

Curriculum Vitae

Robert Mayfield Yawson

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Faculty Profile: <https://www.qu.edu/student-resources/directory/staff.69501.html>

EDUCATIONAL BACKGROUND

PhD in Organizational Leadership, Policy and Development, University of Minnesota, 2009– 2013

Master of Science in Science, Technology and Environmental Policy, Hubert H. Humphrey School of Public Affairs, University of Minnesota, 2007 - 2009

Post Graduate Certificate in Food Management, Hebrew University of Jerusalem, Rehovot, Israel, 2000 - 2001

Master of Philosophy (MPhil) in Biochemistry, University of Ghana, Legon, Ghana, 1995 - 1997

Bachelor of Science (Honors) in Biochemistry with Chemistry, University of Ghana, Legon, Ghana, 1989 - 1992

General Certificate of Education, Advanced and Ordinary Levels, Winneba Secondary School and Sixth-form College, Ghana, 1981 - 1988

PROFESSIONAL AND WORK EXPERIENCE

SCHOOL OF BUSINESS, QUINNIPIAC UNIVERSITY.

Tenured Associate Professor of Management, 03/18/2019 – To Date

Assistant Professor of Management, 07/1/2013 – 03/18/2019

TEACHING

- OL610 Power and Politics of Leadership Communication
- OL615 Leadership Across Boundaries
- OL630 Performance Management
- OL650 Leading Organizational Change
- OL662 Ethics & Governance
- OL681 Leadership in Human Resources
- OL686 Leading Public Service Organizations
- OL687 Strategic Planning for Public Service Organizations
- OL690 Leadership Consulting Capstone

Course Proposals Approved

- BBA 310 Advanced Business Communication
- BBA 330 Social Media for the Business Professional
- BBA 3XX Leadership
- BBA 410 Career Advancement and Organizational Presence
- BBA 440 Change Management
- MG 300 Introduction to Nonprofit Management

RESEARCH

My current research is on using the "wicked problem construct" for leading organizational development and change; and also using systems approach to human resource development for emerging technologies – Specifically Nanotechnology.

- [My Google Scholar Citation Index](#)
- [My Publications Listed on Scopus](#)
- [Publications in the Social Science Research Network](#)
- [ORCID Profile](#)
- [Academia.edu Webpage](#)
- [Scholarly Impact on Publons](#)

SERVICE

Professional service

- **Member of the Board of Directors**, Eastern Academy of Management (EAM), 2019 - 2022
- **Associate Editor**, *Human Resource Development Quarterly* (HRDQ), 2019 - 2022
- **Associate Editor**, the *International Journal of Business and Systems Research* (IJBSR), 2019 – 2023
- **Editorial Board Member**, *Advances in Developing Human Resources* (ADHR), 2018 - 2022
- **Member of the Board of Directors**, Academy of Human Resource Development (AHRD), 2018 – 2021.
- **Chair**, Best Book Award Committee, Public and Non-Profit Division, Academy of Management, 2018 – 2019
- **Track Chair**, Leadership Track of the 56th Annual Conference of the Eastern Academy of Management
- **Co-Editor**, *Organization Management Journal*, 2017 - 2020
- **Program Chair**, 2018 AHRD International Research Conference in the Americas.
- **Associate Editor**, Social Issues in Management Division, Annual Academy of Management Conferences
- **Proceedings Editor**, 2017 AHRD International Research Conference in the Americas.
- **Articles Editor**, *SageOpen* Journal, 2016 to Date
- **Track Chair**, Business Strategy Track of the 54th Annual Conference of the Eastern Academy of Management
- **Grant Applications Reviewer**, Israeli Ministry of Science, Technology, and Space, 2015.
- **Associate Proceedings Editor**, 2016 AHRD International Research Conference in the Americas.
- **Track Chair**, Organizational Development & Change Track of the 2015 AHRD International Research Conference in the Americas.
- **Editorial Board Member**, the *International Journal of Business and Systems Research* (IJBSR), 2014 - 2018
- **Member** of the Wayne R. Pace Book of the Year Committee of the Academy of Human Resource Development, 2014 - 2020
- **Invited Keynote Speaker** for 2015 OLPD Research Conference, University of Minnesota, Minneapolis, MN. February 28, 2015
- **Reviewer** of seven Book Proposals for the following Publishers: Palgrave Macmillan; SAGE Publications Inc.; Routledge, Taylor and Francis; CQ Press,
- **Peer Reviewer** of scholarly manuscripts for fourteen leading Journals and the following Conferences: ([Please see my Reviewer Acknowledgement on Publons](#))
 - The Academy of Human Resource Development (AHRD) Annual Conferences in the Americas
 - The Academy of Management (AOM) Annual Conferences
 - The International Leadership Association (ILA) Annual Global Conferences
 - The Eastern Academy of Management (EAM) Annual Conference
 - The Organizational Behavior Teaching Conference (OBTC)
 - Career and Technical Education Research and Professional Development Conference
- As a member of the Wayne R. Pace Book of the Year Committee of the Academy of Human Resource Development, I have reviewed 35 books for the award in five consecutive years:
- As the Chair of the Best Book Award Committee of the Public and Nonprofit Division of the Academy of Management, I reviewed 12 Books for the Award.

Service to Quinnipiac University

- Member, Learning Assessment Council, 2019 to Date
- Chair, University Education Committee (UEC), 2018 to Date
- Faculty Director, ePortfolios Across the Curriculum Initiative, 2017 - Date
- Member, University Senate, 2017 – Date
- Member, Research Policies Committee, 2017 - Date
- Chair, UC Capstone Proposal Review Subcommittee, 2016 - 2017
- Member Subcommittee to develop strategies for review/support of UC “I” courses, 2016
- Member University Education Committee (UEC) 2015 - 2018
- Summer Grant Applications Reviewer for the Frank Netter, MD School of Medicine, 2016 , 2018
- Reviewer for the 2015 Scholarship of Teaching and Learning Award, 2015
- Member Global Public Health Oversight Committee, Quinnipiac University, Spring/Summer, 2014

Service to the School of Business, Quinnipiac University

- Member SoB Ad Hoc Committee for the UC Integrative Capstone 2016
- Member SoB Emotional Intelligence Committee, 2015 to 2016
- Member BBA-Degree Completion Implementation Ad-Hoc Committee 2015 to 2016
- Member Search Committee for Associate Dean of Graduate Programs, School of Business, 2015
- Graduate Assessment Coordinator, School of Business, Quinnipiac University, 2014-date
- *Ex-officio* Member, Graduate Curriculum Committee, 2014 to date

