

Curriculum Vitae

Robert Mayfield Yawson



SUMMARY STATEMENT

I am self-motivated and capable of working effectively in any challenging environment. I have a pleasing personality, am modest, well-mannered, respectful, and cooperative, and I get on well with my peers and superiors. Take responsibility to ensure commitments are met. I achieve objectives, despite problems and frustrations, and am always aware of my strengths and limitations. I am a creative person and often think deeply about practical issues. Making connections that are not readily apparent and identifying patterns and relationships that others may not see are perhaps my greatest strengths. I always see the big picture rather than focusing narrowly on my specialism. I question assumptions and can generate new ideas and approaches. I possess good listening skills, and my reasoning is marked by discernment, and my presentations by clarity that eliminates the possibility of misinterpretation. I convincingly present my views. I am always aware of different perspectives, feelings, and concerns. I have demonstrated a strong ability to persuade others to adopt my perspective. Yet, I am by no means single-minded or inflexible. I am a multiple award-winning scholar, educator, and administrator of international repute.

EDUCATIONAL BACKGROUND

- **Ph.D.** in Organizational Leadership, Policy, and Development, University of Minnesota, 2009– 2013
- **Master of Science** in Science, Technology and Environmental Policy, Hubert H. Humphrey School of Public Affairs, University of Minnesota, 2007 - 2009
- **Post Graduate Certificate** in Food Management, Hebrew University of Jerusalem, Rehovot, Israel, 2000 - 2001
- **Master of Philosophy (MPhil)** in Biochemistry, University of Ghana, Legon, Ghana, 1995 - 1997
- **Bachelor of Science (Honors)** in Biochemistry with Chemistry, University of Ghana, Legon, Ghana, 1989 - 1992
- **General Certificate of Education, Advanced and Ordinary Levels**, Winneba Secondary School and Sixth-form College, Ghana, 1981 - 1988

PROFESSIONAL AND WORK EXPERIENCE

SCHOOL OF BUSINESS, QUINNIPIAC UNIVERSITY.

William S. Perlroth Endowed Professorship in Business, 09/01/2025 to Date

Chair, Entrepreneurship, International Business, and Strategy Department, 10/22/2021 to Date

Professor of Management, 03/31/2023

Tenured Associate Professor of Management, 03/18/2019 – 03/31/2023

Assistant Professor of Management, 06/1/2013 – 03/18/2019

TEACHING

- CIS 350/AC 350 Advanced Excel Programming
- IB 201 Globalization and International Business
- IB 105 International Business Environment
- MBA 615 Skills for Contemporary Issues in Business
- MBA 625 Leadership for Decision Makers
- MBA 660 Decision Making in the Global Economy
- MBA 688 Graduate Internship
- MBA 681 Co-Op Experience I – *The World of Work*
- MBA 682 Co-Op Experience II – *Organizational Dynamics*
- MBA 683 Co-Op Experience III – *Organizational Citizenship Behavior*
- MBA 684 Co-Op Experience IV – *Professional Skills and Career Development*
- OL 601 Foundations of Organizational Behavior/Leadership
- OL610 Power and Politics of Leadership Communication
- OL615 Leadership Across Boundaries

- OL620 Leadership in the Digital Organization
- OL630 Performance Management
- OL650 Leading Organizational Change
- OL662 Ethics & Governance
- OL681 Leadership in Human Resources
- OL683 Talent Management
- OL686 Leading Public Service Organizations
- OL687 Strategic Planning for Public Service Organizations
- OL 689 Project Management for Leadership Consulting
- OL690 Leadership Consulting Capstone
- OL690 Leadership Consulting Capstone II
- PMBA 612 Contemporary Issues in Business and Society
- PMBA 616 Creating Innovation in Organizations
- PMBA 622 Managing People in Organizations

New Courses Developed

- BBA 310 Advanced Business Communication
- BBA 410 Career Advancement and Organizational Presence
- MG 300 Introduction to Nonprofit Management
- OL620 Leadership in the Digital Organization
- MBA 681 Co-Op Experience I – *The World of Work*
- MBA 682 Co-Op Experience II – *Organizational Dynamics*
- MBA 683 Co-Op Experience III – *Organizational Citizenship Behavior*
- MBA 684 Co-Op Experience IV – *Professional Skills and Career Development*
- PMBA 637 Business Dynamics

RESEARCH

My current research focuses on using the "wicked problem construct" to promote organizational effectiveness and change and on applying systems approaches to human resource development for emerging technologies.

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

SERVICE

Professional service

- **Member**, Board of Directors, Management and Organizational Behavior Teaching Society (MOBTS), 2025 -2028
- Member, MOBTS New Educator Award Committee, 2025
- **Member**, Search Committee for Editor-In-Chief for *Advances in Developing Human Resources*, 2024
- **Associate Editor (Mixed Methods)**, *Human Resource Development International (HRDR)*, 2024 to 2025
- **Editorial Board Member**, *Human Resource Development Quarterly (HRDQ)*, 2022 - Date
- **Co-Editor-In-Chief**, *Organization Management Journal*, 2021 - Date
- **Member**, Management and Organizational Behavior Teaching Society Racial Equity Task Force, 2020 - 2022
- **Business and Management Section Editor**, *SAGE Open Journal*, 2020 to Date
- **Editorial Board Member**, *Human Resource Development Review*, 2020 to Date
- **Editorial Board Member**, *Industrial and Commercial Training*, 2020 to Date
- **Member**, Search Committee for Editor-In-Chief of *Human Resource Development Review*, 2020
- **Chair**, Taskforce to determine the future format and purpose of *Advances in Developing Human Resources Journal*, 2019 - 2020
- **Associate Editor**, *Organization Management Journal*, January 2017 - December 2020
- **Director, Board of Governors**, Eastern Academy of Management (EAM), 2019 - 2022
- **Chair**, Research & Journals Committee, Academy of Human Resource Development, 2019 - 2021
- **Associate Editor**, *Human Resource Development Quarterly (HRDQ)*, 2019 - 2021

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

Service to Quinnipiac University

- Member, 10th Presidential Inauguration Committee, 2025
- Chair, Faculty Senate 24/25 AY
- Member, Board of Trustees 24/25 AY
- Member, 10th Presidential Inauguration Committee, 2024
- Member, Presidential Search Advisory Committee, 2024
- Vice Chair, Faculty Senate 23/24 AY
- Member, Search Committee, Full-Time Tenure-Track Faculty: Environmental Science position, 2022
- Member, Search Committee for the Director of the Center or Teaching & Learning, 2021
- Member, Executive Committee of the Faculty Senate 2020/2021, 21/22, 23/24 Academic Years
- Member, James Marshal Service Award Committee, 2021 to 2025
- Member, Micro-Credentialing Working Group, 2020 to 2021
- Member, I-Course Sub-Committee, 2019 to 2023
- Member, Breadth Reflection Sub-Committee, 2019 to 2021
- Member, Board of the Center for Excellence in Teaching and Service to Students, 2019 to Date
- Member, Learning Assessment Council, 2019 to 2022

