



## **CURRICULUM VITAE**

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## **PROFILE**

Samuel Amponsah is a Senior Lecturer with a demonstrated history of working at all levels of education in Ghana, South Africa and Egypt. He holds a Doctoral degree in Curriculum Studies from the University of South Africa and a Master of Philosophy in Adult Education (Human Resource specialization) from the University of Ghana. Prior to his appointment as a lecturer at the University of Ghana, Amponsah lectured at Esayidi TVET (Umzimkhulu Campus) in South Africa where he headed the Farming Management Department. He has also worked with the Ghana Education Service and served as a Graduate Assistant at the Institute of Adult and Continuing Education, now School of Continuing and Distance Education of the University of Ghana. Samuel has over the years taught management and leadership courses at the University of Ghana, Valley View University and Wisconsin International University College. His interest in Human Resource Development and Management and Leadership has been the driving force behind his publications and conference presentations. He has, as a result, engaged both public and corporate entities in his area of interest to bring to light how organisations can position themselves to thrive in the 21st century as long as management and leadership issues exist. Samuel has been part of committees developing and revising curricula in his areas of interest for the University of Ghana. He has also been part of leadership training programmes over the years and consulted for public and private organisations. Currently, he is heading the Distance Education Department of the University of Ghana and the Co-investigator for international projects with financial sponsorships from the British Council and Global Challenges Research Fund.

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## **PERSONAL INFORMATION**

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NAME:	Amponsah Samuel
ADDRESS (POSTAL):	School of Continuing and Distance Education, College of Education, University of Ghana, P.O Box LG 31, Legon, Accra
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DATE OF BIRTH:	17 <sup>TH</sup> April, 1978
CURRENT POSITION:	Senior Lecturer: Department of Adult Education and Human Resource Studies Head: Department of Distance Education

## EDUCATION

DATE	DEGREE/QUALIFICATION	INSTITUTION
2021-Date (Ongoing)	Med (ODL)	University of South Africa
2011-2014	DEd (Curriculum Studies)	University of South Africa
2008-2010	MPhil (Adult Education)	University of Ghana, Legon
2004-2005	Diploma (Labour Studies)	University of Cape Coast, Ghana
2003-2007	BEd	University of Cape Coast, Ghana
1996-1999	Teachers' Certificate 'A' Post-Secondary	Wiawso College of Education, Ghana.

## ACADEMIC APPOINTMENTS AND AFFILIATIONS

DATE	POSITION	INSTITUTION
2021-Date	Head of Department	Distance Education Department, University of Ghana
2021-Date	Adjunct Senior Lecturer	University of South Africa
2019- Date	Senior Lecturer	Department of Adult Education and Human Resource Studies, University of Ghana
2019-2021	Acting Head of Department	Distance Education Department, University of Ghana
2017-Date	Online Instructor	University of the People (USA)
2017-2019	Adjunct Lecturer	Teacher Education Department, University of Ghana
2017-Date	Adjunct Lecturer in Educational Leadership and Management	Valley View University
2016-Date	Course Advisor	Level 200 Adult Education Students
2015- Date	Lecturer	Department of Adult Education and Human Resource Studies, University of Ghana
2014-2015	Senior Lecturer/ Head of Department	Farming Management Department, Esayidi TVET College, Umzimkhulu, South Africa
2013-2015	Senior Lecturer	Farming Management Department, Esayidi TVET College, South Africa
2008- 2010	Tutor	University of Ghana Distance Education Programme

2009- 2010	Facilitator	University of Ghana and Simon Fraser University Stigma Reduction-HIV and AIDS Programme
2009-2010	Graduate Assistant	Department of Adult Education and Human Resource Studies, University of Ghana

#### LICENSURES/BOARDS/OTHER PROFESSIONAL QUALIFICATIONS

2011-2015 South African Council of Educators– Provisional Registration Number: FP11170283

#### COMMITTEE MEMBERSHIPS

2021-Date **Member**, School of Continuing and Distance Education Research Committee

2021-2022 **Member**, College Finance and Development Committee

June 2021 **Chairman**, Alex Adum Kwapong Hall Investigation Committee, University of Ghana

2020 **Member**, Committee to review undergraduate subject bouquets for the College of Education, University of Ghana

2019-Date **Member**, Academic Board, University of Ghana

2019-Date **Member**, School of Continuing and Distance Education Academic Board

2019-Date **Member**, School of Continuing and Distance Education Management Committee

2019 **Member**, Committee to migrate the teaching and delivery of UGCRs onto the Sakai Platform

2019 **College of Education Representative**, University of Ghana Facilities and Spaces Naming Committee

2019 **Co-Director**, Annual New Year School and Conference Committee

2018-Date **Member**, Programme Review Committee – School of Continuing and Distance Education

2016-Date **Member**, Annual New Year School and Conference Committee

2016-2021 **Member**, University of Ghana Accra City Campus School Management Committee

2016-2017 **Member**, School of Continuing and Distance Education (UG), Sponsorship and Marketing Committee of the College of Education Advisory Board

2016-2017    **Member**, School of Continuing and Distance Education (UG), Graduate Committee

#### CONSULTANTSHIP

November 2021	<b>Supporting Consult:</b> Leadership Training for Senior Officers and Schedule Officers for the Ministry of Information of Ghana
September 2021	<b>Lead Investigator:</b> Mid-Term Evaluation of SOS Children's Village Family Strengthening Programme in Tema, Asiakwa and Kumasi Locations
March 2020	<b>Lead Consult:</b> Leadership and Customer Service Training for State Housing Company (Takoradi Zone)
February 2020	<b>Coordinator/Facilitator:</b> Youth Leadership Development and Training of Trainers for the National Youth Authority of Ghana
June 2019	<b>Lead Consult:</b> Leadership and Customer Service Training for State Housing Company (Kumasi Zone)
November 2017	<b>Supporting Researcher:</b> Mid-Term Evaluation of SOS Children's Village Quality Education Now Project