Service to the Department of Healthcare Management and Organizational Leadership

- Member Search Committee for Tenure-Track Assistant Professor in Healthcare Management 2016
- Member DEC for the 2nd-year reappointments of six Faculty Members
- Member DEC for the 4th-year reappointments of four Faculty Members
- Co-Chair Search Committee for Tenure-Track Assistant Professor in Management 2014
- Member Search Committee for Tenure-Track Assistant Professor in Healthcare Management 2013
- Member of MS in Organizational Leadership Program Assessment Team 2013

LECTURER, INSTRUCTOR & RESEARCH ASSISTANT, UNIVERSITY OF MINNESOTA *with appointments at the Department of Organizational Leadership, Policy and Development; Hubert H. Humphrey School of Public Affairs; and Department of Agronomy and Plant Genetics.*

09/01/2007 – 06/30/2013

Teaching

- OLPD 4627: Management and Supervisory Training and Development - Fall 2012
- OLPD 4426: Strategic Customer Relationship Management - Fall 2012, Spring 2013 - (2 sections); Summer 2013, Fall 2013
- HRD 5104: Systems Foundation of Human Resource Development – Fall 2010, Spring 2011
- BIE 3624: Sales Training - Fall 2010
- OLPD 3461: Professional Sales Management – Spring 2011 & 2012
- EDPA 3402/PA 3971: Leadership Field Experience (Social Entrepreneurship) – Spring & Fall 2011(3 sections)
- PA 5711: Science & Technology Policy – Spring 2010 (Teaching Assistant)
- CFANS 1901: Evaluating Starvation – Fall 2009 (Mentee Teacher)
- AGRO/APEC 4103: World Food Problems – Fall 2009 (Mentee Teacher)

Research

- Leadership, Management, Workforce and Policy Development for Agrifood Nanotechnology
- Research into making MN a Leader in Green Chemistry.
- Biosciences Industry Policy for Minnesota
- Research Support for a preparation of a Bill on Regenerative Medicine for the State of MN.

Service

- Member of the Organizing Committee of the 1st Green Chemistry Conference in Minnesota and the Co-editor of the proceedings of the conference.
- Conference Committee member/Conference Manager: Third Minnesota Symposium on Disability Studies: *Perspectives: Past, Present and Future of Disability Studies*, Fergusson Hall, July 27 - 28, 2012, University of Minnesota, MN
- Conference Committee member/Conference Manager: Second Minnesota Symposium on Disability Studies: *Disability and Identity in the 21st Century*, Fergusson Hall, July 29 -31, 2011, University of Minnesota, MN
- Conference Committee member/Conference Manager: [First Minnesota Symposium on Disability Studies: Disability Studies and Inclusive Education](#), Fergusson Hall, July 23 -25, 2010, University of Minnesota, MN
- Conference Committee member: [Leadership Can Be Taught Symposium: The Artistry of Using Adaptive Leadership with Undergraduates and Emerging Professionals](#). July 20-22nd, 2011, Minneapolis, MN.
- Member - Tactile Acuity Scholarship of Teaching and Learning Committee
- Member - Mixed Methods Interdisciplinary Research Committee
- Member: UMN as Strength-Based Campus Research Committee

SENIOR RESEARCH FELLOW, PARTNERS FOR CHANGE. 12/20/2009 – 05/01/2013

Part of a team that unites advocates, academics, and thought leaders across disciplines to advance best practices in global change through research, executive education, communications, and coaching. Helps clients achieve excellence in giving through research and strategy planning, portfolio management, strategic learning and evaluation. Builds a new community of philanthropic donors to leverage innovative foundation initiatives. Organizational Effectiveness

RESEARCH ANALYST, BIOBUSINESS ALLIANCE OF MINNESOTA, 03/09/2008- 01/29/2009

Member of a team that prepared a Bioscience Vision 2025 document for the State of Minnesota. As part of the Destination 2025 Team I co-authored Industry White Papers on Food and Animal Health. I also co-authored the Food and Animal Health Vision Documents for the State of Minnesota.

SENIOR SCIENTIFIC SECRETARY/HEAD OF ADMINISTRATION, CSIR - FOOD RESEARCH INSTITUTE, ACCRA, GHANA. 01/04/1999 -08/24/2007

- Member of project teams for several multilateral and bilateral sponsored research programs in Ghana and Africa
- Consulted for the World Bank and the United Nations Food and Agriculture Organization
- Participated and presented edited papers in over ten international conferences.
- Presided over the highest level of refereed journal publications in the history of the institute from 2001-2006
- Prepared and Edited 7 Annual Reports and Several National Projects Documents
- Team leader in Institutionalizing the use of Performance Measurement as a the Management Framework for the Institute and the use of the Balanced Scorecard in a public organization
- Team Leader in the preparation of the FRI 5-year Strategic Plan 2003 - 2008
- Supervise the relocation of the entire Institute from Broz Tito to South Legon, Ghana.
- Played a key role in getting the Institute Accredited to ISO/IEC 17025 Standards

GENERAL MANAGER, ANIMENS INDUSTRIES LTD., TAKORADI, GHANA. 03/09/1998-01/03/1999

- Responsible for the overall administration of the company with staff strength of 75
- In charge of co-coordinating the activities of all heads of department
- Responsible for production, procurement, sales and finances of the company and achieved highest production in the history of the company to that time--16 tons per month--with consistent 13% to 20% profit contribution. I also re-negotiated a \$200,000 BAF Loan with the Non-Performing Asset Recovery Taskforce (NPART) from the original 5-year pay period to 8 years
- Development of new market with the view of expanding the market with the aim of increasing sales at all times and successfully expanded the markets to Cote d'Ivoire, Togo and Burkina Faso and also reopened the Offices in Accra and Kumasi in Ghana

RESEARCH ASSISTANT, BIO-RESOURCES INTERNATIONAL (GHANA) LTD. 09/01/1995 -03/01/1998

Research & Development of Local Biological Raw Materials for Export. Assisted with the isolation, purification, and characterization of the naturally occurring glycoprotein – Miraculin. Personally led the crystallization of Miraculin

QUALITY CONTROL OFFICER, S.C. JOHNSON WAX (GHANA) LTD. 09/01/1993-08/31/1995

Research & Development of New Products; Quality Assurance & Workshop Supervision; Implementation, Monitoring & Evaluation of Programs and Policies on Pollution. Re-formulated the popular brand *Crusade Antiseptic* by substituting the use of castor oil which was imported with coconut oil, reducing the production cost by 48.3%; Formulated the popular Village Fresh *Alata Samina* (Soap) for Getrade (Ghana) Ltd; and assisted with the afforestation project around the factory

**TUTOR, WESLEY GIRLS HIGH SCHOOL & SIXTHFORM COLLEGE, CAPE COAST GHANA
08/01/1992 -08/31/1993**

Taught chemistry at both the high school and sixth form levels
Led many extra-curricular activities.