- Chair, University Education Committee (UEC), 2018 to 2022
- Faculty Director, ePortfolios Across the Curriculum Initiative, 2017 - 2019
- Member, University Senate, 2017 – 2025
- Member, Research Policies Committee, 2017 - 2021
- Chair, UC Capstone Proposal Review Subcommittee, 2016 - 2017
- Member Subcommittee to develop strategies for review/support of UC “T” courses, 2016
- Member University Education Committee (UEC) 2015 - 2018
- Summer Grant Applications Reviewer for the Frank Netter, MD School of Medicine, 2016, 2018
- Reviewer for the 2015 Scholarship of Teaching and Learning Award, 2015
- Member of the Global Public Health Oversight Committee, Quinnipiac University, Spring/Summer, 2014

Service to the School of Business, Quinnipiac University

- Member, Strategy Committee, 2022 - Date
- Member, New Building Committee, 2022 - 2025
- Member, Budget Committee, 2021- Date
- Faculty Coordinator, MS in Organizational Leadership, 2021 to Date
- Chair, School Research Quality Committee, 2021 to 2023
- Member, Ad Hoc Committee for Curriculum & Innovation, 2020
- Member, 2020 Faculty Scholar of the Year Committee, 2020
- Member, School Research Quality Committee, 2019 to 2021
- Member SoB Ad Hoc Committee for the UC Integrative Capstone 2016
- Member SoB Emotional Intelligence Committee, 2015 to 2016
- Member BBA-Degree Completion Implementation Ad-Hoc Committee 2015 to 2016
- Member Search Committee for Associate Dean of Graduate Programs, School of Business, 2015
- Graduate Assessment Coordinator, School of Business, Quinnipiac University, 2014-2020
- *Ex-officio* Member, Graduate Curriculum Committee, 2014 to 2020

Service to the Department – EIBS and HMOL

- Department Chair, 2021 - Date
- Member Search Committee for Tenure-Track Assistant Professor in Healthcare Management 2016
- Member DEC for the 2nd-year reappointments of six Faculty Members
- Member DEC for the 4th-year reappointments of four Faculty Members
- Co-Chair Search Committee for Tenure-Track Assistant Professor in Management 2014
- Member Search Committee for Tenure-Track Assistant Professor in Healthcare Management 2013
- Member of MS in Organizational Leadership Program Assessment Team 2013

DEPARTMENT OF LEADERSHIP STUDIES, UNIVERSITY OF SOUTHERN MAINE

Part-Time Faculty (Professor of Leadership Studies) 05/01/2019 – To Date

- LOS 304: Organizational Budgeting and Finance
- LOS 440: Leading Organizational Change
- LOS 501: Foundations of Leadership II: Theory and Practice
- LOS 611: Communication & Relationship Building
- LOS 502/702: Leading Organization Development
- LOS 665: Organizational Consulting: Perspectives of Leadership
- LOS 719: Organizational Analysis
- LOS 772: Strategic Planning, Visioning and Design
- LOS 775: Leading for Financial Performance and Accountability

Doctoral Dissertation Committees/Advising

- Ielaf Khalil (2026). *Leadership Practices of Kurdish Healthcare Leaders*
- William A. Carroll (2026). *Garnering the Commitment of Followers: What Can Be Learned from the Experience of CEOs Driving Change Initiatives*
- Nina A. El-Badry (2025). *Exploring the Association Between Relational Mindfulness and Leadership Behaviors*
- Jennifer S. Norwood (2025). *Voices of Dynamic Positioning (DP) Operators on Leadership Attributes, Attitudes, and Behaviors Supporting Optimal Performance*

- Amanda Giampetro (2025). *Creating Change in Policing with TRPGs: Using a Tabletop Role-Playing Game to Explore Leadership Development & Culture Change in Law Enforcement*
- Andrew Osheroff (2024). *Doing Complexity Leadership in Self-Managed Teams: A Case of An IDG Hub*
- Jen Hart (2024). *In their own words: Investigating lived experiences of employees' workplace engagement to inform leaders' efforts in strengthening thereof.*
- Wallace J. Fraser, Jr (2024). *Exploring Law Enforcement Leadership and the Support of Officer Wellness*

SCHOOL OF BUSINESS, PROVIDENCE COLLEGE, RI, USA

Part-Time Faculty (Professor of Management) 10/01/2020 – To Date

- MBA 700: Strategic Management in a Global Business Environment
- MBA 676: Organizational Effectiveness thru People & Teams
- MBA 770: Managing Creativity in Organizations

COLLEGE OF BUSINESS, JOHNSON AND WALES UNIVERSITY, RI, USA

Part-Time Faculty (Professor of Management) 10/01/2022 – 08/31/2023

- MGMT 5800 – Leadership Effectiveness
- MGMT 7030 - Innovation and Change

UNIVERSITY OF MINNESOTA, MN, USA

Lecturer, Instructor & Research Assistant, with appointments at the Department of Organizational Leadership, Policy and Development; Hubert H. Humphrey School of Public Affairs; and Department of Agronomy and Plant Genetics. 09/01/2007 – 06/30/2013

Teaching

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

Research

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

Service

- Member of the Organizing Committee of the 1st Green Chemistry Conference in Minnesota and the Co-editor of the proceedings of the conference.
- Conference Committee member/Conference Manager: Third Minnesota Symposium on Disability Studies: *Perspectives: Past, Present and Future of Disability Studies*, Fergusson Hall, July 27 - 28, 2012, University of Minnesota, MN
- Conference Committee member/Conference Manager: 2nd Minnesota Symposium on Disability Studies: *Disability and Identity in the 21st Century*, Fergusson Hall, July 29 -31, 2011, University of Minnesota, MN
- Conference Committee member/Conference Manager: 1st Minnesota Symposium on Disability Studies: *Disability Studies and Inclusive Education*, Fergusson Hall, July 23 -25, 2010, University of Minnesota, MN
- Conference Committee member: *Leadership Can Be Taught Symposium: The Artistry of Using Adaptive Leadership with Undergraduates and Emerging Professionals*. July 20-22nd, 2011, Minneapolis, MN.
- Member - Tactile Acuity Scholarship of Teaching and Learning Committee
- Member - Mixed Methods Interdisciplinary Research Committee
- Member: UMN as Strength-Based Campus Research Committee

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

Part of a team that unites advocates, academics, and thought leaders across disciplines to advance best practices in global change through research, executive education, communications, and coaching. Helps clients achieve excellence in giving

through research and strategy planning, portfolio management, strategic learning and evaluation. Builds a new community of philanthropic donors to leverage innovative foundation initiatives. Organizational Effectiveness

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

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

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

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

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

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

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

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

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

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

TUTOR, WESLEY GIRLS HIGH SCHOOL & SIXTHFORM COLLEGE, CAPE COAST GHANA

08/01/1992 -08/31/1993

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

RESEARCH AND PUBLICATIONS

Peer-Reviewed Journal Publications

1. **Yawson, R. M.** (2026). A Commentary on Sackett et al. (2026): New Venture Team Diversity as an Emergent Complex System. *Group & Organization Management*, 0(0), 1 – 6. <https://doi.org/10.1177/10596011261428298>
2. Yarney, L., Asamoah-Boateng, J., Agboh, H. N. K., Abekah-Nkrumah, G., Yarney, J., & **Yawson, R. M.** (2025). Correlates of COVID-19 Vaccine Uptake in Ghana: A Case Study. *Public Health in Practice*, 100683. <https://doi.org/10.1016/j.puhip.2025.100683>
3. Goryunova, E., and **Yawson, R.** (2025). “Nested Complexity” Framework for Human-Centered AI-Augmented Leadership. *Journal of Leadership Studies*, 19(2), e70016. <https://doi.org/10.1002/jls.70016>
4. **Yawson, R. M.**, & Goryunova, E. (2025). Nested Complexity: A Conceptual Framework for Leveraging AI for Sustainable Organizations and Human Resource Development. *Advances in Developing Human Resources*,

