie, K	EHRD	Passed Prelims
2. Hernandez, Margaret	EHRD	Passed Prelims
1. Adair, Eugene Tom	EHRD	Preparing for Prelims

##### **Member of Doctoral Dissertation Committee**

<i>Student</i>	<i>Program</i>	<i>Status</i>
5. Charita Ray-Blakely	EHRD	Preparing for Prelims
4. Rochell McWhorter	EHRD	Preparing for Prelims
3. Carlos Molina	EHRD	Preparing for Prelims
2. Seeja Mary Devassy	EHRD	Preparing for defense
1. Pamela Hopkins	EHRD	Passed Prelims

##### **Masters Committee Chair**

<i>Student</i>	<i>Program</i>	<i>Status</i>
4. Melisa Smith	EHRD	Enrolled
3. Janghoon Seo	EHRD	Enrolled
2. Marvin Moss	EHRD	Enrolled
1. Christie Benefield	EHRD	Enrolled

### University of Arkansas - (Spring 2001 – July 2007)

## Chair of Completed Doctoral Dissertations Ed.D. and Ph.D.

5. Nancy Hairston (2007). Employees Attitude towards E-learning: Implications for Policy in Industry Environments. – Ph.D. (Graduated May, 2007). Director of Non-credit Studies, School of Continuing Education and Academic Outreach, University of Arkansas, Fayetteville, AR.
4. Carroll, M. Graham (2006). Organizational learning entrepreneurship and evaluative inquiry mechanisms of small and medium-size business enterprises. Graduated, May, 2006. Assistant Professor, University of Arkansas, Fayetteville, AR.
3. Jackie McMorris (2005). Leadership and organizational change: A case study of a fast growing county in the South East of the United States. Graduated May, 2005.
2. Martha Pendleton (2005). Study of the perceptions of John Brown University Advanced Degree Completion Program Adjunct Faculty Regarding their Professional Development Needs. Graduated May, 2005. Director of Marketing, Mercy Hospital, Rogers, Arkansas.
1. Angela Williams (2005). Examining the effectiveness of academic and social support services on student outcomes at a four-year institution in Arkansas. Graduated, December, 2005. Assistant Director, Career Development Center, University of Arkansas.

### Member of Doctoral Dissertation Committee 2003- 2007

<i>Student</i>	<i>Program</i>	<i>Status</i>
13. Terri Dawn Owens	Ed.D.	Graduated ('07)
12. Kenda S. Grover	Ed.D.	Graduated ('03)
11. Denise L. Hoy	Ed.D.	Graduated ('05)
10. Donna L. Meigs	Ed.D.	Graduated ('06)
9. Cynthia, Hill	Ed.D.	Graduated ('05)
8. Gaynell Green	Ed.D.	Graduated ('04)
7. Flint W. Harris	Ed.D.	Graduated ('05)
6. Tracy Gibson	Ed.D.	Graduated ('05)
5. Angela Blankenship	Ed.D.	Graduated ('05)
4. Huang Gene	Ed.D.	Graduated ('04)
3. Walter Scott	Ed.D.	Graduated ('06)
2. Deniece Honeycutt	Ed. D.	Writing Dissertation
1. LaTonya Flyod	Ed.D.	Writing Dissertation

### Chair of Masters Committee 2002- 2007

<i>Student</i>	<i>Program</i>	<i>Status</i>
23. Nerva Copeland	M.Ed	Graduated
22. Loggains Danny	M.Ed	Graduated
21. Karla Clark	M.Ed	Graduated
20. Cynthia Higginbotham	M.Ed	Graduated
19. Batey Tonya	M.Ed	Graduated
18. Philips Connie	M.Ed	Graduated
17. Gibson Tracy	M.Ed	Graduated
16. Tribulak-Giese Annette	M.Ed	Graduated
15. Tetlow Renee	M.Ed	Graduated
14. Ridneoure Shirley	M.Ed	Graduated

