##### *Curriculum Vitae*

Fredrick Muyia Nafukho, Ph.D., MDP

Professor and Senior Associate Dean for Faculty Affairs

College of Education and Human Development

Texas A&M University  
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**RESEARCH INTERESTS**

* Educational policy analysis within international and comparative education
* Investment in human capital development
* Emotional intelligence and leadership development
* Organizational development and change
* Human and organizational learning- e-learning, transfer of learning, lifelong learning

## **ACADEMIC BACKGROUND**

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

* Leadership and Human Resource Development – ***(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 – Education, Business Studies and Economics.

## **PROFESSIONAL CERTIFICATIONS**

* Harvard Management Development Program Fellow, Harvard Institutes for Higher Education, Leadership Development Program, (MDP’13).
* Texas A&M University, Fellow, Summer Leadership Institute, 2014.
* QPR Suicide Prevention Gatekeeper Training, Students Services, Texas A&M University, 2012.
* Difficult Dialogues Facilitator, Office of Vice President and Associate Provost for Diversity, 2012.
* Basic Mediation Training (40 hours), Office of Vice President and Associate Provost for Diversity and Center for Change and Conflict Resolution, College Station, TX, - 2012.
* Kenya Institute of Management Fellow, 2000.
* Fulbright fellowship course for international students, University of Pennsylvania, August, 1996.

PROFESSIONAL EXPERIENCE

**Professor and Senior Associate Dean for Faculty Affairs, -** College of Education and Human Development, Texas A&M University, July 1, 2021 – Present.

**Professor and Associate Dean for Faculty Affairs, -** College of Education and Human Development, Texas A&M University, August 1, 2017 – June 2021.

**Professor and Department Head, –** Educational Administration & Human Resource Development, Texas A & M University, July 1, 2009 – May 31, 2017. Associate Professor and HRD Program Chair **–** August 1, 2007 – June 30, 2009.

**Associate Professor and Assistant Dept. Head/Graduate Programs Director –** Department of Rehabilitation, Human Resources & Communication Disorders, University of Arkansas, July, 2006 – July, 2007. Associate Professor,January 21, 2005 – June 2006. Assistant Professor, August, 2001 – July, 2005.

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

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

Lecturer,August 1999 – August, 2001. Lecturer, Moi University, Kenya,

February, 1994 – July, 1999. Assistant Lecturer,May, 1992 – January, 1994.

Graduate Assistant,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, CONTRACTS & PROJECTS ($13,044, 264)**

33. Principal Investigator: Beverly, Irby, Co-PIs: Lara-Alecio, R., Tong, F., Fredrick M. Nafukho, and Joyce Alexander (2021). Accelerated Preparation of Leaders for Underserved Schools (A-PLUS): Building Instructional Capacity to Impact Diverse Learners. Project Sponsored by the Supporting Effective Educator Development Grant Program. (SEED), US Department of Education. $999,679, (2021-2022).

32. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Huyen Thi Minh Van, & Noemi Mendoza. Recognizing Business Opportunity Among STEM Majors: The Effects of Cognitive Entrepreneurial Training in Opportunity Recognition (Project CETOR)

CEHD Catapult Grant. $10,000, (2021 - 2022).

31. Principal Investigator: Fredrick M. Nafukho, PI: Table to Farm: A sustainable, systems-based approach for a safer, and healthier melon supply chain in the U.S. USDA-National Institute of Food and Agriculture. Logic model of evaluation $139,236, (2017-2021). Interdisciplinary research team of 23 researchers, from 8 universities, 7 states, total grant $4.3 million.

30. Principal Investigator: Rafael Lara-Alecio, CO-PIs: Fredrick M. Nafukho and Carl Fahrenwald. Building Rural Acme in Secondary Science: Enhancing Science Teaching for High Needs Students in Rural Schools (Project BRASS). CEHD Catapult Grant. $10,000, (2018 – 2020).

29. Principal Investigator: Fredrick M. Nafukho, Investment in Human Capital Development and Curriculum Development facilitation at Kenyatta University, Kenya. Carnegie Corporation, New York $17,000), summer 2017.

28. Principal Investigator: Joyce Alexander, CO-PIs: Beverly J. Irby, and Fredrick M. Nafukho. Researchers: Capraro M., Capraro R., Ireland, D., Lara-Alecio, R., Stillisano, J., Taylor, L. Tong, F., Waxman, H., Wijekumar, K. TAMU. School Enhancement Project in an Urban School District: $1,600,656, TAMU Internal grant. (2015-2016).

27. Principal Investigator: Fredrick M. Nafukho, CO-PI Bita Kash: Translating UBRICA’s vision for Kenya to evidence-based strategy and funding. Life science and healthcare project. $120,000. Sponsor, UBRICA Inc. (2015-2018).

26. Principal Investigator: Beverly J. Irby, CO-PI Fredrick M. Nafukho: George Bush School of Government and Public Service, Texas A&M University. Focus Group Meetings with Students from Underrepresented Populations. $10,000 (2015).

25. Principal Investigator: Beverly J. Irby, CO-PI Fredrick M. Nafukho: Dwight College of Engineering, Texas A&M University. Counselors’ Retreat on Access and Inclusion for Minority Represented Groups (MRG) in Engineering $ 10,000 (2014).

24. Principal Investigator: Mary V. Alfred, CO-PI Fredrick M. Nafukho: Texas Research-based Adult Instruction Network Professional Development Consortium (TRAIN PD Consortium) at TCALL. Texas Workforce Commission (TWC), sponsor, US Department of Education, primary sponsor. $4,646,540.00 (2014-2016).

23. Administrative oversight: Provided administrative oversight for HRD International Program, Homer Tolson: PI and HRD faculty who operated a successful Master of Science HRD Saudi Arabia (DE Program). $1,193,658.26 (2012-2013).

22. Lead Consultant: Fredrick M. Nafukho. Four sector study of Open and Distance Learning in 15 Southern African Development Community (SADC) countries. $35,000. (2010-2011).

21. Consultant: Fredrick M. Nafukho. Emotional intelligence and employee development. United Nations Development Program (UNDP) Gambia Office, West Africa.

$ 16,951.60 (Spring 2010).

20. Project Leader: Larry M. Dooley; Co-leaders: Fredrick M. Nafukho, Jamie Callahan, Toby Egan, Jia Wang, & Gary McLean. Training and Development Certificate Program in HRD. $28,000 (April, 2009).

19. Consultant: Fredrick M. Nafukho. Emotional intelligence and employee development. United Nations Development Program (UNDP) Gambia Office, West Africa.

$ 16,951.660 (Spring 2009).

18. Principal Consultant: Fredrick M. Nafukho. Emotional Intelligence and Leadership Development Project for Women Country Resident Coordinators. United Nations Development Program (UNDP), New York. $ 20,000 (Fall 2008 and Summer 2009).

17. Principal investigator: Larry M. Dooley; Co-investigators: Fredrick M. Nafukho & Jamie Callahan. Course Conversion for Master of Science Degree in Educational Human Resource Development. Office for Distance Education (ODE). $129,967 (summer, 2008).

16. Project Leader: Larry M. Dooley; Co-investigators: Fredrick M. Nafukho, Jamie Callahan, Toby Egan, Jia Wang, & Gary McLean. Training and Development Certificate Program in HRD. $39,000 (April, 2008).

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 worldwide. $129,000 (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. Principal Investigator: 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 Darkar, 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).

1. 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. Opata. 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**

26. Facilitator: Lifelong learning and community learning centers in Africa. Tanzania Open University, Dar es Salaam, Tanzania, UNESCO sponsored. $4,000 (November, 2019).

25. Facilitator: Research methods and Entrepreneurship Workshop for Faculty College of Business Administration, University of Chittagong and Business Entrepreneurs, Chittagong, Bangladesh, World Bank sponsored project. $6,000 (June, 2014).

24. Facilitator Quality Teaching Enhancement Workshop for Faculty of College of Business Administration, University of Chittagong, Bangladesh $ 4,500. World Bank sponsored project (November 2012).

23. United Nations Development Program (UNDP) Gambia Office, Retreat facilitator on Emotional Intelligence and Employee

Development, $3,800 (May 2010).

22. United Nations Development Program (UNDP) Gambia Office, Retreat facilitator on Emotional Intelligence and Employee Development, $3,800 (March 14-19, 2009).

21. Saudi Arabian Society for Human Resource Development, to teach in the M.S. International HRD Program in Saudi Arabia, $2,421.37. (November 4-15, 2008).

20. United Nations Educational Scientific and Cultural Organization (UNESCO), To Attend the CONFINTEA VI Seminar on the African Perspectives of Adult Learning. Nairobi, Kenya, $3,604.00 (November 1-3, 2008).

19. United Nations, to facilitate a leadership development training program for Country Resident Coordinators from over 36 countries. $4,675.67 New York, 13-18, 2008.

18. United Nations Educational Scientific and Cultural Organization (UNESCO), To Attend the Writers Book writing Coaching session in Hamburg, Germany, $5,000 (June 9 – 15, 2008).

17. Department of Educational Administration and Human Resource Development, To attend the University Council for Workforce and Human Resource Education, Dallas, Texas, $804.24 (June 25- 28, 2008).

16. United Nations Educational Scientific and Cultural Organization (UNESCO), To attend a book writing training, at the UNESCO Institute of Lifelong Learning, Hamburg, Germany, $5,000 (June 9-15, 2008).