RESEARCH AND PUBLICATIONS

- Participated in over 65 International Conferences
- Edited the Proceedings and Reports of Eight International Conferences and Workshops
- Reviewer for several Academic Journals
- Have over 70 Academic Publications including 24 scholarly journal papers.

Publications

Peer-Reviewed Journal Publications

1. Osafo, E. & Yawson, R. M. (2019). The role of HRD in university - community partnership for leadership development. *European Journal of Training & Development*. <https://doi.org/10.1108/EJTD-12-2018-0119>
2. Woldeab, D., Yawson, R. M., & Woldeab, I. C. (2019). Work and Occupational Profile of Eastern African Immigrants in the United States: A Historical Overview. *Human Resource Development International*. 22(3), 305 – 315. <https://doi.org/10.1080/13678868.2019.1570480>
3. Yawson, R.M., Peterson, G. and Johnson-Kanda, I. (2019). Collective impact: dialogue at the interface of the colliding systems of philanthropy. *World Review of Entrepreneurship, Management and Sustainable Development*. <https://doi.org/10.1504/WREMSD.2019.10018944>
4. Peterson, G., Yawson, R. M., Sherman, J. & Johnson-Kanda, I. (2018). A Systems Model of Using the Deliberate Leadership Framework for Addressing Wicked Problems. *Int. J. Business and Systems Research*, 12(3), 262-289. DOI 10.1504/IJBSR.2018.10010536
5. Yawson, R. M. (2017). Systematic Review to Identify Skill Needs for Agrifood Nanotechnology Workforce. *Career and Technical Education Research*, 42(3), 149 – 181. DOI: 10.5328/cter42.3.149.
6. Milde, K. & Yawson, R. M. (2017). Strategies for Social Media Use in Nonprofits. *Journal of Management Policy and Practice*. 18(1): 19-27.
7. Yawson, R. M., & Greiman, B. C. (2017). Strategic Flexibility Analysis of Agrifood Nanotechnology Skill Needs Identification. *Technological Forecasting & Social Change*. 118(C), 184 - 194. DOI: 10.1016/j.techfore.2017.02.019
8. Yawson, R. M. (2016). The Importance of Multimethods and Mixed Methods Research in Understanding Complexity in Leadership. *Int. J. of Complexity in Leadership and Management*. 3(4), 261-277. DOI: 10.1504/ijclm.2016.10008000
9. Yawson, R. M. & Greiman, B. C. (2016). A Systems Approach to Identify Skill Needs for Agrifood Nanotechnology: A Multiphase Mixed Methods Study. *Human Resource Development Quarterly*, 27(4), 517–545. DOI: 10.1002/hrdq.21266.
10. Yawson, R.M. (2015) ‘The ‘wicked problem construct’ for organizational leadership and development, *Int. J. Business and Systems Research*, 9(1), 67-85. DOI: 10.1504/IJBSR.2015.066812
11. Yawson, R. M. (2014). The Theory and Practice of Case-in-Point Teaching of Organizational Leadership. *American Journal of Management*, 14(1-2), 72–81.
12. Yawson, R. M. (2013). Systems Theory and Thinking as a Foundational Theory in Human Resource Development – A Myth or Reality? *Human Resource Development Review*. 12(1), 53 – 83. DOI: 10.1177/1534484312461634
13. Yawson, R. M. (2012). An epistemological framework for nanoscience and nanotechnology literacy. *International Journal of Technology and Design Education*, 22(3):297 - 310. DOI: 10.1007/s10798-010-9145-1.
14. Quaye, W., Yawson, R., Ayeh, E., & Yawson, I. (2012). Climate change and food security: The role of biotechnology. *African Journal of Food, Agriculture, Nutrition and Development*, 12(5), 6354–6364.
15. Yawson, R. M. (2011). Africa’s Nanofuture: The Importance of Regionalism. *International Journal of Nanotechnology*, 8(6): 420 - 436. DOI: 10.1504/IJNT.2011.040185.
16. Yawson, R. M. (2011). Historical Antecedents as Precedents for Nanotechnology Vocational Education Training and Workforce Development. *Human Resource Development Review*, 10(4): 417- 430. DOI: 10.1177/1534484311413072.
17. Yawson, R. M. (2010). Skill needs and human resources development in the emerging field of nanotechnology. *Journal of Vocational Education & Training*, 62(3), 285-296. doi:10.1080/13636820.2010.499474.
18. Yawson, R. M., & Kuzma, J. (2010). Systems Mapping of Consumer Acceptance of Agrifood Nanotechnology. *Journal of Consumer Policy*, 33 (4), 299-322. DOI: 10.1007/s10603-010-9134-5

19. **Yawson, R. M.**, and Sutherland A. J. (2010). Institutionalizing Performance Management in R&D Organizations: Key Concepts and Aspects. *Journal of Social Sciences*, 22(3), 163-172. DOI: 10.1080/09718923.2010.11892797
20. Quaye, W., Yawson, I., **Yawson, R. M.**, & Williams, I. E. (2009). Acceptance of biotechnology and social-cultural implications in Ghana. *African Journal of Biotechnology*, 8 (9), 1997-2003. DOI: 10.4314/AJB.V8I9.60466
21. **Yawson, R. M.**, Quaye, W., Williams, I. E., & Yawson, I. (2008). A Stakeholder Approach to Investigating Public Perception and Attitudes towards Agricultural Biotechnology in Ghana. *Tailoring Biotechnologies*, 4(1/2), 55-70
22. **Yawson, R. M.**, Amoa-Awua, W. K., Sutherland A. J., Smith D. R., and Noamesi S. K. (2006). Developing a Performance Measurement Framework to Enhance the Impact Orientation of the Food Research Institute, Ghana. *R&D Management*, 36(2), 161 – 172. DOI: 10.1111/j.1467-9310.2006.00423.x
23. **Yawson, R. M.** (2005). Emerging Technologies and the Digital Divide -- Bridging the Gap, the case of Ghana. *World Forum Proceedings of the International Research Foundation for Development*, 3(1), 1-4.
24. **Yawson, R. M.** (2004). Agricultural Biotechnology, Poverty Reduction and Food Security in Ghana. *Biotech.Ghana*, 3(1), 7-8 ISSN 0855-6245