- 27(2/3), 91–123. <https://doi.org/10.1177/15234223251335908>. Winner of the Marilyn Y. Byrd Excellence in HRD Research Award
5. **Yawson, R. M.**, Johnson-Kanda, I., & Yarney, L. (2025). Participant Journaling as a Data Collection Method in Management Education Research. *Qualitative Research Journal*. <https://doi.org/10.1108/QRJ-01-2025-0021>
 6. **Yawson, R. M.** (2025). From Business School Dean to University President: Leadership Lessons from Dr. Judy Olian. *Organization Management Journal*, 22 (1), 21-30. <https://doi.org/10.1108/OMJ-10-2024-2325>
 7. **Al-Husban, H.**, & Yawson, R. M. (2024). The catalytic effect of organizational learning on ambidexterity for firm performance. *European Journal of Training and Development*, 49(5/6), 609–632. <https://doi.org/10.1108/EJTD-03-2024-0040>
 8. Yarney, L., Baba, K., & **Yawson, R. M.** (2024). Home Management of Febrile Convulsion among Ghanaian Parents with Children Under Five Years: An Exploratory Case Study. *African Journal of Management Research*, 30(1), 88 - 100. <https://doi.org/10.4314/ajmr.v30i1.5>
 9. **Yawson, R. M.** (2024). Perspectives on the Promise and Perils of Generative AI in Academia. *Human Resource Development International*, 28(3) 476 –487. <https://doi.org/10.1080/13678868.2024.2334983>
 10. **Yawson, R. M.**, & Paros A. (2023). Systems Perspective of the Use of the Balanced Scorecard for Organization Development and Change. *SAGE Open*, 14(4). <https://doi.org/10.1177/21582440231218064>
 11. Asare, A. K., Bannor, R., **Yawson, R. M.**, & Bawole, J. N. (2023). Healthcare system innovation - the case of adoption of telemedicine in Ghana. *International Journal of Business and Systems Research*, 17(4), 407–441. <https://doi.org/10.1504/IJBSR.2023.131722>
 12. Tai, T. W. C., Mattie, A., Miller, S. M. & **Yawson, R. M.** (2023). An examination of Leapfrog safety measures and Magnet designation. *Journal of Healthcare Risk Management*. 42(3-4), 21–29. <https://doi.org/10.1002/jhrm.21533>
 13. Adobor, H., & **Yawson, R.** (2023). The promise of artificial intelligence in combating public corruption in the emerging economies: A conceptual framework. *Science and Public Policy*, 50(3), 355–370. <https://doi.org/10.1093/scipol/scac068>
 14. Simmons, S. B., & **Yawson, R. M.** (2022). Developing leaders for disruptive change: An inclusive leadership approach. *Advances in Developing Human Resources*, 24(4), 242-262, <http://doi.org/10.1177/15234223221114359>
 15. Osafo, E., Paros, A., & **Yawson, R. M.** (2021). Valence–Instrumentality–Expectancy Model of Motivation as an Alternative Model for Examining Ethical Leadership Behaviors. *SAGE Open*, 11(2). <https://doi.org/10.1177/21582440211021896>
 16. Osafo, E., & **Yawson, R. M.** (2021). The Dead Goat Syndrome in Organisations. *International Journal of Business and Systems Research*, 15(2), 143-162. <https://doi.org/10.1504/IJBSR.2021.113415>
 17. Paros, A., Taylor, M., & **Yawson, R.** (2020). Enhancing student understanding of networks using experiential learning. *Organization Management Journal*. 17(4/5), 173-183. <https://doi.org/10.1108/OMJ-05-2020-0930>
 18. Osafo, E., & **Yawson, R. M.** (2020). Tempered Radicalism as an Approach to Revisiting Indigenous Forms of Critical Human Resource Development. *European Journal of Training and Development*., 45(2/3), 259-283. <https://doi.org/10.1108/EJTD-03-2020-0049>
 19. **Yawson, R. M.** (2020). Strategic Flexibility Analysis of HRD Research and Practice Post COVID-19 Pandemic. *Human Resource Development International*. 23(4), 406–417. <https://doi.org/10.1080/13678868.2020.1779169>
 20. Woldeab, D., **Yawson, R. M.**, & Osafo, E. (2020). A Systematic Meta-Analytic Review of Thinking beyond the Comparison of Online Versus Traditional Learning. *e-Journal of Business Education & Scholarship of Teaching (e-JBEST)* 14(1), 1-24. <https://doi.org/10.5281/zenodo.5079113>.
 21. **Yawson, R.M.**, Peterson, G. and Johnson-Kanda, I. (2020). Collective impact: dialogue at the interface of the colliding systems of philanthropy. *World Review of Entrepreneurship, Management and Sustainable Development*.16(1), 1 - 21 <https://doi.org/10.1504/WREMSD.2020.105528>
 22. Osafo, E. & **Yawson, R. M.** (2019). The role of HRD in university-community partnership for leadership development. *European Journal of Training & Development*. 43(5/6): 536 – 553. <https://doi.org/10.1108/EJTD-12-2018-0119>
 23. Woldeab, D., **Yawson, R. M.**, & Woldeab, I. C. (2019). Work and Occupational Profile of Eastern African Immigrants in the United States: A Historical Overview. *Human Resource Development International*. 22(3), 305 – 315. <https://doi.org/10.1080/13678868.2019.1570480>