15. AHRD Annual International Conference, Panama City, Florida, $1,376.00 (February, 18 -24, 2008).

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).

1. 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).

1. 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 21st 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 14th

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.

PROPOSALS SUBMITTED BUT NOT FUNDED

1. Principal Investigator: Beverly J. Irby., Nafukho, F. M., & Tong, F. Social Entrepreneurship Institute for Student Leaders from Egypt and Ghana. U.S. Department of State. $1,422,487.00 (2016 – 2019).
2. Principal Investigator: Fredrick M. Nafukho, CO-PIs: Helen M. A. Muyia & Beverly J. Irby. Leadership Services to Young African Leaders (PALS): Regional Leadership Center. Submitted July 2, 2014 to the United States Agency for International Development (USAID), $2,000,000. (2014-2015).
3. Principal Investigator: Lara-Alecio, R., CO-PIs Beverly J. Irby, Dooley, L., Nafukho, F.M., 17 CO-PIs from TAMU. Communities Leading Development in the Western Highlands of Guatemala: The Guatemala Aggie 12 Community-Led Development. USAID Project. $50,000,000.00. (2015-2020)
4. Principal Investigator: Beverly J. Irby, CO-PI Fredrick M. Nafukho, USAID/Egypt Student Scholarship Program. Submitted November 4, 2014 to the United States Agency for International Development (USAID), $47,000,000. (2014-2022).
5. Principal Investigator: Fredrick M. Nafukho, CO-PI: Table to Farm: A sustainable, systems-based approach for a safer, and healthier melon supply chain in the U.S.  
   Program Evaluation Team. USDA-National Institute of Food and Agriculture. $381,369.00 (2014-2019).
6. Co-PI: Carroll M. Graham (Indiana State University), Fredrick M. Nafukho (Texas A&M University) & Mary B. McMullen (Indiana University- Bloomington). Keeping Good Teachers: Establishing the Relationship between Early Childhood Learning Outcomes/Indicators and Practitioner Turnover through Level of Organizational Commitment, Career Commitment, and Job Satisfaction in Arkansas’ ABC Program. Submitted September 20, 2012 to the U.S. Department of Education – Institute of Education Sciences, $1,087,462.
7. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Ben Zoghi, & Joseph Cerami. Emotional Intelligence and Leadership Development Initiative. Tier One Program (TOP) Grants, TAMU. $259,880.
8. Co-PIs: Ben Zoghi, & Fredrick M. Nafukho. Emotional Intelligence Interventions to increase Academic Retention and Success. College of Engineering, TAMU, $160,000.
9. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Priya Kurup, Ann Gundy, Helen M. Muyia & Larry Dooley. Core curriculum technology enhancement grant program proposal for EHRD 408: Globalization and diversity in the workplace. TAMU Curriculum Technology Enhancement Grant Program $75,000 (Fall 2012).
10. Principal Investigator: Homer Tolson, Co-PI: Fredrick M. Nafukho. M.S. in HRD internal distance learning program, Singapore. $751,500.

## 15. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Jean Madsen, Christine Stanley, Helen M. A. Muyia, & Luis Ponjuan. Rwanda Women’s Leadership Program in Higher Education. USAID, Higher Education for Development Program. $1,076,890. (Fall 2012).

14. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Priya Kurup, Ann Gundy, Helen M. Muyia & Toby Egan. Core curriculum technology enhancement grant program proposal for EHRD 408: Globalization and diversity in the workplace. TAMU Curriculum Technology Enhancement Grant Program $75,000 (Fall 2011).

1. CO-PI Graham, M. C., & Nafukho, F. M. Establishing a model of organizational commitment among early learner educators, US Department of Education, $709,657.00 (Fall 2010).

## Principal Investigator: Fredrick M. Nafukho, CO-PIs: Fred Bonner, Felecia Nave, Carter, Akila & Mertinez, Denise. An empirical investigation of the factors predicting STEM opportunity identification and career behavior enhancing strategies of At-Risk African American college students, NSF, $249,971 (Fall, 2010).

## Principal Investigator: Fredrick M. Nafukho, Co-PIs: Fred Bonner & Felecia Nave. Career behavior enhancement strategies among underrepresented student, NSF-LAMP Grant $199,999.00. (Fall 2010).

1. CO-PI Fred A. Bonner, II, Fredrick M. Nafukho, Felicia M. Nave, Mary V. Alfred, & Crystal Smith. An empirical investigation of the success factors impacting Latino students in engineering and technology in Hispanic serving institutions. Lumina Grant, 500,000 (fall 2009).

## 9.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, 2009).

## 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).

1. Principal Investigators and Grant Writers: Claretha 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).
2. 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).
3. 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).
4. 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[[1]](#footnote-1)

**Books (authored/co-authored and edited/co-edited)**

12. **Nafukho,** F. M., & Boniface Makulilo, A. (2021). *Handbook of Research on Nurturing Industrial Economy for Africa’s Development*. IGI Global. http://doi:10.4018/978-1-7998-6471-4.

11. Dirani, K., **Nafukho**, F.M., Irby, B. (eds.). (2019). *Global issues and talent development: Perspectives from countries around the world.* Charlotte, NC: Information Age Publishing.

10. **Nafukho,** F. M., Dirani, K., & Irby, B. J. (eds.). (2017). *Talent development and the global economy: Perspectives from special interest groups.* Charlotte, NC: Information Age Publishing.

9. **Nafukho,** F. M., & Irby, B. J. (eds.). (2015). *Handbook of research on innovative technology integration in higher education.* Hershey, PA: IGI Global.

8. Khayesi, M., **Nafukho**, F. M., & Kemuma, J. (2015). *Informal public transport in practice: Matatu entrepreneurship.* London: Ashgate Press.

7. **Nafukho**, F.M. Muyia, M.A. H., & Irby, B. J. (eds.). (2014). *Governance and transformation of universities in Africa.* Charlotte, NC: Information Age Publishing.

6. Bwisa, H. M., & **Nafukho,** F. M. (2012). *Learning entrepreneurship through Indigenous Knowledge.* Oakville, Ontario: Nsemia Inc. Publishers.

5. **Nafukho,** F. M., Wawire, N. H. W., & Mungania, P. (2011). *Management of adult education organizations in Africa.* Cape Town, South Africa: Pearson Education and UNESCO.

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

3. **Nafukho,** F. M., Amutabi, N. M., & Otunga, R. N. (2005). *Foundations of adult education in Africa*. Cape Town: Pearson Education and UNESCO.

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

1. Nafukho, F. M. (2001). *The forgotten workers: The case of public Service vehicle drivers in Eldoret, Kenya.* Addis Ababa: Organization of Social Science Research in Eastern and Southern Africa (OSSREA).

Book Chapters

27. **Nafukho,** F. M., Muyia, M.H.A. (2021). Lifelong learning and quality education for sustainable development in Africa. In F. M., Nafukho, Makulilo, A. B. (Eds). *Handbook of research on nurturing industrial economy for Africa’s development.* (pp. 10 - 25). IGI Global. http://doi:10.4018/978-1-7998-6471-4.

26. Dirani, K., **Nafukho**, F. M., & Irby, B. (2019). Talent development in international contexts. In K. Dirani, F. M. Nafukho, & B. Irby (eds.). *Global issues and talent development: Perspectives from countries around the world.* Charlotte, NC: Information Age Publishing.

25. Wekullo, C.S., **Nafukho,** F. M. Muyia M. H. A. (2018). Conflict management in Kenya’s public universities. In, N. T. Watson, Etchells, M. J., & L. Xie (Eds.). *Cultural impact on conflict management in higher education.* Charlotte, NC: Information Age Publishing.#

24. **Nafukho**, F. M., Dirani, K., & Irby, B. J. (2017). Why the focus on talent development? In F. M., Nafukho, Dirani, K. & Irby, B. J. (Eds). *Talent development and the global economy: Perspectives from special interest groups.* Charlotte, NC: Information Age Publishing.

23. Muyia, M. H. A. & **Nafukho,** F. M. (2017). Leadership development for frontier societies: Reflections from Kenya. In A. Ardichvili, & K. Dirani (Eds.). *Leadership development in emerging market economies. (pp. 229- 244).* New York, NY: Springer.

22. **Nafukho,** F. M., & Muyia M.A. (2016). Human resources development in sub-Saharan Africa. In T. Garavan, A. McCarthy, & M. J. Morley (Eds.). *Global human resource development: Country and regional perspectives. (pp. 131-144).* New York, NY: Routledge.

21. Muyia, H.M. A., & **Nafukho,** F. M. (2015). Keeping it social: Transforming workplace learning and development through social media. In F. M., Nafukho, Irby, B. J. (Eds). *Handbook of research on innovative technology integration in higher education*. (pp. 93-114). New York: IGI Global.

20. Hairston, N., & **Nafukho,** F. M. (2015). A Study of trainee attitude and satisfaction between E-Learning training versus traditional training. In F. M., Nafukho & Irby, B. J. (Eds). *Handbook of research on innovative technology integration in higher education.* (pp. 154-177). New York: IGI Global.

19. **Nafukho,** F. M., & Irby, B. J. (2014). Introduction. In F. M., Nafukho, H. Muyia & Irby, B. J. (Eds). *Governance and transformations of universities in Africa*. Charlotte, NC: Information Age Publishing.

18. Nafukho, F. M., & Muyia, M.A. H. (2014). Emotional intelligence and its critical role in developing human resources for optimal productivity. In N. Chalofsky, & T. Rocco, (Eds.), The handbook of HRD: Theory and Application. (pp. 623 – 639).*Los Angeles, CA: Sage.*

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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.