Case Study

1. Peterson, G., & Yawson, R. (2014). The Triple Bottom-Line and Investing for Impact: The Case of Afram Plains District of Ghana. *Case Centre*. Wellesley, MA: Case Centre. Reference #: 714-006-8. <http://www.thecasecentre.org/educators/products/view?id=119761>

Book Reviews in Peer-Reviewed Journals

1. **Yawson, R. M.** (2012). Leadership and Management Development: Developing Tomorrow's Managers. *Human Resource Development International*, 15(1), 131-134. DOI: 10.1080/13678868.2011.604957.
2. **Yawson, R. M.** (2011). Organizational Change: Themes and Issues. *Human Resource Development International*, 14(3), 363–366. DOI: 10.1080/13678868.2011.585072

Book Chapters

1. **Yawson, R. M.** (2017). Leadership Development in South Africa. In A. Ardichvili & D. Khalil (Eds.), *Leadership Development in Emerging Markets Economies* (1st ed., p 93-109.). New York: Palgrave Macmillan. http://doi.org/10.1057/978-1-137-58003-0_6
2. Osafo, E., & **Yawson, R. M.** (2017). Leadership Development in Ghana: A new look at an old concept. In A. Ardichvili & K. Dirani (Eds.), *Leadership Development in Emerging Markets Economies* (1st ed., pp. 211–229). New York: Palgrave Macmillan. http://doi.org/10.1057/978-1-137-58003-0_12

Hand Book Chapter

1. Peterson, G., & **Yawson, R.** (2010). Colliding Systems, the Top Trillion and the Bottom Billion. In: G. Peterson (Editor), *Wicked Problem Construct: Business and Social Sector Strategies for Global Change* (Ch. 5, pp 52 – 75). UK: Headwaters Group/Said Business School, Oxford University.

Contribution to a Book

1. Smith D. R. et al. (2002). *Institutionalizing Impact Orientation – Building a Performance Management Approach that Enhances the Impact Orientation of Research Organizations*. In: Smith D. R. and Sutherland, A. J. (eds.) ITDG Publishing, Chatham UK, NRI, Greenwich University

Peer Reviewed Conference Papers in Edited Proceedings

1. **Yawson, R. M.**, Sprinkle, T. A., Urick, M., & Johnson-Kanda, I. (2019). Using the World Café Approach for Class Discussion Participation and Engagement. In “*Teaching Agents for Positive Change*” *Proceedings of 46th MOBTS 2019 Conference*. Ramapo College, Mahwah, New Jersey: Management & Organization Behavior Teaching Society. June 5 – 8, 2018.
2. **Yawson, R. M.** (2019). Management and Human Resource Development of Nanotechnology Workforce: Dialogue at The Interface. In: *Proceedings of the 48th Northeast Decision Sciences Institute (NEDSI) Annual Conference*. Philadelphia, PA, USA, April 4-6, 2019.
3. **Yawson, R. M.** (2019). Human Resource Development and Executive Leadership Succession Planning in Nonprofits. In: *Evolving the Narrative of Business and Careers*. Proceedings of the 56th Annual Eastern Academy of Management Conference. Wilmington, DE. May 8 – 11, 2019. <https://doi.org/10.31124/advance.7910552>
4. Osafo, E., & **Yawson, R. M.** (2019). The ‘Dead Goat Syndrome’ in Organizations. *Proceedings of the 26th Annual AHRD International Conference in the Americas*. Louisville, KY. February 14 - 17, 2019.

5. Sprinkle T. A. & **Yawson, R.M.** (2018). Beyond Discussion Boards: Engagement Methods in the Online Classroom In: *Reflective Reinvention: Harnessing our Heritage to Reshape Management Education*. Proceedings of the 45th MOBTS Teaching Conference, Coastal Carolina University, Conway, South Carolina, June 6 - 9 2018.
6. Meixell, M., **Yawson, R.M.**, and Chowdhury, T. G (2018). Assurance of Learning: Developing Interventions for Continuous Improvement in Curriculum. In: Proceedings of the 47th Northeastern Decision Sciences Institute (NEDSI) Annual Conference! Pgs. 34 -36. April 12 -14, 2018. Providence, R.I.
7. **Yawson, R.M.** (2018). Avoiding Cognitive Biases in Managing Wicked Problems. In: Proceedings of the 47th Northeast Decision Sciences Institute (NEDSI) Annual Conference! Pgs. 37 – 39. April 12 -14, 2018. Providence, R.I.
8. Johnson-Kanda, I. & **Yawson, R. M.** (2018). Complex Adaptive Leadership for Organization and Human Development. In: *Impact: Making a difference through research, teaching & service*. Proceedings of the 55th Annual Eastern Academy of Management Conference, Providence, RI, May 2-5, 2018
9. **Yawson, R. M.**, Woldeab, D., & Osafo, E. (2018). Human Resource Development and the Internet of Things. In: *Proceedings of the 25th Annual AHRD International Conference in the Americas*. Richmond, VA. Feb 14 - 17, 2018.
10. Osafo, E. & **Yawson, R. M.** (2018). The Role of HRD in University - Community Partnership for Leadership Development. In: *Proceedings of the 25th Annual AHRD International Conference in the Americas*. Richmond, VA. Feb 14 - 17, 2018.
11. **Yawson, R. M.** (2017). The Tema Shipyard, Dry Dock Company Limited – A Leadership Consulting Lessons. In: *Manageable Conflict?* Proceedings of the 54th Annual Eastern Academy of Management Conference. Sheraton Inner Harbor Hotel, Baltimore MD. May 11 – 13 2017
12. **Yawson, R. M.**, Peterson, G., and Johnson-Kanda, I. (2017). Social Sector and Business Strategies for Complex Adaptive Change: Navigating the Changing Currents for Business Education. In: *Navigating the Changing Currents*. Proceedings of the 44th OBTC Teaching Conference for Management Educators, Providence College, Providence, Rhode Island. June 14 – 17, 2017
13. Osafo, E. & **Yawson, R. M.** (2017). Education and Human Resource Development in Ghana: The Need to Revisit Indigenous Forms. In: *Proceedings of the 24th Annual AHRD International Conference in the Americas*. San Antonio, TX. March 1 - 4, 2017.
14. Woldeab, D. & **Yawson, R. M.** (2017). Thinking beyond the Comparison of Online Versus Traditional Learning: A Systematic Review & Meta-Analysis. A poster In: *Proceedings of the 24th Annual AHRD International Conference in the Americas*. San Antonio, TX. March 2- 4, 2017.
15. Osafo, E. & **Yawson, R. M.** (2017). Taking a New Look at an Old Concept: A Review of Leadership Development in Ghana. In A. Ardichvili & D. Khalil (Eds.), Symposium on Leadership Development in Emerging Markets Economies. In: *Proceedings of the 24th Annual AHRD International Conference in the Americas*. San Antonio, TX. March 2- 4, 2017.
16. Sprinkle, T. A. & **Yawson, R. M.** (2016). One Original Post and Two Follow-Ons: An Online Discussion Board Roundtable. In: *United in Service*. Proceedings of the 43rd OBTC Teaching Conference for Management Educators, Walsh University, North Canton, Ohio. June 8– 11, 2016
17. **Yawson, R. M.** (2016). The importance of Multimethod and Mixed Methods Research Approach in HRD. A Case of a 'Skills Needs Identification Study.' In: *Theorizing, Knowledge, and Community: Exploring the Hidden Connections*. Proceedings of the 23rd Annual AHRD International Research Conference in the Americas. Jacksonville, FL, USA. February 18 - 21, 2014.
18. **Yawson, R. M.**, & Greiman, B. (2014). Stakeholder Analysis as Tool for Systems Approach Research in HRD. In: *Leading Human Resource Development through Research*. Proceedings of the 21st Annual AHRD International Research Conference in the Americas. Houston, Texas, USA. February 19 - 22, 2014. DOI: 10.13140/2.1.1269.0243
19. Amenumey, F., & **Yawson, R. M.** (2013). Conceptualization and Description of HRD in Ghana. In: *Celebrating 20 years of Leading HRD through Research*. Proceedings of the 20th Annual AHRD International Research Conference in the Americas. Arlington, VA (DC Metro), USA. February 14 - 16, 2013. DOI: 10.13140/2.1.2350.3680
20. **Yawson, R. M.** (2013). The Theory and Practice of Case-In-Point Teaching of Leadership in Human Resource Development. In: *Celebrating 20 years of Leading HRD through Research*. Proceedings of the 20th Annual AHRD International Research Conference in the Americas. Arlington, VA (DC Metro), USA. February 14 - 16, 2013. DOI: 10.13140/2.1.2088.2241