24. Peterson, G., **Yawson, R. M.**, Sherman, J. & Johnson-Kanda, I. (2018). A Systems Model of Using the Deliberate Leadership Framework for Addressing Wicked Problems. *Int. J. Business and Systems Research*, 12(3), 262-289. <https://doi.org/10.1504/IJBSR.2018.10010536>
25. **Yawson, R. M.** (2017). Systematic Review to Identify Skill Needs for Agrifood Nanotechnology Workforce. *Career and Technical Education Research*, 42(3), 149 – 181. <https://doi.org/10.5328/cter42.3.149>.
26. Milde, K. & **Yawson, R. M.** (2017). Strategies for Social Media Use in Nonprofits. *Journal of Management Policy and Practice*. 18(1): 19-27. <https://doi.org/10.5281/zenodo.15108363>
27. **Yawson, R. M.**, & Greiman, B. C. (2017). Strategic Flexibility Analysis of Agrifood Nanotechnology Skill Needs Identification. *Technological Forecasting & Social Change*. 118(C), 184 - 194. <https://doi.org/10.1016/j.techfore.2017.02.019>
28. **Yawson, R. M.** (2016). The Importance of Multimethods and Mixed Methods Research in Understanding Complexity in Leadership. *Int. J. of Complexity in Leadership and Management*. 3(4), 261-277. <https://doi.org/10.1504/IJCLM.2016.087122>
29. **Yawson, R. M.** & Greiman, B. C. (2016). A Systems Approach to Identify Skill Needs for Agrifood Nanotechnology: A Multiphase Mixed Methods Study. *Human Resource Development Quarterly*, 27(4), 517–545. <https://doi.org/10.1002/hrdq.21266>. Finalist for the 2016 Richard Swanson Research Excellence Award
30. **Yawson, R.M.** (2015) ‘The ‘wicked problem construct’ for organizational leadership and development, *Int. J. Business and Systems Research*, 9(1), 67-85. <https://doi.org/10.1504/IJBSR.2015.066812>
31. **Yawson, R. M.** (2014). The Theory and Practice of Case-in-Point Teaching of Organizational Leadership. *American Journal of Management*, 14(1-2), 72–81. http://www.na-businesspress.com/AJM/YawsonRM_Web14_1-2_.pdf
32. **Yawson, R. M.** (2013). Systems Theory and Thinking as a Foundational Theory in Human Resource Development – A Myth or Reality? *Human Resource Development Review*. 12(1), 53 – 83. <https://doi.org/10.1177/1534484312461634>
33. **Yawson, R. M.** (2012). An epistemological framework for nanoscience and nanotechnology literacy. *International Journal of Technology and Design Education*, 22(3):297 - 310. <https://doi.org/10.1007/s10798-010-9145-1>.
34. Quaye, W., **Yawson, R.**, Aye, E., & Yawson, I. (2012). Climate change and food security: The role of biotechnology. *African Journal of Food, Agriculture, Nutrition and Development*, 12(5), 6354–6364. <https://doi.org/10.18697/ajfand.53.11120>
35. **Yawson, R. M.** (2011). Africa’s Nanofuture: The Importance of Regionalism. *International Journal of Nanotechnology*, 8(6): 420 - 436. <https://doi.org/10.1504/IJNT.2011.040185>.
36. **Yawson, R. M.** (2011). Historical Antecedents as Precedents for Nanotechnology Vocational Education Training and Workforce Development. *Human Resource Development Review*, 10(4): 417- 430. <https://doi.org/10.1177/1534484311413072>
37. **Yawson, R. M.** (2010). Skill needs and human resources development in the emerging field of nanotechnology. *Journal of Vocational Education & Training*, 62(3), 285-296. doi:10.1080/13636820.2010.499474.
38. **Yawson, R. M.**, & Kuzma, J. (2010). Systems Mapping of Consumer Acceptance of Agrifood Nanotechnology. *Journal of Consumer Policy*, 33 (4), 299-322. <https://doi.org/10.1007/s10603-010-9134-5>
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58. **Yawson R. M.** (2009). The Ecological System of Innovation: A New Architectural Framework for a Functional Evidence-Based Platform for Science and Innovation Policy. In: Huizingh K.R.E, Conn S., Torkkeli M., and Bitran I., (Eds.). *The Future of Innovation*. Proceedings of XX ISPIM 2009 Conference, Vienna, Austria 21 - 24 June 2009. <https://doi.org/10.13140/2.1.1957.1527>
59. **Yawson R. M.**, Osei-Yaw A., and Yawson I., (2006). The Strategic Role of the Food Research Institute in Productivity Enhancement and the Private Sector Development in Ghana. In: *The Business of Innovation*. Proceedings of 18th Biennial Congress of WAITRO. Saskatoon, SK, Canada August 7 – 10, 2006. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1418094
60. **Yawson, R. M.** (2005). Emerging Technologies and the Digital Divide -- Bridging the Gap, the case of Ghana. *World Forum Proceedings of the International Research Foundation for Development*, 3(1), 1-4. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1418097
61. **Yawson R. M.** (2004). Management of Technology in Ghana – Problems & Prospects. In: *Proceedings of the IAMOT 2004 conference*. Presented by the International Association for Management of Technology, April 3 – 7, 2004 Washington, DC, USA. <https://doi.org/10.2139/ssrn.1417633>
62. Addy, M. E., and **Yawson, R. M.** (2002). Scientists must communicate. In Proceedings of 2002 Faculty of Science Colloquium (pp. 1–6). Legon, Ghana: University of Ghana Press. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1418104
63. **Yawson, R. M. (2002)**. Intellectual Property & Technology Commercialization: Ghana's Experience. In *Proceedings of the International Congress of Technological Research Organisations* (pp. 1–15). Porto Alegre, Brazil: WAITRO.
64. **Yawson, R. M. (2002)**. Technology Commercialization and Intellectual Property Rights in Ghana. In *Proceedings of the International Conference on TRIPS*. Hyderabad, India: Shyamprasad Institute for Social Service, India. Retrieved from <http://ideas.repec.org/p/pramprapa/33185.html>
65. Yawson, R. M. (2002). The Place of Technology-Based Incubators in Ghana's Economic Development. In *The International Conference on "Building an Innovation-Based Economy"* (pp. 1–14). Paphos, Cyprus: WAITRO and CSC. Retrieved from http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1418103

Peer-Reviewed Conference Presentations

1. **Yawson, R. M.** (2022). Leading and Managing Diversity, Equity, and Inclusion in Organizations. Strategic Leader Development Forum - "Developing Leaders for Disruptive Change" The Army War College, the Army Heritage and Education Center, Carlisle, PA. 26-27 January 2022. <https://doi.org/10.54985/peeref.2504a9982764>
2. **Yawson, R. M.**, Reio, T., Cho, Y., Li, J., & Byrd, M. Y. (2021). What Makes A Great Scholarly Contribution to HRD Journals? Meet the Editors Panel on the "Outstanding Qualities of Accepted Articles" Symposium at the 28th Annual Academy of Human Resource Development International Research Conference in the Americas. Virtual Conference, February 17 – 19, 2021.
3. Sprinkle, T. A., Urick, M., & **Yawson, R.** (2020). Assessing World Cafe: A Unique Classroom Discussion Tool to Increase Student Engagement. A TLC Presentation. In "*Broadening Our Sight: Proceedings of 80th Annual Meeting of the Academy of Management*, 7 - 11 August 2020.
4. Elcik, J., Knapp, J., Park, S., Peat, D., Sprinkle, T., and **Yawson, R.** (2020). Designing an Accelerated Classroom: Sharing Best Practices A PDW Presentation. In "*Broadening Our Sight: Proceedings of the 80th Annual Meeting of the Academy of Management*," 7-11 August 2020.
5. **Yawson, R. M.**, Ghosh, R., Reio, T., Wang, J., Li, J., & Byrd, M. Y. (2020). Congratulations!!! You've got a Revise and Resubmit! Now What? Meet the Editors Panel on "How to Successfully Revise your Manuscript for Publication." Symposium at the 27th Annual Academy of Human Resource Development International Research Conference in the Americas. Atlanta, Georgia: Academy of Human Resource Development.
6. **Yawson, R. M.** & Greiman B. (2016). Strategic Flexibility Analysis of Human Resources Development: A Case of Skill Needs Identification Study. Presented at the 2016 Eastern Academy of Management Conference, New Haven, CT. May 4 – 7, 2016.