13. Michelle Cooper	M.Ed	Graduated
12. Johnson Debra Susan	M.Ed	Graduated
11. Bengs, Terrie	M.Ed	Graduated
10. Campbell Carvis	M.Ed	Graduated
9. Shackfleford Cindy	M.Ed	Graduated
8. Graves Pammy	M.Ed	Graduated
7. Cody James Rose	M.Ed	Graduated
6. Lively Debra	M.Ed	Graduated
5. Kessler Korla J.	M.Ed	Graduated
4. Terrie Bengs	M.Ed	Graduated
3. Bock Lilian	M.Ed	Graduated
2. Tara Orr	M.A.T	Graduated
1. Samantha Cooksey	M.A.T.	Graduated

#### Member of Masters Committee 2002-2007

<i>Student</i>	<i>Program</i>	<i>Status</i>
20. Echols Susan M.	M.A.T.	Graduated
19. McBride Jared	M.A.T.	Graduated
18. Smothers Laurie	M.A.T.	Graduated
17. Lavender James	M.A.T.	Graduated
16. Hall Rhonda	M.A.T.	Graduated
15. Crow Gregory	M.A.T.	Graduated
14. Dickard Barbara	M.A.T.	Graduated
13. Lileith Achey	M.Ed	Graduated
12. Hazel Smith	M.Ed	Graduated
11. Paula Curry	M.A.T.	Graduated
10. Sheri Deaton	M.A.T.	Graduated
9. Terri Owen	M.A.T.	Graduated
8. Judith Tompkins	M.Ed	Graduated
7. Charonda M.	M.Ed	Graduated
6. Mandilynn Collyar	M.A.T.	Graduated
5. Tarah Steele	M.A.T.	Graduated
4. Misty Pate	M.A.T.	Graduated
3. Barbara J. Rademacher	M.Ed	Graduated
2. Karma Weiss	M.A.T.	Graduated
1. Dawn Green	M.A.T.	Graduated

#### **Undergraduate Advising, University of Arkansas 2001 – 2005**

- Advisor to business education undergraduate students. Average of 60 students a year, fall -2001 - fall, 2005.

#### **M.Ed. Theses Supervised while at Moi University Kenya 1992- 2001**

13. Kosgei, Z. (2001). Economies of scale in the operation of secondary schools in Nandi District. Currently a Lecturer, Moi University, Kenya.
12. Kamundi, S. M. R. (2001). Factors influencing the performance of Kenya Certificate of

- Primary Education (KCPE) Examination: A Case of Tharaka District.
11. Kirprop, J. (2001). Alternative strategies of financing secondary schools in Nandi District.
  10. Nyaribo, J. (2001). Determining production functions in Kisii District Secondary Schools.
  9. Mitei, R. K. (2001). An evaluation of distance learning: A Case of the Military Science Program in Kenya Executive Training Officer, the Kenya Navy.
  8. Onyango, J. O. (2001). Factors affecting growth of fishing industry in Kenya: A Case of small scale fishermen in Bondo District.
  7. Nyandusi, O. M. (2000). Employer's perception of secondary school leavers in Kenya.
  6. Mwema, W. G. (2000). A study on efficiency in the training of primary school teachers in Kenya: A case of Coast Province. Program coordinator with the British Council.
  5. Makura, P. M. (1998). Teacher wastage among trained graduate teachers in Kenyan Secondary Schools: A Case of Nairobi Province. (1998).
  4. Muganda, B. N. (1997). The effects of dropping out of secondary education among girls in Kenya: A case of Shinyalu Division, Kakamega District. Currently an educational planner with the Commission of Higher Education, Nairobi, Kenya. Holds a PhD, from Greece.
  3. Ngala, M. A. (1996). Economies of scale in the operation of youth polytechnics: A case of Homabay and case of Eldoret Municipality, Kenya. Migori Districts. (1996). Currently a Lecturer and Dean of students, Catholic University of Eastern Africa.
  2. Olweya, J. (1996). Education wastage among girls in Kenyan Secondary schools: A case of HomaBay District. Currently works with United Nations Development Program as training policy adviser, New York Office.
  1. Nginye, D. M. (1996). The equity in enrollment by gender and Administrative Divisions: A Study of Primary Schools in Kirinyaga District. Currently a high school principal of a leading school in Central Kenya.