21. **Yawson, R. M.** (2013). The ‘Wicked Problem Construct’ as a Framework for Organizational Development and Change In: *Celebrating 20 years of Leading HRD through Research*. Proceedings of the 20th Annual AHRD International Research Conference in the Americas. Arlington, VA (DC Metro), USA. February 14 - 16, 2013. DOI: 10.13140/2.1.2874.6569
22. Ghandehari, S., & **Yawson, R. M.** (2012). Collectivism as a Moderator of Perceived Organizational Unfairness in Diverse Workplaces. In: *HRD and Technology: Exploring the Intersectionality*. Proceedings of AHRD 2012 International Research Conference in the Americas. (pp 1522-1527). Denver, Colorado, USA, February 28 - March 3, 2012 DOI: 10.13140/2.1.1367.3287
23. **Yawson, R. M.** (2011). The Lived Experience of an American Expatriate in Ghana: A Rhetorical Analysis of Facebook Postings to Understand a Cross-Cultural Behavior. In, *Proceedings of OLPD Student Research Conference – Continuing Education Conference Center*, St. Paul, MN, April 16, 2011. DOI: 10.13140/2.1.4316.4487
24. **Yawson, R.** and Kuzma, J. (2010). Evidence review and experts’ opinion on consumer acceptance of agrifood nanotechnology. *International Conference on Food and Agricultural Applications of Nanotechnologies*, Sao Carlos, Brazil, in June 20-25, 2010. DOI: 10.13140/2.1.3005.7282
25. **Yawson R. M.** (2009). The Ecological System of Innovation: A New Architectural Framework for a Functional Evidence-Based Platform for Science and Innovation Policy. In: Huizingh K.R.E, Conn S., Torkkeli M., and Bitran I., (Eds.). *The Future of Innovation*. Proceedings of XX ISPIM 2009 Conference, Vienna, Austria 21 -24 June 2009. DOI: 10.13140/2.1.1957.1527
26. **Yawson R. M.**, Osei-Yaw A., and Yawson I., (2006). The Strategic Role of the Food Research Institute in Productivity Enhancement and the Private Sector Development in Ghana. In: *The Business of Innovation*. Proceedings of 18th Biennial Congress of WAITRO. Saskatoon, SK, Canada August 7 – 10, 2006
27. **Yawson R. M.** (2004). Management of Technology in Ghana – Problems & Prospects. In: *Proceedings of the IAMOT 2004 conference*. Presented by the International Association for Management of Technology, April 3 – 7, 2004 Washington, DC, USA

Peer Reviewed Conference Presentations

1. **Yawson, R. M.** & Greiman B. (2016). Strategic Flexibility Analysis of Human Resources Development: A Case of Skill Needs Identification Study. Presented at the 2016 Eastern Academy of Management Conference, New Haven, CT. May 4 – 7, 2016.
2. **Yawson, R. M.** (2016). The Realist Ontology versus the Nonlinear Epistemology of Practice of Leadership. Accepted for presentation at the 17th International Conference on Human Resource Development Research and Practice across Europe at Manchester Metropolitan University, Manchester, UK. June 8 – 10. www.business.mmu.ac.uk/ufhrd/downloads/Full_Schedule.docx
3. Addy, M. E., & **Yawson, R. M.** (2002). Scientists must communicate. In *Proceedings of 2002 Faculty of Science Colloquium* (pp. 1–6). Legon, Ghana: University of Ghana Press.
4. **Yawson, R. M.** (2002). Intellectual Property & Technology Commercialization: Ghana’s Experience. In *Proceedings of the International Congress of Technological Research Organisations* (pp. 1–15). Porto Alegre, Brazil: WAITRO.
5. **Yawson, R. M.** (2002). Technology Commercialization and Intellectual Property Rights in Ghana. In *Proceedings of the International Conference on TRIPS*. Hyderabad, India: Shyamprasad Institute for Social Service, India. Retrieved from <http://ideas.repec.org/p/pramprapa/33185.html>
6. **Yawson, R. M.** (2002). The Place of Technology Based Incubators in Ghana’s Economic Development. In *The International Conference on “Building an Innovation-Based Economy”* (pp. 1–14). Paphos, Cyprus: WAITRO and CSC. Retrieved from http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1418103