7. **Yawson, R. M.** (2016). The Realist Ontology versus the Nonlinear Epistemology of Practice of Leadership. Accepted for presentation at the 17th International Conference on Human Resource Development Research and Practice across Europe at Manchester Metropolitan University, Manchester, UK. June 8 – 10. [www.business.mmu.ac.uk/ufhrd/downloads/Full Schedule.docx](http://www.business.mmu.ac.uk/ufhrd/downloads/Full%20Schedule.docx)

Editorship of Conference Proceedings and Workshop Reports

1. **Yawson, R. M.**, Park, S. & Minnis, S. (2018). *Proceedings of the 25th Annual Academy of Human Resource Development International Research Conference in the Americas*. Richmond, VA: Academy of Human Resource Development. http://www.ahrd.org/?page=Conf_Proceedings
2. Moats, J., **Yawson, R. M.** & Park, S. (2017). *Proceedings of the 24th Annual Academy of Human Resource Development International Research Conference in the Americas*. San Antonio, TX: Academy of Human Resource Development. http://www.ahrd.org/?page=Conf_Proceedings
3. Moats, J., Titi-Amayah, A., & **Yawson, R. M.** (2016). *Proceedings of the 23rd Annual Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL: Academy of Human Resource Development. http://www.ahrd.org/?page=Conf_Proceedings
4. Kelley, S., & **Yawson, R. M.** (2008). Green Chemistry in Minnesota: Opportunities and Challenges for Leadership. *Proceedings of the 1st Green Chemistry Conference in Minnesota*. Minneapolis, Minnesota.
5. Manful, J. T., **Yawson, R. M.**, & Andoh, A. (2005). Consolidating and Sustaining the Uptake of Improved Rice Post-Production and Marketing Technologies in Northern Ghana. *Report of the National Roundtable Discussions on Developments in the Rice Industry in Ghana* (pp. 1–39). Accra, Ghana: DFID.
6. Manful, J. T., **Yawson, R. M.**, Gayin, J., & Andoh, A. (2005). Consolidating and Sustaining the Uptake of Improved Rice Post-Production and Marketing Technologies in Northern Ghana. *Report of the Regional Workshop on Sharing Experiences on Post Harvest Rice Handling in West Africa* (pp. 1 –57). Accra, Ghana: DFID.
7. Plahar, W. A., & **Yawson, R. M.** (2004). Dissemination of Improved Bambara Processing Technologies through a New Coalition Arrangement to Enhance Rural Livelihoods in Northern Ghana. *Final stakeholders' workshop report* (pp. 1 –51). Tamale, Ghana: DFID.
8. Manful, J. T., & **Yawson, R. M.** (2004). Enhancing rural livelihoods in selected communities in Northern Ghana through promotion of improved rice post-production technologies and marketing systems. *Report of the Workshop for the Launching of Rice Quality Training Manuals* (pp. 1 – 32). Accra, Ghana: DFID.
9. **Yawson, R. M.**, Sutherland, A. J., & Amoa-Awua, W. K. (2003). Broadening Monitoring and Evaluation within Reforming National Agricultural Research Systems. *Proceedings of the Policy Dialogue Forum on Performance Management* (pp. 1 –104). Accra, Ghana: MPRA. Retrieved from <http://mpa.ub.uni-muenchen.de/34944/>
10. Johnson, P. N. T., & **Yawson, R. M.** (2000). Enhancing the Food Security of the Peri-Urban and Urban Poor through Improvements to the Quality, Safety and Economics of Street-Vended Foods. *Workshop report on street-food vending in Ghana* (pp. 1–64). Accra, Ghana: Natural Resources Institute, UK. Retrieved from <http://www.eldis.org/assets/Docs/12683.html>

Consultancy Reports (White Papers)

1. pfc Social Impact Advisors. (2018). *UBS Optimus Foundation: From Giving to Investing*. (G. Peterson, D. Clancy, M. R. Bauer, S. Lamoreaux, J. Walljasper, A. Webb, & **R. Yawson**, Eds.). Minneapolis, MN: Oxford Impact Investing and Social Finance Programmes.
2. pfc Social Impact Advisors. (2015a). *ClimateWorks Foundation: Lessons in Leadership and Learning*. Chicago, IL: William and Flora Hewlett Foundation and the David and Lucile Packard Foundation.
3. pfc Social Impact Advisors. (2015b). *Making a World of Difference in Tackling Wicked Problems & Creating Deliberate Leadership: A Case Study*. (G. Peterson, Ed.). Chicago, IL: Vodaphone Foundation.
4. pfc Social Impact Advisors. (2016). *Value-Chain Analysis: Partnership for a Carbon Efficiency Strategy*. (G. Peterson, Ed.). Chicago, IL: Oxford Impact Investing Programme.
5. pfc Social Impact Advisors. (2018). *UBS Optimus Foundation: From Giving to Investing* (G. Peterson, D. Clancy, M. R. Bauer, S. Lamoreaux, J. Walljasper, A. Webb, & **R. Yawson** (eds.)). Oxford Impact Investing and Social Finance Programmes.
6. Headwaters Group Philanthropic Services. (2011). *Philanthropy and Private Sector Partnerships: Lessons in Social Change for the 21st Century - Wealth Generation and Family Economic Security in the United States and Latin America*. (I. Alvarez, H. Busuego, D. Clancy, N. Esparza, L. Gutzmann, J. Litwin, ... **R. Yawson**, Eds.), Kellogg Foundation. Chicago, IL: Kellogg Foundation.
7. Malik M. R., **Yawson R.**, and Hensel D. (2009). *Destination 2025: Focus on the Future of the Animal Health Industry*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009

- Deloitte Development LLC. All rights reserved. <https://doi.org/10.13140/2.1.1071.3924> https://www.lec.mn.gov/meetings/2009/BioAlliancePresentation_20090804.pdf
8. Malik M. R., **Yawson R.**, and Hensel D. (2009). *Destination 2025: Focus on the Future of the Food Industry*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009 Deloitte Development LLC. All rights reserved. <https://doi.org/10.13140/2.1.2644.2568>. https://www.lec.mn.gov/meetings/2009/BioAlliancePresentation_20090804.pdf
 9. Wahlstrom D., Kent R., Johnson A., Malik M. R., and **Yawson R.** (2009). *Destination 2025 - Minnesota's Food Industry: A Vision for the Future*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009 Deloitte Development LLC. All rights reserved. <https://doi.org/10.13140/2.1.3430.6885> https://www.lec.mn.gov/meetings/2009/BioAlliancePresentation_20090804.pdf.
 10. Wahlstrom D., Kent R., Malik M. R., and **Yawson R.** (2009). *Destination 2025 - Minnesota's Animal Health Industry: A Vision for the Future*. St. Louis Park, MN: BioBusiness Alliance of MN and Deloitte Consulting LLP. Copyright © 2009 Deloitte Development LLC. All rights reserved. <https://doi.org/10.13140/2.1.1857.8242>. https://www.lec.mn.gov/meetings/2009/BioAlliancePresentation_20090804.pdf.

Dissertations and Theses

1. **Yawson R. M.** (2013). "Systems Approach to Skill Needs Identification for Agrifood Nanotechnology." PhD Dissertation Submitted to the Department of Organizational Leadership Policy and Development, University of Minnesota. Twin Cities, MN, USA
2. **Yawson R. M.** (2009). "Systems Mapping of Evidence Review and Experts' Opinion on Consumer Acceptance of Agrifood Nanotechnology". MS Dissertation Submitted to the Hubert H. Humphrey School of Public Policy, University of Minnesota. Twin Cities, MN, USA
3. **Yawson R. M.** (2001) "The need for ISO 9000 Application in Ghanaian Food Industries" Post Graduate Certificate Thesis Submitted to the Robert H. Smith Faculty of Agriculture, Food and Environment, Hebrew University of Jerusalem, Rehovot, Israel
4. **Yawson R. M.** (1997) "Crystallisation of *Miraculin*: A Taste-Modifying Glycoprotein, from the Fruits of *Richadella dulcifica*" MPhil Thesis Submitted to the Department of Biochemistry, University of Ghana. Legon, Ghana
5. **Yawson R. M.** (1996) "The Role of Metabolites in the Induction of Galls (Tumours) in Plants" MPhil Pt I Long Essay Submitted to Department of Biochemistry, University of Ghana. Legon, Ghana.
6. **Yawson R. M.** (1992) "Insecticidal Effect of Extracts from the Seeds of *Crotalaria retusa* & *Piper guineense* on *Sitophilus sp.*" BSc Dissertation Submitted Department of Biochemistry, University of Ghana. Legon, Ghana.