**Served as External Examiner for the following Ph.D. Dissertations 2005 - 2007**

2. Ouma, G. W. (2007). Reducing resource dependence on government funding: The case of Public universities in Kenya and South Africa. University of Cape Town, South Africa. Report Submitted May 11, 2007. Degree awarded June 15, 2007. Graduate currently a visiting professor at Western Cape University.
1. Kitainge, M. K. (2005). Balancing the forces: the development of relevant training that aligns to the work demands in automotive retail, service and repair industries in Australia and Kenya” A PhD thesis, Royale Melbourne Institute of Technology, RMIT University, Melbourne, Australia. Report submitted July 8, 2005. Graduate currently a senior lecturer at Moi University, Kenya.

**Served as External Examiner for the following M.Ed Theses at Moi University, 1996 – 2001**

8. Jepkemboi, J. (2001). The influence of child rearing practices on practice performance: The case of Eldoret Municipality.
6. Ojwan'g, M. A. (2000). Women and leadership positions in higher education in Kenya. University of Eastern Africa Baraton. School of Education
5. Amimo, C. A. (2000). Homework concerns, preferences and academic performance of social education and ethics students in day secondary schools in Nandi District, Kenya. University of Eastern Africa Baraton. School of Education.
4. Kinuthia B. N. (2000). Practical agriculture teaching in secondary schools: A case of Kapsabet

and Kosirai Divisions of Nandi District in Kenya. University of Eastern Africa Baraton. School of Education.

3. Makunja, C. (2000). Teacher competence in instructional design: A Case of Bungoma District.
2. Njagi, N. J. (2000). The distribution of examination questions along the cognitive domain: An analysis of the 8:4:4 K.C.S.E. Examination.
1. Kimani, M. M. (1996). Financing of learning resource centers in primary teachers' colleges in Kenya: A case Study of Mosoriot Teachers' College.