Editorship of Conference Proceedings and Workshop Reports

1. **Yawson, R. M.**, Park, S. & Minnis, S. (2018). *Proceedings of the 25th Annual Academy of Human Resource Development International Research Conference in the Americas*. Richmond, VA: Academy of Human Resource Development. http://www.ahrd.org/?page=Conf_Proceedings
2. Moats, J., **Yawson, R. M.** & Park, S. (2017). *Proceedings of the 24th Annual Academy of Human Resource Development International Research Conference in the Americas*. San Antonio, TX: Academy of Human Resource Development. http://www.ahrd.org/?page=Conf_Proceedings
3. Moats, J., Titi-Amayah, A., & **Yawson, R. M.** (2016). *Proceedings of the 23rd Annual Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL: Academy of Human Resource Development. http://www.ahrd.org/?page=Conf_Proceedings

4. Kelley, S., & **Yawson, R. M.** (2008). Green Chemistry in Minnesota: Opportunities and Challenges for Leadership. *Proceedings of the 1st Green Chemistry Conference in Minnesota*. Minneapolis, Minnesota.
5. Manful, J. T., **Yawson, R. M.**, & Andoh, A. (2005). Consolidating and Sustaining the Uptake of Improved Rice Post-Production and Marketing Technologies in Northern Ghana. *Report of the National Roundtable Discussions on Developments in the Rice Industry in Ghana* (pp. 1–39). Accra, Ghana: DFID.
6. Manful, J. T., **Yawson, R. M.**, Gayin, J., & Andoh, A. (2005). Consolidating and Sustaining the Uptake of Improved Rice Post-Production and Marketing Technologies in Northern Ghana. *Report of the Regional Workshop on Sharing Experiences on Post Harvest Rice Handling in West Africa* (pp. 1 –57). Accra, Ghana: DFID.
7. Plahar, W. A., & **Yawson, R. M.** (2004). Dissemination of Improved Bambara Processing Technologies through a New Coalition Arrangement to Enhance Rural Livelihoods in Northern Ghana. *Final stakeholders' workshop report* (pp. 1 –51). Tamale, Ghana: DFID.
8. Manful, J. T., & **Yawson, R. M.** (2004). Enhancing rural livelihoods in selected communities in Northern Ghana through promotion of improved rice post-production technologies and marketing systems. *Report of the Workshop for the Launching of Rice Quality Training Manuals* (pp. 1 – 32). Accra, Ghana: DFID.
9. **Yawson, R. M.**, Sutherland, A. J., & Amoa-Awua, W. K. (2003). Broadening Monitoring and Evaluation within Reforming National Agricultural Research Systems. *Proceedings of the Policy Dialogue Forum on Performance Management* (pp. 1 –104). Accra, Ghana: MPRA. Retrieved from <http://mpr.ub.uni-muenchen.de/34944/>
10. Johnson, P. N. T., & **Yawson, R. M.** (2000). Enhancing the Food Security of the Peri-Urban and Urban Poor through Improvements to the Quality, Safety and Economics of Street-Vended Foods. *Workshop report on street-food vending in Ghana* (pp. 1–64). Accra, Ghana: Natural Resources Institute, UK. Retrieved from <http://www.eldis.org/assets/Docs/12683.html>

Books (White Papers)

1. Malik M. R., **Yawson R.**, and Hensel D. (2009). *Destination 2025: Focus on the Future of the Animal Health Industry*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009 Deloitte Development LLC. All rights reserved. <http://www.deloitte.com/us/d2025> or <http://www.biobusinessalliance.org/Destination>
2. Malik M. R., **Yawson R.**, and Hensel D. (2009). *Destination 2025: Focus on the Future of the Food Industry*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009 Deloitte Development LLC. All rights reserved. <http://www.deloitte.com/us/d2025> or <http://www.biobusinessalliance.org/Destination>
3. Wahlstrom D., Kent R., Malik M. R., and **Yawson R.** (2009). *Destination 2025 - Minnesota's Animal Health Industry: A Vision for the Future*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009 Deloitte Development LLC. All rights reserved. <http://www.deloitte.com/us/d2025> or <http://www.biobusinessalliance.org/Destination>
4. Wahlstrom D., Kent R., Johnson A., Malik M. R., and **Yawson R.** (2009). *Destination 2025 - Minnesota's Food Industry: A Vision for the Future*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009 Deloitte Development LLC. All rights reserved. <http://www.deloitte.com/us/d2025> or <http://www.biobusinessalliance.org/Destination>

PROFESSIONAL MEMBERSHIPS

The Association for Career and Technical Education Research (ACTER)	2017 to Date
The Connecticut Academy of Arts and Sciences (CAAS)	2016 to Date
Management & Organizational Behavior Teaching Society (MOBTS)	2016 to Date
Mixed Methods International Research Association (MMIRA)	2015 to Date
The Eastern Academy of Management (EAM)	2015 to Date
The International Leadership Association (ILA)	2014 to Date
The Online Learning Consortium (OLC)	2013 to Date
Academy of Management (AOM)	2013 to Date
Academy of Human Resource Development (AHRD)	2009 to Date
American Association for Agricultural Education (AAAE)	2011 to Date
Association of Leadership Education (ALE)	2011 to 2013
American Nano Society (ANS)	2010 to Date
International Society for Professional Innovation Management (ISPIM)	2009 to 2013

Systems Dynamics Society (SDS)	2009 to Date
Institute of Food Technologists (IFT)	2008 to 2013
International Association of Agricultural Information Specialists (IAALD)	2006 to 2013
Portland International Conference on Management of Engineering & Technology (PICMET)	2005 to Date
International Association for Management of Technology (IAMOT)	2003 to Date