1. Nafukho, F. M.,Otunga, R.N., & Opata, G. (1996). *Socio‑economic background of women entrepreneurs in the informal sector in Eldoret Town*. A research Study funded by Center for Development Research, Copenhagen & Institute of Development Studies, University of Nairobi Research collaboration. Submitted the research report in May, 1996.

**EXTERNAL ACADEMIC REVIEWS**

29. Promotion to Associate Professor with tenure, Dr. Erin Richard, Louisiana State University, 2021.

28. Promotion to Full Professor, Dr. Gerald Ouma-Wangange, University of Pretoria, South Africa, 2020.

27. Promotion to Full Professor, Dr. Jerry McMurtry, University of Idaho, 2020.

26. Promotion to Full Professor, Dr. Wen-Hao David Huang, University of Illinois, Urbana-Champaign, 2020.

25. Promotion to Associate Professor with tenure, Dr. Cynthia Sims, Clemson University, 2020.

24. Promotion to Associate Professor with tenure, Dr. Karen N. Johnson, University of North Texas, 2020.

23. Promotion to Full Professor, Dr. Jessica Li, University of Illinois at Urbana-Champaign, 2019.

22. Promotion to Full Professor, Dr. Chanda Scott, Oakland University in Rochester, Michigan, 2019.

21. Promotion to Full Professor, Paul Roberts, University of Texas, Tyler, 2019.

20. Promotion to Associate Research Professor, Norma Sicagnoli, University of Illinois, (2018)

19. Promotion to Full Professor, Dr. Gloria Crisp, Oregon State University, (2017).

18. Promotion to Associate Professor with tenure for Dr. Gloria Crisp, Oregon State University, (2016).

17. Promotion to full professor, Dr. Ryan Watkins, The George Washington University, (2015).

16. Promotion to full professor, Dr. James Bartlett, North Carolina State University, (2015).

15. Promotion to Associate Professor with tenure for Dr. Ji Hoon Song, University of North Texas, (2014).

14. Promotion to Associate Professor with tenure, Dr. Russell Korte, Colorado State University, Fort Collins, (2013).

13. Promotion to Associate Professor with tenure, Dr. Ray Kennard Haynes, Indiana University, Bloomington, (2013).

12. Promotion to full professor, Dr. Thomas Reo, Florida International University, (2012).

11. Promotion from senior lecturer to Associate Professor, Dr. Gerald Ouma, University of Western Cape, South Africa, (2012).

10. Promotion to Associate Professor with tenure, Dr. Wen-Hao David Huang, University of Illinois, Urbana-Champaign, (2012)

9. Promotion to full professor, Dr. Heather Annulis, Mississippi State University, (2012)

8. Promotion to full professor, Dr. Michael Lane Morris, the University of Tennessee, (2011)

7. Promotion to full professor, Dr. Ken Bartlett, the University of Minnesota, (2011)

6. Promotion to full professor, Dr. Peter Kuchinke, University of Illinois, U-C (2010)

5. Promotion to full professor, Dr. Paul Roberts, The University of Texas at Tyler (2010)

4. Third year external review, Dr. Wen-Hao David Huang, University of Illinois, (2010)

3. Tenure and promotion review, Dr. Robin Grenier, University of Connecticut (2010)

2. Tenure and promotion review for Dr. Holly Hutchins, University of Houston (2009).

1. Tenure review, Dr. James Bartlett II, North Carolina State University (2009).

SCHOLARSHIPS, AWARDS AND HONORS

19. SEC Academic Leadership Development Program (ALDP) Fellow, 2021-2022.

18. Outstanding HRD Scholar Award, Academy of Human Resource Development, 2019.

*One of the* *highest recognitions in the Academy and bestows high honor to its recipient. It also signals the value placed on high performance in research and scholarship to the wider community.*

17. Carnegie African Diaspora Fellowship Award, Kenyatta University, Kenya, 2017.

16. Outstanding Paper Award ((jointly with graduate student Huyen Van, awarded by the

Viettel Academy and Foreign Trade University, Vietnam). Awarded for the potential

contribution to Viettel Corporation’s mission of becoming a learning organization, for the

paper entitled “Lifelong learning in Vietnam from a multilevel lens: An integrative

review”, November 5-8, 2019, Hanoi, Vietnam.

15. Academy of Human Resource Development Book of the year award (nominated and

runners up for the co-edited book: *Handbook of research on innovative technology integration in higher education.* Hershey, PA: IGI Global, 2017.

14. Outstanding New Faculty Award, College of Education and Human Development Advisory Council, Texas A&M University, 2008.

13. Departmental Nominee for Outstanding Research Award, College of Education and

Health Professions, University of Arkansas, 2006.

12. Departmental Nominee for Outstanding Teaching Award, College of Education and

Health Professions, University of Arkansas, 2006.

1. Cutting Edge Award – Outstanding Paper, Academy of HRD ConferenceProceedings: with my graduate student Graham, C. M., & Nafukho, F. M. (2005).
2. Arkansas Business Teacher Educator of the Year Award, 2004.
3. Departmental Nominee for Outstanding Teaching Award, College of Education and Health Professions, University of Arkansas, 2004.
4. Department Nominee for All round Faculty Award, College of Education and Health Professions, University of Arkansas, 2003.
5. 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.
7. Millard Perkins Award for Outstanding Academic Performance at Louisiana State

University, 1998.

1. Fulbright Scholarship for Doctoral Studies at Louisiana State University, 1996.
2. Distinguished International Scholar Award, Louisiana State University, 1997.
3. Kenya Government Scholarship for outstanding academic performance, 1990.
4. Kenya Government Scholarship for excellent academic achievement in the Kenya Advanced Certificate Examination, 1985.

**EDITORIAL/REFEREED REVIEW WORK**

19. Editorial Board Member, African Journal of Education and Lifelong Learning – August 2014 – Present.

18. Editorial Board Member, The Baraton Interdisciplinary Research Journal*. March 2013 – Present.*

17. Editorial Board Member, *European Journal of Training and Development. March 2014 – Present.*

16. **Editor (North America),** *Journal of European Journal of Training and Development,* March, 2008- 2014.

15. Editorial Board Member, *Human Resource Development International* (HRDI), 2007-Present.

14. Editorial Board Member, A*dvances in Developing Human Resources* (ADHR), 2006 – Present.

13. Editorial Board Member, *Human Resource Development Quarterly (HRDQ),* 2006 –2009*.*

12. Editorial Board Member, *Journal of Eastern Africa Research and Development,* 2002 – 20006.

11. Editorial Advisory Board Member, *Journal of European Industrial Training* 2007 – February, 2008.

10. Advisory Board Member, *International Journal of Disaster Management and Risk*

*Reduction, 2007- present.*

9. Advisory Board Member, *Human Resource Development International (HRDI)*, 2000 - 2003.

8. Reviewer, Korean Journal of Educational Policy 2008-Present

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[[2]](#footnote-2)

International presentations outside US

130. Nafukho, F. M. (2020). Emotional Intelligence and its Relevance to Higher Education

during COVID-19, **Keynote** presentation at an international webinar organized by the Embassy of the Republic of Indonesia in Washington DC, the Indonesian Endowment Fund for Education (LPDP) of the Ministry of Finance of the Republic of Indonesia and the Chancellor Council of State Universities of Indonesia. Held on August 19, 2020. Attended by over 500 participants.

129. Nafukho, F. M. (2019). Addressing grand challenges during the 4th Industrial Revolution.

**Keynote** paper presented at the University of Dodoma, Tanzania, November 7, 2019.

128. Nafukho, F. M. (2019). The role of universities in addressing grand challenges facing humanity, **Keynote** presented at the 9th Annual International Interdisciplinary Conference held at Multimedia University, Nairobi, Kenya.

127. Nafukho, F. M. (2017). Lifelong learning and quality education for Africa’s sustainable development**. Keynote** presented at the Association for the Development of Education in Africa (ADEA), Education and Training Triennial Conference. Dakar, Senegal, March 14 -17 2017.

126. Nafukho, F. M. (2016). Making the case for lifelong learning and quality education for Africa’s sustainable development**. Keynote** to be presented at the Association for the Development of Education in Africa (ADEA), Triennial Regional Conference. Nairobi, Kenya, August 30 – September 3, 2016.

125. Nafukho, F. M., Khayesi, M. & Alke, E. (2006). *What are we measuring in road safety education impact research?* Presented during the 8th World Conference on Injury Prevention & Safety Promotion. Durban, South Africa, April 1-5, 2006. #

124. 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.

123. Nafukho, F. M., & Park, O. D. (2003). A*n investigation into business educators’ perception of the importance of resources used in self-directed learning.* Presentation made during The Learning Conference held at the London Institute of Education, London, July 12 –15, 2003.

122. Nafukho, F. M., & Park, O. D. (2002). *Teaching hands-on computer skills for lifelong learners.* Presented at the Pacific Circle Consortium 26th 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.

121. 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 Environmental Improvement held at Kenyatta University Bureau of Educational Research. August 7‑8, 1995.

120. Nafukho, F. M. (1995). *Need for optimal mix of theoretical instruction and practical work experience in Kenyan public universities.*  Paper presented at the Kenya DAAD Scholars Association 1st Conference on the Theme: Strengthening the Relationship between universities and Industry Held at Lenana Mount Hotel, Nairobi, Kenya. November 27th ‑ December 1, 1995.