PROFESSIONAL MEMBERSHIPS

The American Psychological Association (APA)	2023 to Date
The American Evaluation Association (AEA)	2019 to Date
The Association for Career and Technical Education Research (ACTER)	2017 to Date
The Northeast Decision Sciences Institute (NEDSI)	2016 to Date
The Connecticut Academy of Arts and Sciences (CAAS)	2016 to Date
Management & Organizational Behavior Teaching Society (MOBTS)	2016 to Date
Mixed Methods International Research Association (MMIRA)	2015 to Date
The Eastern Academy of Management (EAM)	2015 to Date
The International Leadership Association (ILA)	2014 to Date
The Online Learning Consortium (OLC)	2013 to Date
Academy of Management (AOM)	2013 to Date
Academy of Human Resource Development (AHRD)	2009 to Date
American Association for Agricultural Education (AAAE)	2011 to Date
Association of Leadership Education (ALE)	2011 to 2013
American Nano Society (ANS)	2010 to Date
International Society for Professional Innovation Management (ISPIM)	2009 to 2013
Systems Dynamics Society (SDS)	2009 to Date
Institute of Food Technologists (IFT)	2008 to 2013
International Association of Agricultural Information Specialists (IAALD)	2006 to 2013

Portland International Conference on Management of Engineering & Technology (PICMET)	2005 to Date
International Association for Management of Technology (IAMOT)	2003 to Date

AWARDS & HONORS

The <u>Marilyn Y. Byrd Excellence in HRD Research Award</u>	2026
Fellow, Eastern Academy of Management	2025
Certificate of Appreciation, Member of the Board of Directors, Academy of Human Resource Development	2021
James Marshall Award for Service – Quinnipiac University	2020
Elsevier Award for the Promotion of Good Research Practices	2020
Certificate of Appreciation as the Track Chair Editor 2019 Eastern Academy of Management Conference	2019
Center of Excellence in Teaching Award – Quinnipiac University	2018
Certificate of Service as the Program Chair of the 2018 AHRD Conference in the Americas	2018
Outstanding Faculty Scholar of the Year Award – Quinnipiac University	2018
Management & Organizational Behavior Teaching Society Early Educator Institute Scholarship	2017
<u>Finalist for the 2016 Richard Swanson Research Excellence Award</u>	2017
Certificate of Appreciation as the Track Chair Editor 2017 Eastern Academy of Management Conference	2017
Certificate of Service as the Proceedings Editor of the 2017 AHRD Conference in the Americas	2017
Certificate of Service as the Associate Proceedings Editor of the 2016 AHRD Conference in the Americas	2016
Certificate of Service as the Track Chair Editor of the 2015 AHRD Conference in the Americas	2015
Faculty Scholar for the Scholarship of Teaching and Learning, Quinnipiac University	2014
The Alan A. Kahler Outstanding Dissertation Award	2014
Bill and Melinda Gates Foundation, invited participant, convening on Meeting of the Minds on Diversity & Inclusion, Carey Conference Center, Rensselaerville, NY	2013
The Camille S. Wall Endowed Fellowship for Workforce Education – University of Minnesota	2013
The Gary N. McLean Legacy Fellowship for Human Resource Development – University of Minnesota	2011
Deane Turner and Sherry Turner Oleson Fellowship for Agricultural Education – University of MN	2011
Colonial Dames Fellowship – University of MN	2009

WORKSHOPS, SYMPOSIA & CONFERENCES ATTENDED

1. The 33rd Annual AHRD International Research Conference in the Americas. Engaged, healthy, and whole: Driving learning and performance for an empowered workforce. February 11-13, 2026, Dallas-Fort Worth Airport Marriott, Irving, TX
2. The 52nd Annual Conference of Management and Organization Behavior Teaching Society (MOBTS), June 10 - 13, 2025, at Purdue Fort Wayne | Fort Wayne, Indiana
3. The 2025 Conference of the International Management and Organization Behavior Teaching Society (iMOBTS). Sustainability & Innovative Learning – Pioneering the Future of Education. June 25 - 27, 2025 | DHBW Mannheim | Eppelheim, Germany
4. The 62nd Annual Meeting of the Eastern Academy of Management, May 12–15, 2025. Baltimore, MD, Hilton Inner Harbor.
5. The 32nd Academy of Human Resource Development (AHRD) International Research Conference. Envisioning HRD's Legacy in 2025: Advocacy, Leadership and Sustained Change. Arlington, VA. February 19 – 22, 2025. Crystal Gateway Marriott.
6. The 84th Annual Meeting of the Academy of Management (AOM 2024). Innovating for the Future: Policy, Purpose, and Organization. 9-13 August 2024. Chicago, IL, USA
7. The 20th Biennial Conference of the Eastern Academy of Management International. Artificial Intelligence in Business: Opportunities and Challenges. Taipei, Taiwan. June 17 - 21, 2024.
8. The 2024 Management and Organization Behavior Teaching Society (MOBTS) International Conference. Future Frontiers: Integrating AI & Modern Technologies in Management Education. James Cook University Singapore. June 27 - 30, 2024.
9. The 51st Annual Conference of Management and Organization Behavior Teaching Society (MOBTS). New Ways of Working. Salem State University | Salem, MA. June 11 – 14, 2024
10. The 61st Annual Meeting of the Eastern Academy of Management. Sustainability and Social Responsibility. May 14-17, 2024. Providence, Rhode Island