AWARDS & HONORS

Center of Excellence in Teaching Award – Quinnipiac University	2018
Certificate of Service as the Program Chair of the 2018 AHRD Conference in the Americas	2018
Outstanding Faculty Scholar of the Year Award – Quinnipiac University	2018
Management & Organizational Behavior Teaching Society Early Educator Institute Scholarship	2017
Finalist for the 2016 Richard Swanson Research Excellence Award	2017
Certificate of Appreciation as the Track Chair Editor 2017 Eastern Academy of Management Conference	2017
Certificate of Service as the Proceedings Editor of the 2017 AHRD Conference in the Americas	2017
Certificate of Service as the Associate Proceedings Editor of the 2016 AHRD Conference in the Americas	2016
Certificate of Service as the Track Chair Editor of the 2015 AHRD Conference in the Americas	2015
Faculty Scholar for the Scholarship of Teaching and Learning, Quinnipiac University	2014
The Alan A. Kahler Outstanding Dissertation Award	2014
Bill and Melinda Gates Foundation, invited participant, convening on Meeting of the Minds on Diversity & Inclusion, Carey Conference Center, Rensselaerville, NY	2013
The Camille S. Wall Endowed Fellowship for Workforce Education – University of Minnesota	2013
The Gary N. McLean Legacy Fellowship for Human Resource Development – University of Minnesota	2011
Deane Turner and Sherry Turner Oleson Fellowship for Agricultural Education – University of MN	2011
Colonial Dames Fellowship – University of MN	2009

SELECTED WORKSHOPS, SYMPOSIA & CONFERENCES ATTENDED

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1. The [48th Northeast Decision Sciences Institute \(NEDSI\) Annual Conference](#). Philadelphia, PA, USA, April 4-6, 2019
 2. The [26th Annual AHRD International Conference in the Americas](#). Louisville, KY. February 14 - 17, 2019.
 3. The [78th Annual Academy of Management Conference. Improving Lives](#). August 10-14, 2018. Chicago, IL.
 4. The [45th Annual Management and Organizational Behavior Teaching \(MOBTS\) Conference. Reflective Reinvention: Harnessing our Heritage to Reshape Management Education](#). Coastal Carolina, Myrtle Beach, SC, June 6th – 9th, 2018
 5. The [55th Annual Eastern Academy of Management Conference, Impact: Making a difference through research, teaching & service](#). Providence, RI, May 2-5, 2018
 6. The 47th [Northeastern Decision Sciences Institute \(NEDSI\) Annual Conference!](#) April 12 -14, 2018. Providence, R.I.
 7. The 25th Annual [Academy of Human Resource Development Conference in the Americas](#), Richmond, VA USA. February 14 - 17, 2018
 8. The [44th OBTC Teaching Conference for Management Educators. Navigating the Changing Currents](#). Providence College, Providence, Rhode Island. June 14 – 17, 2017
 9. The [54th Annual Eastern Academy of Management Conference. Manageable Conflict?](#) Sheraton Inner Harbor Hotel, Baltimore MD. May 11 – 13 2017
 10. The 24th Annual [Academy of Human Resource Development Conference in the Americas](#), San Antonio, TX, USA. March 1 - 4, 2017
 11. Association of American Colleges & Universities [2017 General Education and Assessment: Design Thinking for Student Learning](#), Phoenix, AZ, February 23 - 25, 2017
 12. NRF Foundation's [Retail's Academic Symposium](#) 2016 on *Bringing Business Faculty Up to Speed on Retail*. Mandarin Oriental, New York, NY. August 7 – 9, 2016
 13. The Organizational Behavior Teaching Society's [43rd OBTC Teaching Conference for Management Educators](#), Walsh University, North Canton, Ohio. June 8– 11, 2016
 14. The 53rd Annual [Eastern Academy of Management Conference: Collaboration](#), New Haven, CT May 4-7, 2016.
 15. [OLPD Chautauqua: Creating Greater Inclusion in Organizations](#), Minneapolis, MN, February 27, 2016

16. The 23rd Annual [Academy of Human Resource Development Conference in the Americas: *Theorizing, Knowledge, and Community: Exploring the Hidden Connections*](#), Jacksonville FL, USA. February 18 - 21, 2016.
17. [Organizational Leadership, Policy, and Development Student Research Conference](#), University of Minnesota, Minneapolis, MN. February 28, 2015
18. The 22nd Annual [Academy of Human Resource Development Conference in the Americas: *HRD Research-Gateway to New Frontiers*](#). St. Louis Missouri, USA. February 19 - 21, 2015.
19. [OLPD Chautauqua: *Developing Women to Lead and Influence: Applications to HRD, Higher Education, International Development, and Educational Policy and Leadership*](#). St. Paul, MN, March 31, 2014
20. The 21st Annual [Academy of Human Resource Development Conference in the Americas: *Leading HRD Field through Research*](#). Houston Texas, USA. February 20 - 22, 2014.
21. [19th Annual Sloan Consortium International Conference on *Online Learning*](#). November 22 - 20, 2013, Walt Disney World Swan and Dolphin Resort, Lake Buena Vista, Orlando, Florida.
22. The [73rd Annual Meeting of the Academy of Management. *Capitalism in Question*](#). August 9-13, 2013, Orlando, Florida
23. Quinnipiac University's Writing Across the Curriculum/Writing in the Disciplines (QUWAC) *Critical Thinking & Writing Workshop*. August 13th -15th, 2013, Rocky Top Student Center, Hamden, CT, USA.
24. [Organizational Leadership, Policy, and Development Student Research Conference](#), University of Minnesota, St. Paul, MN. April 20, 2013
25. The Bill & Melinda Gates Foundation's [Meeting of the Minds on Diversity & Inclusion \(D&I\)](#). April 17 - 19, 2013, the Carey Conference Center for Global Good, Rensselaerville, NY, USA.
26. The 20th Annual [Academy of Human Resource Development Conference in the Americas: *Celebrating 20 years of Leading HRD through Research*](#). Arlington, VA (DC Metro), USA. February 14 - 16, 2013.
27. The [72nd Annual Meeting of the Academy of Management. *The Informal Economy*](#). Boston, MA, August 3 – 7, 2012
28. Third Minnesota Symposium on Disability Studies: *Perspectives: Past, Present and Future of Disability Studies*, Fergusson Hall, July 27 - 28, 2012, University of Minnesota, MN
29. [OLPD Chautauqua: *Reconnecting to our Chautauqua Vision: Leading Human Resource Development and Workforce Education*](#), St. Paul, MN, March 31, 2012
30. The 19th Annual [Academy of Human Resource Development Conference in the Americas: *HRD and Technology - Exploring the Intersectionality*](#). Denver, Colorado, USA, February 28 - March 3, 2012.
31. Second Minnesota Symposium on Disability Studies: *Disability and Identity in the 21st Century*, Fergusson Hall, July 29 -31, 2011, University of Minnesota, MN
32. [First Minnesota Symposium on Disability Studies: *Disability Studies and Inclusive Education*](#), Fergusson Hall, July 23 -25, 2010, University of Minnesota, MN
33. [Leadership Can Be Taught Symposium: *The Artistry of Using Adaptive Leadership with Undergraduates and Emerging Professionals*](#). July 20-22nd, 2011, Minneapolis, MN.
34. [Organizational Leadership, Policy, and Development Student Research Conference](#), University of Minnesota, St. Paul, MN. April 20, 2011
35. The [2009 Annual Meeting of the Academy of Management. *Green Management Matters*](#). Chicago, IL, August 7 – 11, 2009
36. [The XX ISPIM 2009 Conference](#) on: *The Future of Innovation*, Wirtschaftskammer Österreich, Vienna, Austria, June 21 -24, 2009.
37. First Green Chemistry Conference in Minnesota: *Opportunities and Challenges for Leadership* Cowles Auditorium, Humphrey Institute, Minneapolis, May 28, 2008, Minneapolis, MN.
38. International Nutrition Foundation/University of Ghana Workshop on *Improving the Management of Food & Nutrition Research*, June 11 – 15, 2007, GIMPA, Green Hill, Ghana
39. The 18th Biennial Congress of WAITRO and Workshop on “*Business of Innovation*” Delta Bessborough Hotel, Saskatoon, SK, Canada, August 7 – 10, 2006
40. Workshop on [Rats and Rat Borne Diseases in Africa](#), Kruger National Park, Neilspruit, South Africa May 3 – 6, 2006
41. USAID/PBS *Spokespersons Training Workshop on Biotechnology*, Elking Hotel, Accra, Ghana. June 5 – 6, 2006
42. ARCT Ministerial Forum on “[Frontier Environmentally Sound Technologies \(FEST\) for Africa's Sustainable Development: The Role of the Diaspora](#)” April 27 – 29, 2006. M-Plaza Hotel, Accra, Ghana