**National (US Presentations)**

119. Lara-Alecio, R., Irby, B. J., Tong, F., Qin, L., Gaytan, R., Geng, Z., Wang, C., Chen, Z., Cajiao-Wingenbach, L., Nafukho, F. M., Lunenburg, F. C. & Ford-Jackson, K. (2020, Apr 17 - 21) The Effectiveness of Leadership Interventions in Turnaround Schools [Symposium]. AERA Annual Meeting San Francisco, CA [http://tinyurl.com/sqwlsno](https://urldefense.com/v3/__http:/tinyurl.com/sqwlsno__;!!KwNVnqRv!S8PPD2Ydfbn0Nvx1muUEqidZMCt5D5X8zaHj6gjXPg_j100DmhMJDTb2D9pc_rvO$) (Conference Canceled)#

118. Van, H. T. M, & Nafukho, F. M. (2020, June 10-12). *Organizational learning and citizenship behavior in small and medium enterprises in Vietnam: The mediating effect of employee engagement*. European Human Resource Development Conference: The 21st International University Forum on Human Resource Development (UFHRD) Conference, Budapest, Hungary. <https://ufhrd2020.com/>(Conference cancelled)#

117. Patil, B., Nafukho, F. M., & **Van, H. T. M.** (2020, May 31-June 2). *Application of the logic model of evaluation to food safety multidisciplinary research –The case of the melon project* Association for International Agriculture and Rural Development 56th Annual Conference (AIARD), Washington, DC, United States. <http://www.aiard.org/2020-annual-meeting.html>(Conference cancelled) \*

116. Irby, B. J., Elfarargy, H., Lara-Alecio, R., Tong, F., Nafukho, F. M., Green, R. L., Cajiao-

Wingenbach, L., & Gaytan, R. (2019). *Understanding turnaround schools’ challenges for improvement using root cause analysis*.International Council of Professors of Educational Leadership (ICPEL). Aliso Viejo, California, USA.

115. Elfarargy, H., Irby, B. J., Lara-Alecio, R., Tong, F., Nafukho, F. M., Cajiao-Wingenbach,

L., & Gaytan, R., Echelles, M. (Accepted, 2019). *Investigating campus improvement plans for informing leadership decisions in Texas high-needs schools*.International Council of Professors of Educational Leadership (ICPEL). Aliso Viejo, California, USA.

114. Nafukho, F. M., Wekullo, C. S., & Muyia, M. H. (2019). Empirical research on faculty

productivity in selected leading public universities in Kenya. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.

113. Van, H. T. M., & Nafukho, F. M. (2019). A critical review of employee engagement in

Vietnam SMEs: Antecedents and consequences. Proceedings of the 2018 Academy of Human Resource Development Conference. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.

112. Mkuu, R., Palma, M., Nafukho, F. M., & Patil, B. (2019). Consumers and industry

representatives’ perceptions of quality, safety and attributes of melons for improved health outcomes. Paper presented at the Academy of Human Resource Development International Research Conference, held at Louisville, Kentucky, February 13 – 16, 2019.

111. Elfarargy, H., Nafukho, F., Irby, B. J., Lara-Alecio, R., Green, R., Gaytan, R., & Lunenburg. ,F. (2019). Investigating an External Root Cause Analysis for Guiding School Transformation in Texas Turnaround Elementary Schools. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.

110. Elfarargy, H., Irby, B. J., Nafukho, F., Tong, F., de Marin, S., Gaytan, R., & Abdelrahman, N. (2019). Investigating Campus Improvement Plans for Informing Leadership Instructional Decisions in Turnaround Elementary. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.

109. Nafukho, F. M., Muyia, M.A., & Wekullo, C. S. (2018). Investment in lifelong learning and

quality education for human development in Africa. Academy of Human Resource Development Conference. Held in Louisville, Kentucky, Florida, February 14 - 17, 2018.

108. Nafukho, F. M., Alfred, M. V., Johnson, M. A., Chakraborty, M., & Cherrstrom, C. A. (2017). Predicting workplace transfer of learning: A study of adult learners enrolled in a continuing professional education training program. Developing emotional intelligence skills among leaders: Where is the evidence? Academy of Human Resource Development Conference. Held in Jacksonville, Florida, February 18-20, 2017.

107. Nafukho, F. M., Muyia, H.M.A., Farnia, F., Kacirek, K., & Lynham, S. A. (2016). Developing emotional intelligence skills among leaders: Where is the evidence? Proceedings of the 2016 Academy of Human Resource Development Conference. Held in Jacksonville, Florida, February 18-20, 2016.

106. Backer, C., Nafukho, F.M., McCaleb, K., & Becker, M. (2016). Faculty perceptions of the effectiveness of MOOCs continuing professional education courses. American Educational Research Association Conference. Held in Washington D. C. April 2016.

105. Chakraborty, M., & Nafukho, F. M. (2015). Learners’ perception of engagement in online courses: Strategies to promote quality learning. American Educational Research Association Conference. Held in Chicago, April 2015.

104. Chakraborty, M. & Nafukho F. M. (2015). Strategies for Virtual Learning Environment Focusing on Teaching Presence and Teaching Immediacy. (Ed.). Proceedings of the 2015 Academy of Human Resource Development Conference. Held in Chicago, April 2015.

103. Chakraborty, M., & Nafukho, F. M. (2014). Strengthening student engagement: What do students want in online courses? Presented during the *Academy of Human Resource Development International Research Conference*. Houston, TX, USA, February 17-22, 2014.#

102. Nafukho, F. M., & Muyia, M. A. H. (2013 – accepted pending publication). Emotional intelligence and its critical role in developing human resources. In Julie Gedro and Diane D. Chapman (Eds.). *Refereed Proceedings of the 2013 Academy of Human Resource Development International Research Conference (pp. xxx-xxx).* St. Paul, MN: Academy of Human Resource Development.

101. Graham, C. M., & Nafukho, F. M. (2013 – accepted pending publication). Conceptualizing a framework for investigating consequences of job satisfaction, commitment and turnover in early learner environments. In Julie Gedro and Diane D. Chapman (Eds.)., *Refereed Proceedings of the 2013 Academy of Human Resource Development International Research Conference (pp. xxx-xxx).* St. Paul, MN: Academy of Human Resource Development.

100. Nafukho, F. M., Muyia, H., Lynham, S., & Kacirek, K. (2012). Leadership development training and its impact on emotional intelligence skills. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.

99. Obiero, D., Nafukho, F. M., & Tolson, H. (2012). The cost of employee turnover in a banking institution in Kenya. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.#

98. Njenga, J., & Nafukho, F. M. (2012). A randomized control study to assess the effectiveness of collaborative learning structures in improving learner performance. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.

*97.* Ayiro, L., & Nafukho, F. M. (2012). Emotional intelligence, transformation leadership and service quality: A case for quality assurance managers in a Kenyan public university. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.

96. Wang, S., Graham, C. M., Wang, H., Ko, T., Chiu, H., & Nafukho, F. M. (2012). Information technology services in Taiwan: Investigating connections augmenting organizational learning readiness. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.#

95. Nafukho, F. M., Muyia, H. M. A., Kacirek, K., & Lynham, S. (2011). Emotional intelligence and leadership development training in an international organization. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.

94. Obiero, D., Nafukho, F. M., & Tolson, H. (2011). The consequences of turnover on organizational performance in the banking industry. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.#

93. Sepuvelda, C., & Nafukho, F. M. (2011). Exploring differences, similarities, and relationships between HRD and HRM disciplines. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.#

92. Wang, S. Y., Graham, C. M., & Nafukho, F. M. (2011). Organizational communication climate and learning readiness: An exploration of connections in small and middle sized enterprises in Taiwan. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.#

91. Sepuvelda, C., & Nafukho, F. M. (2011). Emotional intelligence as a predictor of athletic success. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.#

90. Ouma, G. W., & Nafukho, F. M. (2010). Responses to conditions of decline: The case of Kenya’s public universities. Presented at the annual meeting of the America Educational Research Association, Denver, Colorado, April 20- May 4, 2010.

89. Ke, J., Nafukho, F. M., & Tolson, H. (2010). A Study of the effectiveness of online vs. face-to-face continuing professional education (CPE). Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.#

88. Ke, J., Tolson, H., & Nafukho, F. M., & (2010). An empirical study of the perceptions of continuing professional education (CPE). Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.#

87. Mathis, R., Egan, T. M., & Nafukho, F. M. (2010). A training fantasy: An exploratory study examining perceptual “chaining-out” of messages concerning training. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.#

86. Sepulveda Jr., C., & Nafukho, F. M. (2010). Exploring the differences, similarities, and relationships between HRD and HRM disciplines. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.#

85. Sultan, M. I., & Nafukho, F. M. (2010). Product marketing strategies: Lessons for HRD practice. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.#

84. Okafor, E. N., Frank, C., & Nafukho, F. M. (2010). Human resource development at the national level. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.#

83. Yeager, K. L., & Nafukho, F. M. (2010). HRD’s role in creating successful diverse teams in organizations. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.#

82. Muyia, H. M., Nafukho, F. M., Kacirek, K. (2010). An empirical study of the leadership development training program and its impact on emotional quotient (EQ) Scores. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.

81. Nafukho, F. M., & Turner, F. (2009). Assessing the learning needs of adult learners enrolled in a distance learning human resource development program. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.#

80. Muyia, M. A., & Nafukho, F. M. (2009). HRD educators’ role in promoting understanding of

educational needs of adult immigrants. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.