11. The XIII Global Asset Management Education (GAME) Forum. Sheraton New York Times Square Hotel, New York, NY. March 21–22, 2024.
12. The 53rd Annual Conference of the Northeast Decision Sciences Institute. *Legacy of Innovation in Decision Sciences: Reflections and Forward Thinking*. Cambridge, MA. April 4 – 6, 2024. The Hyatt Regency.
13. The 31st Academy of Human Resource Development (AHRD) International Research Conference. *Building a Better Future of Work – HRD's Role for a Sustainable, Human-Centered Workplace*. Arlington, VA. February 22 – 24, 2024. Crystal Gateway Marriott.
14. The 83rd Annual Meeting of the Academy of Management. *Putting the Worker Front and Center*. Boston, MA. August 4 -8, 2023. Boston Convention Center
15. The 60th Annual Meeting of the Eastern Academy of Management. *Towards Justice and Equity in an Unequal World*. Philadelphia, PA. May 16 – 19, 2023
16. The 30th Annual International Research Conference of the Academy of Human Resource Development. *HRD in Societal and Digital Transformation - Relating, Reconnecting and Advocating*. Minneapolis, MN. March 1 – 4, 2023. Downtown Marriott
17. The 82nd Annual Meeting of the Academy of Management. *Creating a Better World Together*. Online and in Seattle, WA. August 5 – 9, 2022.
18. The 59th Annual Meeting of the Eastern Academy of Management. *Resilience and Reinvention: Moving Forward*. Portland, ME. May 17 - 20, 2022. The Westin Harborview
19. The 29th Annual International Research Conference of the Academy of Human Resource Development. *Transforming Individuals and Organizations – Rethinking the Meaning of Work*. Virtual. April 19 – 21, 2022. Downtown Marriott
20. The 50th Annual Conference of the Management and Organization Behavior Teaching Society (MOBTS). *Bridges*. Jacksonville, FL, USA. June 12 – 14, 2023.
21. The 52nd Annual Conference of the Northeast Decision Sciences Institute. *Risk, Resilience and Recovery in Turbulent Business Environments*. Washington, DC. March 30- April 1, 2023. Crystal Gateway Marriott.
22. The Management & Organizational Behavior Teaching Society (MOBTS) International Conference. St. Andrews, Scotland, UK. July 23 -26, 2023.
23. The United States Army War College Strategic Leadership Development Forum. *Developing Leaders for Disruptive Change*. Army Heritage and Education Center, Carlisle, PA. 26-27 January 2022
24. The 81st Annual Meeting of the Academy of Management. *Bringing the Manager Back in Management*, Virtual Conference, July 29 - August 4 2021.
25. The 50th Northeast Decision Sciences Institute (NEDSI) Annual Meeting. *Harnessing Analytics for Enhancing Healthcare & Business*. Proceedings Virtual Conference, March 26-27, 2021
26. The 58th Annual Meeting of the Eastern Academy of Management. *Responsible Management: Challenges and Opportunities*. Virtual. May 19 - 22, 2021.
27. The 28th Annual Academy of Human Resource Development International Research Conference in the Americas. *Innovating and Leading in Times of Rapid and Unplanned Change*. Virtual Conference, February 17 – 19, 2021.
28. The 80th Annual Meeting of the Academy of Management. **Broadening Our Sight**, Virtual Conference, 7 - 11 August 2020.
29. The 47th Annual Management & Organization Behavior Teaching Conference. Virtual Conference, June 29 – July 2, 2020
30. The 57th Annual Meeting of the Eastern Academy of Management. **Being Human in a Digital World**, Virtual Conference, June 24-26, 2020
31. The 27th Annual AHRD International Conference in the Americas. Atlanta, GA. February 25 – March 1, 2020.
32. The 33rd Annual Conference of American Evaluation Association. *Paths to the Future of Evaluation*. Minneapolis, MN, November, 11 -16, 2019.
33. The 79th Annual Meeting of the Academy of Management (AOM). *Understanding the Inclusive Organization*. Boston, MA. August 9 – 13, 2019
34. The 46th Management & Organization Behavior Teaching Society (MOBTS) 2019 Conference. *Teaching Agents for Positive Change*. Ramapo College, Mahwah, New Jersey. June 5 – 8, 2019.
35. The 56th Annual Eastern Academy of Management Conference. *Evolving the Narrative of Business and Careers*. Wilmington, DE. May 8 – 11, 2019
36. The 48th Northeast Decision Sciences Institute (NEDSI) Annual Conference. Philadelphia, PA, USA, April 4-6, 2019

37. The 26th Annual AHRD International Conference in the Americas. Louisville, KY. February 14 - 17, 2019.
38. The 78th Annual Academy of Management Conference. **Improving Lives**. August 10-14, 2018. Chicago, IL.
39. The 45th Annual Management and Organizational Behavior Teaching (MOBTS) Conference. **Reflective Reinvention: Harnessing our Heritage to Reshape Management Education**. Coastal Carolina, Myrtle Beach, SC, June 6th – 9th, 2018
40. The 55th Annual Eastern Academy of Management Conference, **Impact: Making a difference through research, teaching & service**. Providence, RI, May 2-5, 2018
41. The 47th Northeastern Decision Sciences Institute (NEDSI) Annual Conference! April 12 -14, 2018. Providence, R.I.
42. The 25th Annual Academy of Human Resource Development Conference in the Americas, Richmond, VA USA. February 14 - 17, 2018
43. The 44th OBTC Teaching Conference for Management Educators. **Navigating the Changing Currents**. Providence College, Providence, Rhode Island. June 14 – 17, 2017
44. The 54th Annual Eastern Academy of Management Conference. **Manageable Conflict?** Sheraton Inner Harbor Hotel, Baltimore MD. May 11 – 13 2017
45. The 24th Annual Academy of Human Resource Development Conference in the Americas, San Antonio, TX, USA. March 1 - 4, 2017
46. Association of American Colleges & Universities 2017 General Education and Assessment: **Design Thinking for Student Learning**, Phoenix, AZ, February 23 - 25, 2017
47. NRF Foundation's **Retail's Academic Symposium** 2016 on **Bringing Business Faculty Up to Speed on Retail**. Mandarin Oriental, New York, NY. August 7 – 9, 2016
48. The Organizational Behavior Teaching Society's 43rd OBTC Teaching Conference for Management Educators, Walsh University, North Canton, Ohio. June 8– 11, 2016
49. The 53rd Annual Eastern Academy of Management Conference: **Collaboration**, New Haven, CT May 4-7, 2016.
50. OLPD Chautauqua: **Creating Greater Inclusion in Organizations**, Minneapolis, MN, February 27, 2016
51. The 23rd Annual Academy of Human Resource Development Conference in the Americas: **Theorizing, Knowledge, and Community: Exploring the Hidden Connections**, Jacksonville FL, USA. February 18 - 21, 2016.
52. **Organizational Leadership, Policy, and Development Student Research Conference**, University of Minnesota, Minneapolis, MN. February 28, 2015
53. The 22nd Annual Academy of Human Resource Development Conference in the Americas: **HRD Research-Gateway to New Frontiers**. St. Louis Missouri, USA. February 19 - 21, 2015.
54. OLPD Chautauqua: **Developing Women to Lead and Influence: Applications to HRD, Higher Education, International Development, and Educational Policy and Leadership**. St. Paul, MN, March 31, 2014
55. The 21st Annual Academy of Human Resource Development Conference in the Americas: **Leading HRD Field through Research**. Houston Texas, USA. February 20 - 22, 2014.
56. 19th Annual Sloan Consortium International Conference on **Online Learning**. November 22 - 20, 2013, Walt Disney World Swan and Dolphin Resort, Lake Buena Vista, Orlando, Florida.
57. The 73rd Annual Meeting of the Academy of Management. **Capitalism in Question**. August 9-13, 2013, Orlando, Florida
58. Quinnipiac University's Writing Across the Curriculum/Writing in the Disciplines (QUWAC) **Critical Thinking & Writing Workshop**. August 13th -15th, 2013, Rocky Top Student Center, Hamden, CT, USA.
59. **Organizational Leadership, Policy, and Development Student Research Conference**, University of Minnesota, St. Paul, MN. April 20, 2013
60. The Bill & Melinda Gates Foundation's **Meeting of the Minds on Diversity & Inclusion (D&I)**. April 17 - 19, 2013, the Carey Conference Center for Global Good, Rensselaerville, NY, USA.
61. The 20th Annual Academy of Human Resource Development Conference in the Americas: **Celebrating 20 years of Leading HRD through Research**. Arlington, VA (DC Metro), USA. February 14 - 16, 2013.
62. The 72nd Annual Meeting of the Academy of Management. **The Informal Economy**. Boston, MA, August 3 – 7, 2012
63. Third Minnesota Symposium on Disability Studies: **Perspectives: Past, Present and Future of Disability Studies**, Fergusson Hall, July 27 - 28, 2012, University of Minnesota, MN
64. OLPD Chautauqua: **Reconnecting to our Chautauqua Vision: Leading Human Resource Development and Workforce Education**, St. Paul, MN, March 31, 2012