### **PROFESSIONAL DEVELOPMENT ACTIVITIES**

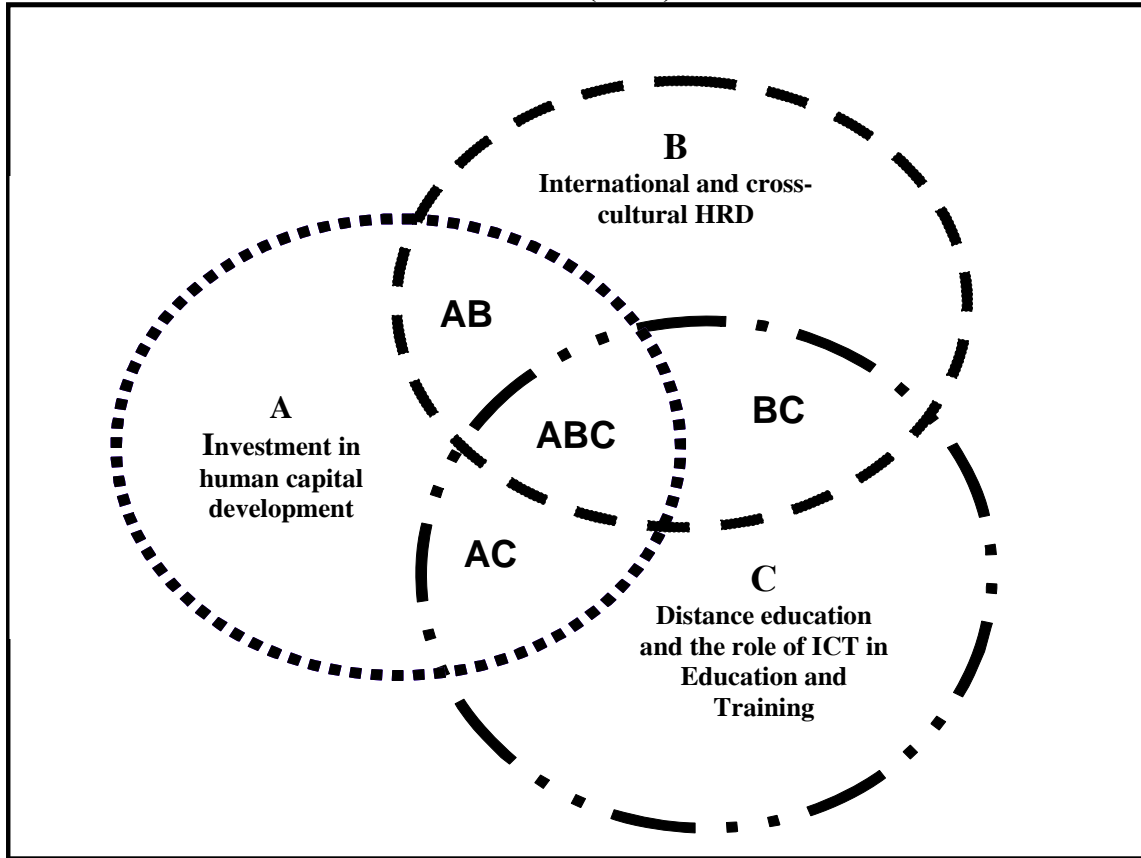
32. Attended E-learning Blackboard vista 4.0 training workshop. On the theme – How to prepare On-Line Learning Modules and Evaluations. Organized by Instructional by Technology Services, Texas A&M University. January 10, 2008.
31. Attended E-learning Blackboard vista 4.0 training workshop. Organized by Instructional by Technology Services, Texas A&M University. January 4, 2008.
30. Participated in a semester long grant writing training course which enabled me to develop a research proposal and submitted it for funding. Course offered in the fall 2007 and organized by the Office of the Vice President for research, Texas A&M University.
29. Grant Writing, training workshop for new faculty organized by the Office of the Vice President for research, Texas A&M University. September 14, 2007.
27. Attended a two day grant writing workshop, Held at the School of Continuing Education and Academic Outreach, University of Arkansas, May 14 – 15, 2007.
26. Attended a one day workshop on the theme 101 Great Ideas for Recruiting Graduate Students. Workshop conducted by Graduate & Professional School Enrollment Management Corporation. Held at School of continuing Education and Academic Outreach, University of Arkansas, Fayetteville. March 28, 2007.
25. Attended a workshop on infusing diversity into the classroom. Organized by the office of Institutional Diversity and Education, University of Arkansas. Held at Mullins Library, March 12, 2007.
24. Attended lecture series organized by the department of Education Reform – Guest Speaker David Ferrero from Bill and Melinda Gates Foundation, January 26, 2007.
23. Attended Seminar on the theme: Ethics - - A wake-up call for professionals. Presentation by Patrick Kuhse. Springdale Holiday Inn Convention Center, Arkansas, October 12, 2006.
22. Attended Research in Progress Seminars (RIP) – Jointly sponsored by the College of Education and Health Professions and the Fulbright College of Arts and Sciences, September and October, 2005.
21. Attended National Science Foundation Conference on Grant Writing at Washington State University. St. Louis Missouri. October 4-5, 2004.
20. Attended the Arkansas Business Education Annual Conference on the theme: “Taking Care of Our Business” (August 3-4, 2004 at Northwest Arkansas Convention Center, Springdale). Honored - Arkansas Business Education of the Year Award.
19. Attended a conference organized by Genesis Technology Incubator on the theme: Proposal writing for Small Business Innovative Ventures at the Genesis Technology Center (May 15, 2003).