79. Hairston, N., & Nafukho, F. M. (2009). No Significant Differences: E-Learning versus Traditional Training in Six Different Industry Settings. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.#

78. Hairston, F. M., & Nafukho, F. M. (2009). Determining employee attitude and satisfaction in an E-learning and traditional training in selected industry settings. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.#

77. Ke, J., Tolson, H., & Nafukho, F. M. (2009). Participants’ perspectives on the effectiveness of online continuing professional education (CPE) in the banking industry. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.#

76. Ke, J., Tolson, H., & Nafukho, F. M. (2009). Banking professionals’ perceptions of the effectiveness of online continuing professional education (CPE). Paper presented during the 7th Annual Hawaii International Conference on Education. January 4-7th 2009.#

75. 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.√#

74. 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.

73. 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. Paper presented during the *Academy of Human Resource Development International Research Conference*. Panama City, Florida, February 20-24, 2008.#

72. Nafukho, F, M. (2007). *Financing higher education in Kenya: The critical role of Africans in Diaspora.* Paper presented at the International Conference on The Role of the Kenyan Diaspora in Kenya’s Development. Institute of Global Initiative, Kennesaw State University, March 22-24, 2007.

71. 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.#

70. Graham, C. M. & Nafukho, F. M. (2007). *In leadership and organizational learning: Accounting for variances in small-size business enterprises.* Paper presented during the *Academy of Human Resource Development International Research Conference*. Indianapolis, Indiana, February 28-March 4, 2007.#

69. Brooks, K. Beck, J., Nafukho, F.M., & Mungania, P. (2007). *Defining the leadership challenges to growth of an international non-governmental organization.* Paper presented during the *Academy of Human Resource Development International Research Conference*. Indianapolis, Indiana, February 28-March 4, 2007.

68. Nafukho, F. M., & Park, O. (2006). *Design and successful delivery of online courses: A revisit.* Jointly presented with Ok Park at the Hawaii 4th Educational International Conference. Honolulu, Hawaii, January 6 -11, 2006.

67. 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.* Paper presented during the *Academy of Human Resource Development International Research Conference*. Columbus, Ohio, February 22 – 26, 2006. #

66. 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. #

65. Wawire, N. W., & Nafukho, F. M. (2006). *Investment in human capital through institutions of higher education for the revival of Kenya’s economy.* Paper presented during the *Academy of Human Resource Development International Research Conference*. Columbus, Ohio, February 22 – 26, 2006.

64. Nafukho, F. M., Hinton, E. B., & Yang, G.H. (2005). *The professionalization process of the Academy of Human Resource Development: Lessons from the current members for improvement.* Paper presented during the Academy *of Human Resource Development Annual Research Conference. February 24-27, 2005 Estes Park, Colorado.#* √

63. Graham, C.M., & Nafukho, F.M. (2005). *Organizational learning mechanisms of a small business enterprise in the Midwestern United States.* Paper presented during the Academy *of Human Resource Development International Annual Research Conference. February 24-27, 2005 Estes Park, Colorado.#*

62. Brooks, K., Nafukho, F.M., & Forrester, J. (2005)*. Partnerships in on-line Learning: Development of an On-line Course for Application in a banking Organization and an Undergraduate Human Resource Development Degree Program.* Paper presented during the Academy of Human Resource Development International Annual Research Conference. February 24-27, 2005 Estes Park, Colorado. #

61. Nafukho, F. M., & Hinton, B. E. (2004). *A survey of current and former members of the Academy of Human Resource Development.* Paper presented during the Academy of Human Resource Development International Annual Research conference held in Austin Texas, March 2-7, 2004.

60. Nafukho, F. M., Brooks, K., & Herrington, M. (2004). *Human resource development in newspaper recruitment advertisements: A resource for curriculum design.* Paper presented during the Academy of Human Resource Development International Annual Research conference held in Austin Texas, March 2-7, 2004.#

59. Nafukho, F. M., Hairston, N., & Brooks, K. (2003). *Human capital theory, HRD and economic growth.* Presentation made during the Academy of Human Resource Development Annual Conference held in Minneapolis, MN, February 26 – March 2, 2003.#

58. Nafukho, F. M., Thompson, D., & Brooks, K. (2003). *Factors predicting success in a distance learning undergraduate HRD degree program.* Presentation made during the Academy of Human Resource Development Annual Conference held in Minneapolis, MN, February 26 – March 2, 2003.

57. Nafukho, F. M., Lutta-Mukhebi, M. C., Keng’ethe, S. (2003). *Challenges of innovative training techniques: The experience of Moi University, College of Health Sciences, Kenya.* Presentation made during the Academy of Human Resource Development Annual Conference held in Minneapolis, MN, February 26 – March 2, 2003.

56. Nafukho, F. M. (2002). *The market model of financing state universities in Africa: Some innovative lessons from Kenya.* Paper presented at the International conference on African Universities in the 21st Century, jointly organized by the Center for African Studies, University of Illinois, and CODESRIA. Sponsored by The Ford Foundation, The Carnegie Corporation, Association of African Universities and the U.S. department of Education. Held at University of Illinois April 25-27, 2002.

55. Nafukho, F. M., & Burnett, F. M. (2002). *College choice: The state of marketing and effective student recruitment strategies.* Paper presented during the Academy of Human Resource Development Annual Conference held in Honolulu, Hawaii February 27 – March 3, 2002.

54. Nafukho, F. M., & Ngware, M. (2002). *Determinants of supply of technical training opportunities for human capital development in Kenya.* Paper presented during the Academy of Human Resource Development Annual Conference held in Honolulu, Hawaii February 27 – March 3, 2002. #

53. Nafukho, F. M. (1999). *The place of lifelong learning in Kenya: Need to build bridges between private agencies, public agencies and universities.* Paper presented at the 16th Annual *Meeting of the Association of the Third World Studies.* North Carolina Central University. October 8-11.

52. Nafukho, F. M. (1997). *The role of universities in Africa in the knowledge explosion era.* Paper presented at the *15th Annual Meeting of the Association of the Third World Studies.* Central Connecticut State University, Hartford, Connecticut, USA. October 9-11.

51. 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

50. Nafukho, F. M. (2013). Analysis, design, implementation and assessment of E-learning curriculum for learners with diverse learning needs. Invited as a keynote speaker at the International Conference on E-Learning, Safari Park Hotel, Nairobi Kenya, July 30, 2013.

49. Nafukho, F. M. (2012). Quality teaching and learning in higher education. Facilitator of a World Bank funded Quality Enhancement Project, College of Business Administration, Chittagong University, Dhaka, Bangladesh. November 22 – 30, 2012.

48. Nafukho, F. M. (2012). Education policy challenges and opportunities in the 21st century. Invited as a keynote speaker at the International Conference on Educational Reform and Innovation, Kenyatta University, Nairobi, Kenya, February 20-22, 2012.

47. Nafukho, F. M. (2008). African perspectives on adult learning. Presentation made at a conference organized by UNESCO on African Perspectives of Adult Learning. Nairobi, Kenya, November 2-4, 2008.

46. Nafukho, F. M. (2008). Management of adult education organizations in Africa. Presentation made at a book writers coaching workshop organized by UNESCO. Hamburg, Germany, June 11 – 13, 2008.

45. 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 – 17th, 2007.

44. 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.

43. 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.

42. 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. √

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

40. 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 11th 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.

39. 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.#

38. 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.

37. 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.

36. 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.

35. 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.

34. 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.

33. 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 30th Anniversary on the topic: Dakar, Senegal. December 8-12, 2003.

32. 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.#.

31. 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.

30. Nafukho, F. M. (2001). *Innovative teaching and training strategies for the 21st Century.* Resource Person to the Faculty of Engineering Staff Seminar, (Moi University, Kenya. Sirikwa Hotel, Eldoret. February 26 - March 2, 2001.

29. Nafukho, F. M. (2000). *Innovative marketing strategies for Kenyan universities: Examples from the US.* Presented at the 1st 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.

28. 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 2-4.200o.

27. 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.

26. 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.

25. 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.

24. 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.

23. 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.

22. 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.

21. 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.

20. 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- 29th, 1999.

19. Nafukho, F. M. (1999). *Business planning and visioning.* Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. June 17- 18, 1999.

18. 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.

17. 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.

16. Nafukho, F. M. (1999). *Business counseling techniques.* Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. June 2- 3, 1999.

15. 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.

14. 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 18th - 22nd 1999.

13. 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.

12. 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.

11. 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 3rd 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.

10. 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

11. Baker, C., Nafukho, F., Becker, M., McCaleb, K., & Johnson, M. (2015) “Faculty Perceptions of the Benefits of MOOCs in Higher Education,” poster presented at Chancellor’s Summit, Austin TX.

10. Chakraborty, M., & Nafukho, F. M. (2014). Online learner engagement. Poster presentation.

Chancellor's Summit on Academic Technology and Learner Engagement. Held June 25, 2014. TAMU, College Station, TX.

1. Dooley, L., Nafukho, F. M., McLean, G., Callahan, J., Egan, T. M., & Wang, J. (2008). Training and Development Professional Certification Training. March 30- April, 4, 2008. Courtyard, Marriott, College Station, TX.

8. 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.

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.

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.

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

16. Fulbright Association (Life Member since 2004).

15. American Educational Research Association, AERA (2009-Present).

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- 2007).