43. FRI/CPHP/DFID *National Roundtable Discussion on Developments in the Rice Industry in Ghana*. December 8 – 9, 2005 Miklin Hotel, Accra, Ghana
44. CORAF/WECARD-CSIR Workshop on the *Promotion of Cooperation between the Agricultural Research and Development Stakeholders in Ghana*. INSTI, Accra, Ghana. 6th – 7th December 2005
45. Workshop on *Safety and Risk Assessment of Foods Derived from Genetically Modified (GM) Plants*, Centurion Lake Hotel, Irene - Centurion, Pretoria, South Africa. 26th – 28th October 2005
46. FRI/CPHP/DFID Regional Workshop on *Sharing Experiences on Post-Harvest Rice Handling In West Africa*. August 17 – 18, 2005 Miklin Hotel, Accra, Ghana
47. CPHP/DFID Writeshop on *Developing Institutional Histories and Lessons*. Miklin Hotel, Kumasi, Ghana April 11 – 15, 2005
48. Validation Workshop on the Report of the *Socioeconomic Study and Enterprise Identification for Livelihood Diversification in Communities along the Volta Lake* within Asuogyaman, Kpando and Jasikan Districts, Ghana. Sustainable Fisheries Livelihood Project. Atimpoku, March 23, 2005
49. FRI/CPHP/DFID *Final Stakeholders' Workshop on Bambara*, Gilbt Conference Room, Tamale, Ghana. December 2, 2004
50. Seminar on *ICT in Agriculture and Rural Developments in Ghana*, INSTI, Accra, Ghana. October 27, 2004 organized by INSTI/IAALD/FAO/GINKS/INASP
51. Workshop for the Launching of five Training Manuals on *Rice Quality Improvement*, Miklin Hotel, Accra, Ghana 1st October, 2004
52. Policy Dialogue Forum on *Performance Management*. ERATA Hotel, Accra, Ghana, Dec., 10 2003
53. Workshop to Finalize Draft Terms of Reference for *Poverty Social Impact Assessment*, NDPC, Accra, Ghana 22 August 2003
54. International Conference on *TRIPS – Next Agenda for Developing Countries*. Hyderabad, India 11 -12, Oct. 2002.
55. International Congress of *Technological Research Organizations*. Porto Alegre, Brazil, 8 – 11 Sept., 2002
56. Workshop on *Building Capacity in Performance Management*, Coconut Grove Hotel, Elmina. 8 – 10 July 2002
57. Workshop on Building an Innovation-Based Economy. *The European, Commonwealth and Worldwide Experience on High Technology Based Incubators*. Paphos, Cyprus 7 – 10 May 2002
58. Workshop for Stakeholders on *Marketing and Processing Of Bambara Groundnuts* VRA Conference Room, Tamale. Ghana. February 26, 2002
59. IBC USA's *BioInvestment Forum – Compound to Capital – Financing Biotech*. Le Meridien Hotel, Boston MA. USA 13 –14, June 2001
60. Seminar on Microsoft® *Small & Medium Business Solutions for Information Professionals and Decision-Makers*. Golden Tulip Hotel, 17-18 October 2000.
61. Seminar on *Inter-Library Lending and Document Delivery (ILL/DD) and the Use of the Internet Resources*. CSIR-INSTI, Accra, January 15, 2001
62. Workshop for Stakeholders, Policy Makers and Regulators on *Street Food Vending in Accra*. Miklin Hotel, Accra, 25-26 September 2000.
63. Planning Workshop on *Increasing Sorghum Productivity in Ghana*, Accra, Ghana. 1st – 2nd June, 1999
64. World Bank/Government of Ghana Private Sector Development Project, *Midterm Review Conference*, Accra, Ghana. 23rd to 28th April 1998
65. University of Ghana, Department of Biochemistry's Workshop on Recombinant DNA Methods: "*A Case Study Using Phytophthora palmivora*" Cocoa Research Institute of Ghana, Tafo. Ghana. 25th February to 1st March 1996
66. Ghana Science Association Workshop on the Theme: "*Standards in Development*" Accra July/August 1996.
67. Sixth International Chemistry Conference in Africa (6th ICCA) on "*Chemistry, Health, Industry and the Environment*" Legon, Ghana. 31st July - 4th August 1995.
68. The Joint 15th Biennial Conference of West African Science Association and the 19th Biennial Conference of Ghana Science Association on the Theme: "*Enhancing Regional Economic Integration through Science and Technology*" Cape Coast, Ghana. 18th - 22nd Sept. 1995.
69. Ghana Biochemical Society Conference on the Theme: "*Biochemistry - Consumers and Health*" Legon, Ghana. September 1994
70. Ghana Science Association 5th Annual Workshop on "*Science and Technology for National Development*" Kumasi, Ghana. September 1994.

I certify that all information stated in this resume is true and complete to the best of my knowledge. I authorize the verification of the information provided in this CV.