18. Attended a Research in Progress Seminar (RIP) organized by Public Policy Study Program. At the Fulbright College of Arts and sciences, University of Arkansas. May 1, 2003.
17. Participated as a panel discussant during the “Faces of Diversity” meeting sponsored by the College of Education and Health Professions and the Office of Multicultural Student Services on the topic “Successful Men in Academia” held at the Multicultural Center, University of Arkansas. February 13, 2003.
16. Attended a training workshop on how to administer Web-based survey organized by Perseus Development Corporation in Boston. November 13 – 16, 2002.
15. Attended Arkansas Business Education Association Annual Conference on the theme: Come on Board with ABEA! Held at Clarion Resort on the Lake, Hot Springs, Arkansas July 30-31.
14. Attended Arkansas Association for Career and Technical Education annual professional development conference sponsored by the Arkansas Department of Workforce Education and the Arkansas Association for Career and Technical Education on the theme: “Careers under construction”. Held at Hot Springs, Arkansas, July 29-30, 2002.
13. Attended the 19<sup>th</sup> Annual Ozark Mountain Business Marketing Education Conference on the theme: “Business Education: Keeping America Strong.” Sponsored by Gamma Pi Chapter, DPE and the University of Arkansas. Used the opportunity to administer a research questionnaire for business educators on the use of resources and self-directed learning. Held at Clarion Inn, Fayetteville, Arkansas, July 12, 2002.
12. Attended Arkansas Distance Learning workshop on the theme: The Arkansas Distance Education. Conference: New Challenges, New Opportunities. Sponsored by College of Engineering, Walton College of Business, Bumpers College of Agriculture, Food and Life Sciences, College of Education and Health Professions, School of Law, Division of Continuing Education, University Libraries and Computing Services. Held at Walton Business College, University of Arkansas. January 10, 2002.
11. Participated in a Path wise Training workshop for evaluation of Interns, organized by Educational Testing Service (ETS). At College of Education & Health Professions, University of Arkansas. November 8-9, 2001.
10. Attended a Grant writing workshop organized by U.S. Department of Education for Fund for Improvement of Post-secondary Education. Chicago. November 5- 6, 2001.
9. Resource person to the School Principal’s Annual Association Professional meeting presented a paper entitled: "Financing Education in Kenya for Retention". Held at Kitale Technical Training Institute. May 23 - 25, 2001.
8. Attended the 14<sup>th</sup> Annual Meeting of the International Agricultural and Extension Education, Tucson Arizona, April 16-18, 1999. Tape-recorded conference proceedings and delegate interviews, transcribed the tapes and wrote reports.
7. Attended a seminar for foreign Fulbright graduate students studying at Midwest and Southern universities on the theme “*Governing Cities in a Time of Change*”. Days Inn Chicago, April 10-13, 1997.
6. Attended a Fulbright orientation workshop at University of Pennsylvania, Philadelphia, July, 26- August 20, 1996.
5. Attended a Workshop for Winners of 10th Organization for *Social Sciences in Eastern and Southern Africa* Social Science competition Held at Sodere, Addis Ababa Ethiopia 8-11 May 1996.

4. Attended a conference organized by Kenya United States Association (KUSA) and sponsored by *United States Information Agency (USIS) Nairobi Office*. Held at United States International University - Africa 11 - 12 April 1996.
3. Attended a Workshop on the Theme: The Role of Small and Intermediate Sized Enterprises in African Development and Industrialization. Sponsored by *Center For Development Research Copenhagen and Institute For Development Studies, University of Nairobi Research Collaboration*. Held at Hotel Sirikwa. 21-23 March,
2. Attended an international workshop on the Theme: The Role of Small and *Intermediate-sized Enterprises in African Development and Industrialization*. Presented a Research Proposal and participated in proposal and research writing Skills sessions. Organized by the *Institute for Development Studies (IDS)* of the University of Nairobi in collaboration with the *Centre for Development Research (CDR)* Copenhagen. 6th. -8th, February, 1995 Nairobi.
1. Attended a Workshop organized by IDS of University of Nairobi in Collaboration with Center for Development Research Copenhagen, on the theme: "Gender Analysis as a Conceptual Framework for Research on Women in Small Scale Enterprise." Sirikwa Hotel, Eldoret, Kenya, October 14, 1995.

# OVERVIEW OF RESEARCH FOCUS and TOPICS

## Investment in Human Capital Development in Complex, Diverse and Global Settings (ABC)



A. Investment in human capital and development	B. International and Cross-Cultural HRD	C. Distance education and the role of ICT in Education and Training

<p>1. Human capital theory, social capital theory and development</p>	<p>1. Ubuntu philosophy and adult learning</p>	<p>1. Place of E-learning in African Higher Education</p>
<p>2. Innovations in Financing of Educational Institutions &amp; Programs</p> <p>3. Performance Improvement</p> <p>4. Efficiency of education</p>	<p>2. Foundations of Adult learning in Africa</p>	<p>2. Design and successful delivery of E-learning programs</p> <p>3. Evaluation of investment in education programs</p>

### Key

- Publications – Books, book chapters, journal articles
- Publications – manuscripts in progress/under review/under revision
- Publications – edited Proceedings
- Publications – book in progress
- Funded Research – in progress
- Funding being or to be sought
- Involves international, collaborative and comparative research work
- Research emphasis 2001 to 2007 – areas of emphases are interlinked and inform each other