10. Arkansas Business Education Association (2002 – 2007).

9. Association for Career and Technical Education, ACTE (2002 – 2009)

8. Arkansas Association for Career and Technical Education, AACTE (2002 – 2007)

7. National Business Education Association, NBEA (1996 – 2007).

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- 2002).

4. Educational Research Network in Kenya, ERNIKE (1992- 2001).

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 – 2007).

SERVICE

**International and National Leadership Positions**

8. Chair, Nominations and Elections Committee, AHRD 2009

7. Member of the Executive Board of the Academy of Human Resource Development- 07-10

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**

16. Lead Consultant, Open and Distance Learning – SADC, Gaborone, Botswana - 2010

1. Consultant with United Nations Development Program 2008-2010
2. External Examiner, North-west University, Mafeking, South Africa.

13. External Examiner, University of Cape Town, South Africa.

12. Consultant with World Heath Organization (WHO) – 2005 – 2006.

11. External Examiner, Royale Melbourne Institute of Technology, RMIT University, Australia.

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.

1. 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.

1. Member of the Publications Committee of the Academy of Human Resource

Development 2006-2007.

1. Associate Program Chair of the Academy of Human Resource Development Annual Research conference held at Austin, TX. February 2003 -2004.
2. Facilitator of Food and Thought Session, AHRD International Annual Conference- 2003.
3. Session Chair AHRD International Annual Research Conference – 2003.
4. Associate Program Chair of the Academy of Human Resource Development Annual Research conference held at Minneapolis, Minnesota. February 2003.
5. Member of Scholarship and Leadership Committee of the Academy of Human Resource Development – 2002 - 2004.

**National (US and Kenya)**

1. 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.

8. 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.

1. 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.

1. Country Senior Examination Supervisor Institution of Fire Engineers (based in London, UK). 1999, 2000, 2001.
2. Country National Liaison Officer for Organization of Social Science in Eastern and Southern Africa, 2000-present.
3. Coordinator of Academy of Human Resource Development- Africa Region 1999 to present
4. Member of the Delta Pi Epsilon Executive Board, Arkansas Chapter -2001-2006.

**University Service**

20. Member, Faculty Senate Ombuds Officer Search Committee, 2021.

19. Member, Hagler Institute for Advanced Studies Administrative Council, 2018

18. Member, Dean of Faculties Operations Council, 2018 - present

17. Member, TAMU Diversity Leadership Group, 2017 - 2017

16. Member, TAMU Diversity Operations Committee, 2017 - 2019

15. Member, Search Committee for the Associate Dean of Faculties, TAMU January, 2017

14. Member, Investigative Authority, Texas A&M University – January – February, 2014

13. Member, Academic Civil Rights Committee – 2012-2014

12. Member, Center for Teaching Excellence Faculty and Student Advisory Board, 2010 – 2012, Texas A&M University, 2011.

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.

1. Served as a member of the Search Committee for the position of Director of Students Support Services. December 2003-March 2004. University of Arkansas.
2. 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.
3. 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.
4. Member of Faculty of Education Research and Grants Committee (2000-2001).
5. Member Faculty of Education Post-Graduate Committee (1999-2000).
6. Member of the Moi University Holding Company Planning Committee 2000.
7. Member of the Moi University Research Committee 1999-2001.
8. Member of the University Development Planning Committee (Appointed by the Vice-Chancellor Moi University) 1999-2001.
9. Member of the Commission of Higher Education’s Moi University Performance Improvement Team - October 1999-2001.
10. Member of the Commercialization of Moi University Garage and Transport Services Committee - 2000.

**College Service**

17. Member, Search Committee for Business Coordinator III position, fall 2020.

16. CEHD Leadership Team interviewing panel, Associate Dean for Research, 2020.

15. CEHD Leadership Team interviewing panel, Associate Dean for Diversity & Inclusion, 2020.

15. Ex-Officio Member, Faculty Advisory Council, 2017 – present.

14. Chair, Teaching, Learning and Culture Department Head Search Committee, 2015-2016.

13. Co-Chair, Difficult Dialogue Program, CEHD, 2014.

12. Member, Dean’s Council -2009- present.

11. Member, College of Education and Human Development Climate Study Team – 2012.

10. Member, Cyber Learning Conference planning team, Texas A&M University - 2010

9. Member, Instructional Professor/Clinical Faculty Task Force Texas A&M University- 2008.

8.Member of the Grievances Committee, College of Education and Human Development, Texas A&M University – Deans Task Force Committee – 2008.

1. Member of the Research Methods Certificate Committee, College of Education and Human Development, Texas A&M University – 2007.
2. Member of the College of Education Promotion and Tenure Committee, University of Arkansas – 2006-2007.
3. Member of the College of Education and Health Professions Faculty Council

(Elected at large), University of Arkansas - 2002-2005.

1. 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.
2. Member of the Graduate Studies Committee, College of Education and Health Professions, University of Arkansas, August, 2001-2005.
3. Chair Faculty of Education Seminars Committee, Moi University, Kenya, 1999-2001.
4. Chair Faculty of Education Seminars Committee, Moi University, Kenya, 1999-2001.

**Departmental Service**

14. Chair, Executive Committee, Department of Educational Administration and Human Resource Development – 2009- present

1. Chair of the Interdisciplinary Committee, Department of Educational Administration and Human Resource Development, Texas A&M University – 2007-2008.
2. 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.
3. Chair Department’s Promotion Committee for Associate Professor Rank, University of Arkansas 2006-2007.
4. Chair department’s Tenure Committee, University of Arkansas, 2006 -2007.
5. Served as a member of the search committee for professor position in the Department Fall-Summer 2005.
6. 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.
8. Served as a member of the Graduate Task Force Committee in the department to redesign the entire masters and doctorate programs – Fall, 2003.
9. Served on the Committee that developed Guidelines for Doctoral Proposal Procedure.
10. Member of the Human Subjects Committee (2004-2006).
11. Served on the Committee that revised Teacher Education Program in the department.
12. Member of RHRC Graduate Admissions Committee (2002-2007).
13. Member of the Research Incentive Committee (2004-2006).

**Service to the Community**

6. Member of Rock Prairie Elementary PTO 2007-2008

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

Courses Taught – Texas A&M University

EHRD 690: Educational Statistics 1

EHRD 618: Evaluation Models in HRD

EHRD 601: Foundations of HRD  
EHRD 681: Seminar -Portfolio

Courses Taught – University of Arkansas

WDED 5776: Entrepreneurship Education

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

VAED 6403: Special Topics in HRD (Reframing Organizations)

VOED 5113: Lab Business Management

VAED 6993: Workshop: Statistics in VAED (Doctoral Statistics Course)

Courses Taught – Moi University

PAC 848: Demand for and Supply of Education

PAC 851: Efficiency and Equity in Education

PAC 852: Financing Higher 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 or Co-chair of Doctoral Committees***