65. The 19th Annual Academy of Human Resource Development Conference in the Americas: *HRD and Technology - Exploring the Intersectionality*. Denver, Colorado, USA, February 28 - March 3, 2012.
66. Second Minnesota Symposium on Disability Studies: *Disability and Identity in the 21st Century*, Fergusson Hall, July 29 -31, 2011, University of Minnesota, MN
67. First Minnesota Symposium on Disability Studies: *Disability Studies and Inclusive Education*, Fergusson Hall, July 23 -25, 2010, University of Minnesota, MN
68. Leadership Can Be Taught Symposium: *The Artistry of Using Adaptive Leadership with Undergraduates and Emerging Professionals*. July 20-22nd, 2011, Minneapolis, MN.
69. Organizational Leadership, Policy, and Development Student Research Conference, University of Minnesota, St. Paul, MN. April 20, 2011
70. The 2009 Annual Meeting of the Academy of Management. *Green Management Matters*. Chicago, IL, August 7 – 11, 2009
71. The XX ISPIM 2009 Conference on: *The Future of Innovation*, Wirtschaftskammer Österreich, Vienna, Austria, June 21 -24, 2009.
72. First Green Chemistry Conference in Minnesota: *Opportunities and Challenges for Leadership* Cowles Auditorium, Humphrey Institute, Minneapolis, May 28, 2008, Minneapolis, MN.
73. International Nutrition Foundation/University of Ghana Workshop on *Improving the Management of Food & Nutrition Research*, June 11 – 15, 2007, GIMPA, Green Hill, Ghana
74. The 18th Biennial Congress of WAITRO and Workshop on “*Business of Innovation*” Delta Bessborough Hotel, Saskatoon, SK, Canada, August 7 – 10, 2006
75. Workshop on *Rats and Rat Borne Diseases in Africa*, Kruger National Park, Neilspruit, South Africa May 3 – 6, 2006
76. USAID/PBS *Spokespersons Training Workshop on Biotechnology*, Elking Hotel, Accra, Ghana. June 5 – 6, 2006
77. ARCT Ministerial Forum on “*Frontier Environmentally Sound Technologies (FEST) for Africa’s Sustainable Development: The Role of the Diaspora*” April 27 – 29, 2006. M-Plaza Hotel, Accra, Ghana
78. FRI/CPHP/DFID *National Roundtable Discussion on Developments in the Rice Industry in Ghana*. December 8 – 9, 2005 Miklin Hotel, Accra, Ghana
79. CORAF/WECARD-CSIR Workshop on the *Promotion of Cooperation between the Agricultural Research and Development Stakeholders in Ghana*. INSTI, Accra, Ghana. 6th – 7th December 2005
80. Workshop on *Safety and Risk Assessment of Foods Derived from Genetically Modified (GM) Plants*, Centurion Lake Hotel, Irene - Centurion, Pretoria, South Africa. 26th – 28th October 2005
81. FRI/CPHP/DFID Regional Workshop on *Sharing Experiences on Post-Harvest Rice Handling In West Africa*. August 17 – 18, 2005 Miklin Hotel, Accra, Ghana
82. CPHP/DFID Writeshop on *Developing Institutional Histories and Lessons*. Miklin Hotel, Kumasi, Ghana April 11 – 15, 2005
83. Validation Workshop on the Report of the *Socioeconomic Study and Enterprise Identification for Livelihood Diversification in Communities along the Volta Lake* within Asuogyaman, Kpando and Jasikan Districts, Ghana. Sustainable Fisheries Livelihood Project. Atimpoku, March 23, 2005
84. FRI/CPHP/DFID *Final Stakeholders’ Workshop on Bambara*, Gilbt Conference Room, Tamale, Ghana. December 2, 2004
85. Seminar on *ICT in Agriculture and Rural Developments in Ghana*, INSTI, Accra, Ghana. October 27, 2004 organized by INSTI/IAALD/FAO/GINKS/INASP
86. Workshop for the Launching of five Training Manuals on *Rice Quality Improvement*, Miklin Hotel, Accra, Ghana 1stOctober, 2004
87. Policy Dialogue Forum on *Performance Management*. ERATA Hotel, Accra, Ghana, Dec., 10 2003
88. Workshop to Finalize Draft Terms of Reference for *Poverty Social Impact Assessment*, NDPC, Accra, Ghana 22 August 2003
89. International Conference on *TRIPS – Next Agenda for Developing Countries*. Hyderabad, India 11 -12, Oct. 2002.
90. International Congress of *Technological Research Organizations*. Porto Alegre, Brazil, 8 – 11 Sept. 2002
91. Workshop on *Building Capacity in Performance Management*, Coconut Grove Hotel, Elmina. 8 – 10 July 2002
92. Workshop on Building an Innovation-Based Economy. *The European, Commonwealth and Worldwide Experience on High Technology Based Incubators*. Paphos, Cyprus 7 – 10 May 2002

93. Workshop for Stakeholders on **Marketing and Processing Of Bambara Groundnuts** VRA Conference Room, Tamale. Ghana. February 26, 2002
94. IBC USA's **BioInvestment Forum – Compound to Capital – Financing Biotech**. Le Meridien Hotel, Boston MA. USA 13 –14, June 2001
95. Seminar on Microsoft® **Small & Medium Business Solutions for Information Professionals and Decision-Makers**. Golden Tulip Hotel, 17-18 October 2000.
96. Seminar on **Inter-Library Lending and Document Delivery (ILL/DD) and the Use of the Internet Resources**. CSIR-INSTI, Accra, January 15, 2001
97. Workshop for Stakeholders, Policy Makers and Regulators on **Street Food Vending in Accra**. Miklin Hotel, Accra, 25-26 September 2000.
98. Planning Workshop on **Increasing Sorghum Productivity in Ghana**, Accra, Ghana. 1st – 2nd June, 1999
99. World Bank/Government of Ghana Private Sector Development Project, **Midterm Review Conference**, Accra, Ghana. 23rd to 28th April 1998
100. University of Ghana, Department of Biochemistry's Workshop on Recombinant DNA Methods: "**A Case Study Using *Phytophthora palmivora***" Cocoa Research Institute of Ghana, Tafo. Ghana. 25th February to 1st March 1996
101. Ghana Science Association Workshop on the Theme: "**Standards in Development**" Accra July/August 1996.
102. Sixth International Chemistry Conference in Africa (6th ICCA) on "**Chemistry, Health, Industry and the Environment**" Legon, Ghana. 31st July - 4th August 1995.
103. The Joint 15th Biennial Conference of West African Science Association and the 19th Biennial Conference of Ghana Science Association on the Theme: "**Enhancing Regional Economic Integration through Science and Technology**" Cape Coast, Ghana. 18th - 22nd Sept. 1995.
104. Ghana Biochemical Society Conference on the Theme: "**Biochemistry - Consumers and Health**" Legon, Ghana. September 1994
105. Ghana Science Association 5th Annual Workshop on "**Science and Technology for National Development**" Kumasi, Ghana. September 1994.

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