*Student Program Status*

25. Misha Chakraborty EHRD Graduated (’17)

24. Isna, Nuzulul EHRD Graduated (’21)

23. Donny, R. O’Bryant EHRD Course work

22. Deepu, Kurian EHRD Graduated (’20)

21. Chase, J. Friedman EHRD Course work

20. Huyen, T. Van EHRD Graduated (‘20)

19. Harriet P. Thindwa EHRD Passed qualifying

18. Forouzan, Farnia EHRD Graduated (’17)

17. Boyd, N. Amanda EHRD Passed prelims

16. Rachel Collins EHRD Graduated (’16)

15. Christine Frank EHRD Graduated (’15)

14. Vanessa Claus EHRD Graduated (’13)

13. Rhonda Fowler EHRD Graduated (’13)

12. Laura Hammons EHRD Graduated (’13)

11. Monica Trevino EHRD Graduated (’13)

10. Rochell McWhorter EHRD Graduated (’11)

9. Dannie Ortiz EHRD Passed Prelims

8. Solis, Lionel- Ph.D. candidate EHRD Passed Prelims

7. Emmanuel Okafor EHRD Passed prelims

6. Dan Obiero EHRD Graduated (’11)

4. Estella Garza EHRD Passed Prelims

3. Robin Smith Mathis EHRD Graduated (’10)

2. Jie, K EHRD Graduated (’10)

1. Hernandez, Margaret EHRD Passed Prelims

**Member of Doctoral Dissertation Committee**

*Student Program Status*

27. Rahma Mkuu HEED Graduated (’18)

26. Wooldridge Toron EDAD Graduated (’16)

25. Gerald Parker EDAD Graduated (’13)

24. Hull Richard EDAD Passed prelims

23. Garcia Liodolee EDAD Graduated (’12)

22. Dickens Brian EDAD Graduated (’15)

21. Baisley Kimberly EDAD Graduated

20. Austin Tori EDAD Passed prelims

19. Priya Kurup EHRD Graduated (’11)

18. Charles Cowell EHRD Graduated

17. Rhoda Fowler EHRD Graduated (’13)

16. Merlissa Alfred EHRD Graduated (’19)

15. William Serrata EHRD Graduated (’09)

14. Luzelma Canales EHRD Graduated (’09)

13. Miriam Scotland EHRD Passed Prelims

12. Melissa Noggle Walden EHRD Graduated (’08)

11. Angel Louise Abney EDAD Graduated

10. Prashanti Chennamsetti EHRD Graduated (’09)

9. Tonya Michelle Turner EHRD Graduated (’15)

8. John Joseph Willis EHRD Passed Prelims

7. Ronalee Sharon Martinez EHRD Graduated

6. Leticia E. Duncan-Brosnan EDAD Graduated (’15)

5. Aida Etser Perez EDPSY Passed Prelims

4. Petra A. Robinson EHRD Graduated (’11)

3. Charita Ray-Blakely EHRD Graduated (’11)

2. Carlos Molina EHRD Graduated (’08)

1. Pamela Hopkins EHRD Passed Prelims

Doctoral Students Advisees

*Student Program Status*

8. Chinwe Dike EHRD Enrolled

7. Mark Posada EHRD Enrolled

6. Bharani Nagarathnam EHRD Enrolled

5. Ann Honn EHRD Enrolled

4. Alicia Friday EHRD Graduated (’12)

3. Anetra Hunt EHRD Enrolled

2. April McLaurin EHRD Enrolled

1. Eva Stramski EHRD Enrolled

**Masters Committee Chair**

*Student Program Status*

21. Jason Demshar EHRD Graduated (’11)

20. Mindy Merten EHRD Enroll in Spring09

19. Lee Chia-Shing EHRD Enroll in Spring09

18. Janghoon Seo EHRD Enroll in Spring09

17. Priyanka Reddy EHRD Graduated (’10)

16. Burcu Baydemir EHRD Enroll in Spring09

15. Katina Young EHRD Enroll in Spring09

14. Andrea Peek EHRD Enroll in Spring09

13. Kirk Michael EHRD Enrolled

12. Jiali, Gong EHRD Graduated

11. Isna Nuzulul EHRD Graduated (’10)

10. Kristi Taylor EHRD Enrolled

9. Jessica Limbock EHRD Enrolled

8. Li Yi-Hsien EHRD Enrolled

7. Stephanie Greis EHRD Enrolled

6. Luke Ramsay EHRD Graduated

5. Allyson Assarian EHRD Enrolled

4. Melisa Smith EHRD Enrolled

3. David Shaw EHRD Enrolled

2. Marvin Moss EHRD Enrolled

1. Christie Benefield EHRD Enrolled

**Masters Committee Member**

*Student Program Status*

1. Kara Sutton-Jones EPSY Graduated

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.

Visiting Assistant Professor, University of Arkansas, Fayetteville, AR, 2006-2008, Assistant Professor, Indiana State University, August 2008.

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- 2009

*Student Program Status*

15. Deniece Honeycutt Ed.D. Graduated (’08)

14. Jean Parker Ed.D. Graduated (’08)

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. Graduated (’08)

1. LaTonya Flyod Ed.D. Writing Dissertation

Chair of Masters Committee 2002- 2007

*Student Program Status*

24. Joshua Kissee M.Ed. Graduated

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

*Student Program Status*

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 Graduated (’08) Graduated (’08).A.T.

**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**

4. Linge, K. K. Teresia (2010). Factors influencing women’s career advancement to managerial positions in Kenya. PhD thesis, Mafeking Campus of North-West University, South Africa.

3. Mena, Razvi (2009). Empowerment of low-income women in India: Emergent female grassroots leaders in Ahmedabad. PhD Dissertation, University of Northern Illinois, US.

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 o 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

86. Attended Harvard Institute of Educational Management (IEM) 50th Symposium: Reflecting on the Past, Transforming the Future, October 11- 12, 2019.

85. Attended Council of Academic Deans from Research Education Institutions Annual Meeting, Clearwater, Florida, October 13 – October 16, 2019.

84. Organized and facilitated a Tenure and Promotion Workshop for college faculty, 9/6/2019.

83. Organized and facilitated a Tenure and Promotion Workshop for college faculty, 9/20/2018.

82. Organized the CEHD New Faculty Orientation for new faculty. November, 1, 2017.

81. Served on the panel for Tenure and Promotion for new assistant professors in the college. October 26, 2017.

80. Organized with the Assistant Director for ODDI a CEHD Climate Action Planning Workshop. October 20, 2017.

79. Organized with the Assistant Director for ODDI a CEHD Climate Survey for students, faculty and staff findings workshop. October 10, 2017.

78. Served as a resource person for the University Climate Workshop organized by the office of the VP for Diversity and Associate Provost. April 20, 2017.

77. Attended a professional development work presented by the Office of Dean of Faculties on the topic: Dealing with Difficult Behavior in the Department. April 19, 2017.

76. Attended a TAMU HR Course Keys to Establishing your Supervisory Skills. April 5, 2017.

75. Attended a professional development work presented by the Office of Dean of Faculties on Faculty Promotion and Tenure. March 9, 2017.

74. Attended a Fulbright Workshop held at TAMU on how to prepare competitive applications. March 9, 2017.

73. Attended a professional development work on Academic Analytics and Faculty Productivity. February 16, 2017.

72. Attended a professional development work presented by the Office of Dean of Faculties on the topic: Developing and Interpreting Department Performance Score cards. February 13, 2017.

71. Attended a professional development workshop organized by the office of Dean of Faculties on Best Practices in the Faculty Annual Review Process. January 17, 2017.

70. Attended a professional development workshop at TAMU on Interpreting Results from the Faculty Campus Climate Survey. January 10, 2017.

69. Presenter, US Think Tank event organized by the Office of the Associate Provost for Undergraduate Studies, Texas A&M University, presented on the topic: Dialogue and Mediation in Higher Education. 2016.

68. Facilitator, 2016 Summer Leadership Institute for Texas School Leaders, summer, 2016.

67. Attended TAMU Climate Matters Conference: Diversity, Inclusion and Respect. March 9 – 10, 2016.

66. Participated in Summer Leadership Development Institute, TAMU Summer 2015

65. Participated in the Department Heads’ Academic Analytics Workshop Organized by TAMU Office of the Provost and Executive Vice President for Academic Affairs. March 24, 2015.

64. Attended TAMU Climate Matters Conference: Diversity, Inclusion and Respect. March 9 – 10, 2015.

63. Participated in the Department Heads’ workshop on Conflict Management Organized by TAMU Dean of Faculties. June 26, 2014.

62. Attended the TAMU Chancellor’s Summit on Technology in Higher Education. Held George Bush Presidential Library. June 25, 2014.

61. Participated in a professional development workshop organized by the University Council for Workforce and Human Resource Education. Held at Boise, Idaho, June 18-21, 2014.

60. Organized in collaboration with the Provost’s office for Global Partnerships and Programs Chinese University Leadership Training Program. Participants included top Chinese universities as well as the National Academy of Educational Administration in China, December 16-18, 2013.

59. Attended TAMU Chancellor’s Summit for 11 TAMU universities and participated in the Technology and Higher Education collaborative research team. September 29-30, 2013.

58. Served as a panelist during the mediation training for leaders at TAMU, January 10, 2013.

57. Trained as a Certified Gate Keeper for Suicide Prevention – QPR Program offered at TAMU. November 9, 2012.

56. Served on a Faculty Development Panel on facilitating change among faculty and administrators about the opportunities, challenges and pathways toward the role of full professor and administration. Hosted by TAMU Black Faculty Alliance, April 10, 2012.

55. Facilitator, College of Education and Human Development Annual Staff Conference on the topic: Emotional Intelligence and Workplace Productivity. Bob Moore Ranch, Milligan, TX, March 29, 2012.

54. Attended a presentation on Religious Pluralism in the Academy: Continuing the Dialogue Seminar organized by the Vice President and Associate Provost for Diversity at TAMU. March 26, 2012.

53. Successfully completed training as a Difficult Dialogue Facilitator in Difficult Dialogues Program Facilitation Training organized by the Vice President and Associate Provost for Diversity at TAMU. December 5, 2011.

52. Invited to serve as a Panel Member at the Bush School Course in International Economic Development in Dr. Gary William’s class. November 28 and 30, 2011.

51. Attended a workshop on Conflict Management for Department Heads, held at TAMU. November 17, 2011.

50. Attended the Administrative Leadership (ALI) Conference on the theme - Teacher Effectiveness: Highly Qualified to Highly Effective. College Station, November 9, 2011.

49. Attended a workshop on enhancing faculty involvement with graduate students through improved mentoring facilitated by Dr. Howard G. Adams, TAMU. October 20, 2011.

48. Attended a workshop facilitated by Dr. Antonio Cepeda-Benito, Dean of Faculties and organized by Black Faculty Alliance & African America Professional Organization at TAMU, Evans Library, TAMU. October 12, 2011.

47. Attended a presentation on High Achieving African American Students by Dr. Fred Bonner, Professor of Higher Education, TAMU. October 7, 2011.

46. Attended a presentation on *Diversity’s Promise for Higher Education: Diversifying the Faculty* by Dr. Daryl Smith, Professor of Education and Psychology at Claremont Graduate University, TAMU, October 3, 2011.

45. Attended training on Made for Learning: Apple & Accessibility Hands on Training. TAMU, College Station, TX, March 29, 2012.

44. Served as a member of the College of Education and Human Development Climate Study Team that comprised of 6 members, spring 2011.

43. Attended the Cyber Learning Conference organized by the College of Education and Human Development. Held at TAMU systems’ office, College Station, TX, March 4, 2011

42. Took a basic mediation training offered by the Center for Change and Conflict Resolution, College Station, TX, January 5 – 10, 2011.

41. Attended a Successful Recruitment Process Training for Department Heads, organized by the Office of the Dean of Faculties and Associate Provost, TAMU November 18, 2010

40. Attended a New Academic Leadership Development Orientation training program organized by the Office of the Dean of Faculties and Associate Provost, TAMU September 4 and September 7, 2009

39. Attended Disbursement training organized by TAMU Division of Finance, July 29, 2009.

38. Attended training on management and the approval process for student admissions organized by Office of Admissions and Records, TAMU, July 10, 2009.

37. To facilitate an employee leadership development workshop for UNDP staff in Gambia, West Africa, March 14-18, 2009.

36. Facilitated a leadership development workshop for Women United Nations Resident Coordinators from over 36 countries at the UN headquarters in New York, October 13, 17, 2008.

35. Attended a development workshop facilitated by Distinguished professors: Yvonna Lincoln, Bruce Thompson, and Robert Armstrong on the theme “On the way to becoming distinguished professor” 501 Rudder, November 16, 2008.

34. Attended a development workshop facilitated by the Associate Provost and Dean of Faculties Dr. Karan Watson on the theme Promotion and Tenure process at Texas A&M University. 401 Rudder, September 29, 2008.

33. Attended and facilitated the human resource development program faculty retreat, OutPost @ Cedar Creek Inn, LLC, Round Top, Texas, August 14-15, 2008.

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 Ides 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 19th 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 *14th 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.

**FEATURED IN NEWS MEDIA/VIDEO DOCUMENTARIES/TELEVISION**

-Texas A&M, President’s State of the University Address: <https://president.tamu.edu/search/index.html?q=Nafukho>

Carnegie Fellowship Award: <http://transform.tamu.edu/news/dr-nafukho-awarded-fellowship-carnegie-program>

-Keynote flipped presentation on Grand Challenges facing humanity: <https://www.youtube.com/watch?v=_A85Y53WRhA>

-School enhancement project: <http://transform.tamu.edu/news/school-enhancement-project-focuses-improving-houston-area-schools>

-Classroom interaction research: <http://transform.tamu.edu/news/professor%E2%80%99s-research-helps-understand-classroom-interaction>

-Emotional intelligence: <http://www.texastribune.org/2015/09/30/q-fredrick-nafukho/>

-Emotional intelligent (EQ) Quiz: <http://www.bdcwire.com/emotional-intelligence-quiz/>

-Texas A&M colleges hold daylong Climate Matters conference to help improve workplace, educational environments: <http://www.theeagle.com/news/local/texas-a-m-colleges-hold-daylong-climate-matters-conference-to/article_405fa943-7f37-5ad6-b7ee-4670e72678ac.html>

-[Texas Workforce Commission Awards Texas A&M $4.6 Million To Promote Adult Education And Literacy](http://tamutimes.tamu.edu/2014/08/04/texas-workforce-commission-awards-texas-am-4-6-million-to-promote-adult-education-and-literacy/): <http://tamutimes.tamu.edu/2014/08/04/texas-workforce-commission-awards-texas-am-4-6-million-to-promote-adult-education-and-literacy/#.VG99uovF91A>

-[TWC Awards $4.5 million to Texas A&M for Adult Education ...](file:///C:\Users\fnafukho\AppData\Roaming\Microsoft\Word\TWC%20Awards%20$4.5%20million%20to%20Texas%20A&M%20for%20Adult%20Education) <http://www.twc.state.tx.us/news/press/2014/071614press.pdf>

-Texas A&M Professor Studies Emotional Intelligence: <http://www.theeagle.com/news/local/article_13a807b6-00cb-5ad0-b70a-ef268caed61a.html>

-[TWC Awards $4.5 Million to Texas A&M for Adult Education ...](file:///C:\Users\fnafukho\AppData\Roaming\Microsoft\Word\TWC%20Awards%20$4.5%20Million%20to%20Texas%20A&M%20for%20Adult%20Education) <http://focusdailynews.com/twc-awards-million-to-texas-am-for-adult-education-and-literacy-suppo-p13094-1.htm>

*-Unity Spiritual Center of the Brazos Valley:* [*http://unityspiritualcenterbv.org/2013/10/23/sunday-october-27th-dr-nafukho-on-emotional-intelligence/*](http://unityspiritualcenterbv.org/2013/10/23/sunday-october-27th-dr-nafukho-on-emotional-intelligence/)

*-*[*www.kbtx.com/.../e-Learning\_Better\_at\_Improving\_Performance\_Than\_Traditional\_Face-to-  
-Face\_Method\_of\_Instruction\_120802729.html*](http://www.kbtx.com/.../e-Learning_Better_at_Improving_Performance_Than_Traditional_Face-to--Face_Method_of_Instruction_120802729.html)*.*

-[Education « Times of Texas](http://timesoftexas.com/category/education/page/2/) timesoftexas.com/category/education/page/2/ - [Cached](http://webcache.googleusercontent.com/search?q=cache:RJjws_aKA_IJ:timesoftexas.com/category/education/page/2/+nafukho&cd=236&hl=en&ct=clnk&gl=us&source=www.google.com)

*-*[*The Official ASTD Blog | Texas A&M Study: e-Learning Best at ...*](http://www1.astd.org/Blog/post/Texas-AM-Study-e-Learning-Best-at-Tapping-into-Creativity.aspx)

*www1.astd.org/.../Texas-AM-Study-e-Learning-Best-at-Tapping-into-Creativity.aspx -* [*Cached*](http://webcache.googleusercontent.com/search?q=cache:FJbhSffqZTQJ:www1.astd.org/Blog/post/Texas-AM-Study-e-Learning-Best-at-Tapping-into-Creativity.aspx+nafukho&cd=69&hl=en&ct=clnk&gl=us&source=www.google.com)

*-*[*e-Learning Better :: The Winkler Post :: Online News for Kermit ...*](http://www.google.com/url?sa=t&source=web&cd=39&ved=0CFAQFjAIOB4&url=http%3A%2F%2Fwww.winklerpost.com%2Fpostnews%2F2011%2Fwp20110428%2Fwp20110428_school2.php&rct=j&q=nafukho&ei=foXWTb30KcnZ0QGgybGlBw&usg=AFQjCNH_ABzpfzbXSBmzAYZN4rmrUHWdeA&cad=rja)

*-*[*e-Learning Better at Improving Performance Than Traditional ...*](http://moodlebasics.com/20110427/moodle-e-learning/e-learning-better-at-improving-performance-than-traditional-instruction/1579/)

*moodlebasics.com/20110427/moodle-e-learning/e...at.../1579/*

*-*[*e-Learning / Performance / Research: Better Than Traditional ...*](http://www.google.com/url?sa=t&source=web&cd=109&ved=0CE0QFjAIOGQ&url=http%3A%2F%2Fskillsinfo.wordpress.com%2F2011%2F04%2F29%2Fe-learning-performance-research-better-than-traditional-instruction%2F&rct=j&q=nafukho&ei=0pHWTbCyNInn0QGj9OjbBw&usg=AFQjCNF6qp-YFK8eF_lGUKMyN49v4kF5EA&cad=rja)*skillsinfo.wordpress.com/.../e-learning-performance-research-better-than-traditional-instruction/*

*-*[*E-learning | E-Learning Better At Improving Performance Than ...*](http://partakeanything.co.cc/share_anything/e-learning-e-learning-better-at-improving-performance-than-traditional-face-to-face-method-of-instruction/)

*partakeanything.co.cc/.../e-learning-e-learning-better-at-improving-performance-than-traditional-face-to-face-method-of-instruction/*

*-*[*e Learning Better at Improving Performance Than Traditional ...*](http://www.google.com/url?sa=t&source=web&cd=57&ved=0CDYQFjAGODI&url=http%3A%2F%2Fwww.onlineschoolnet.com%2F2011%2F04%2F27%2Fe-Learning-Better-at-Improving-Performance-Than-Traditional-Instruction-Texas-A-M-University%2F%3Fr%3D1&rct=j&q=nafukho&ei=-4bWTeHeJ4WT0QGPnMW9Bw&usg=AFQjCNHNvR4ocn6MLydxxMJWMVj-M2jl8Q&cad=rja)

*www.onlineschoolnet.com/.../e-Learning-Better-at-Improving-Performance-Than-Traditional-Instruction-Texas-A-M-University/?... -* [*Cached*](http://webcache.googleusercontent.com/search?q=cache:p5Ynogr1VsAJ:www.onlineschoolnet.com/2011/04/27/e-Learning-Better-at-Improving-Performance-Than-Traditional-Instruction-Texas-A-M-University/%3Fr%3D1+nafukho&cd=57&hl=en&ct=clnk&gl=us&source=www.google.com)

***-****[noodls® › gateway to facts | e-Learning Better at Improving ...](http://www.noodls.com/viewNoodl/9822755/texas-am-university/e-learning-better-at-improving-performance-than-traditional-)*

*www.noodls.com/.../e-learning-better-at-improving-performance-than-traditional- -* [*Cached*](http://webcache.googleusercontent.com/search?q=cache:URKGOr9TjLsJ:www.noodls.com/viewNoodl/9822755/texas-am-university/e-learning-better-at-improving-performance-than-traditional-+nafukho&cd=67&hl=en&ct=clnk&gl=us&source=www.google.com)

*-*[Blog Archive » Emotional Intelligence Can Boost Success, Research ...](http://www.google.com/url?sa=t&source=web&cd=112&ved=0CBsQFjABOG4&url=http%3A%2F%2Ftamunews.tamu.edu%2F2010%2F04%2F15%2Femotional-intelligence-can-boost-success%2F&rct=j&q=nafukho&ei=TpLWTYSQL-Tk0gGRn-3LBw&usg=AFQjCNGAYUjdaaxRofObgMW9aXNjvpqM1Q&cad=rja)

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1. (# Publication with student/s) [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)