#### EDITORSHIP AND EDITORIAL BOARDS

2021-Date	<b>Editor in Chief</b> , Multidisciplinary Journal of Distance Education Studies
2021-Date	<b>Editorial Board Member</b> , Springer Nature Humanities & Social Sciences
2021-Date	<b>Editorial Board Member</b> , Journal of Multidisciplinary Studies in Education
2021	<b>Co-Guest Editor of Special Edition</b> , Journal of Multidisciplinary Studies in Education
2021-Date	<b>Editorial Board Member</b> , International Journal of Instructional Technology and Educational Studies

#### PROFESSIONAL SOCIETY MEMBERSHIPS

2020-Date	<b>Member</b> , Common Grounds Research Network
2017-Date	<b>Member</b> , International Forum of Researchers in Education
2015-Date	<b>Member</b> , International Council for Adult Education
2015-Date	<b>Member</b> , University Teachers Association of Ghana
2017-2018	<b>Member</b> , American Association for Adult and Continuing Education
2015	<b>Member</b> , South African Society of Education

2011-2015	<b>Member</b> , South African Council of Educators
1999-2010	<b>Member</b> , Ghana National Association of Teachers

## CURRENT RESEARCH FOCUS

Open Distance Learning  
Adult Learning  
Inclusive Education  
Educational Leadership

## GRANT SUPPORT AND AWARDS

2021-2022 (Co-Investigator)	British Council Widening Participation Research Grant: THEMIS project (Evaluating gender equity and equality in the English Language teacher curriculum, ICT policies and learning materials in Botswana, Ghana, Nigeria and South Africa)
2021 (Post-Doctoral Fellow)	Andrew Mellon Foundation, Building Capacity for Early Career Humanities Scholars in Africa (BECHS-AFRICA) Project
2021 (Co-Investigator)	Global Challenges Research Fund/Research England/Liverpool John Moores University: ASPIRE Project - Teacher Resilience and Capabilities Network in Sub-Saharan Africa: Phase 2 in Ghana
2020 (Fellow)	GCRF Fellowship Programme: University of Ghana. Funder: Global Challenges Research Fund/Research England/Liverpool John Moores University
2019 (Conference Grant)	Common Grounds Research Network Emerging Scholars Award
2018-2020 (Team Member)	University of Ghana, College of Education grant for departmental research
2017 (Travel Grant)	University of Ghana Research Grant (Award number: UG-ORID/CG/2017-2018/AQ1/A003)
2011-2014	South African Government bursary for doctoral students

## TEACHING

### a. Undergraduate:

ADLT 421: Management of Adult Education Programmes  
ADLT 401: Monitoring and Evaluation of Adult Education Programmes  
ADLT 304: Facilitation Methods in Adult Education  
ADLT 042: Evaluation of Adult Education Programmes  
ADLT 011: Project Planning Process  
DYDW 008: Project Planning, Monitoring and evaluation  
DYDW004: Working with People in their Communities

**(Total of seven courses)**

b. *Post-graduate:*

ADLT 708: Community Leadership, Governance and Development

ADLT 634: Human Resource Management and Development

ADLT 605: Programme Planning and Evaluation

ADLT 605: Management of Adult Education Organisations

EDTE 618: Educational Management and School Improvement

EDSL 615: Educational Management and Supervision

DEEL 603, Leadership in Distance Education and E-Learning

DEEL 613: Contemporary Issues in Distance Education

**(Total of eight courses)**

## GRADUATE STUDENT THESIS- SUPERVISOR

Name of Student	Period	Level	Remarks
Samuel Jabez Arkaifie	2021-Date	PhD	Lead Supervisor, Ongoing
Joyce Boateng	2021-Date	PhD	Co-Supervisor, Ongoing
Kennedy Ashiagbor	2021-Date	PhD	Co-supervisor, Ongoing
Christian Affram Asiedu	2019-Date	PhD	Lead Supervisor, Ongoing
Dominic Afful	2019-Date	PhD	Co-supervisor, Finalising
Benjamin Kwesi Amoak	September 2020	MPhil	Co-supervisor, Completed
Humphrey Kamkam	September 2019	MPhil	Co-supervisor, Graduated
James Eduku	September 2018	MPhil	Co-supervisor, Graduated
Robert Osei-Bonsu	September 2018	MEd	Supervisor, Graduated

## Critical Thesis Reader for University of South Africa

Name of Student	Period	Level	Remarks
Mohlakola Isaiah Mathiba	November 2021	M.Ed	Report submitted
Jackline Atukunda	January 2022	M.Ed	Report submitted

## SEMINAR AND VISITING PROFESSORSHIP

November 2021	<b>Guest Lecturer:</b> Theories Underpinning Online Learning (American University in Cairo)
June 2021	<b>Catalyst Regional Early Career Workshop: West Africa Venue (Erata Hotel),</b> Publishing Principles
May 2021	<b>2<sup>nd</sup> Global Challenges in Education Conference <i>Theory, Research &amp; Policy</i></b> (Collaboration between Liverpool John Moores University and University of Ghana): <i>Echoing the Voices of Students with Visual Impairments under COVID-19 Inspired Online Learning</i>
May 2021	<b>National Africa College and Health Services</b> (10 <sup>th</sup> Anniversary Presentations - May 5-29, 2021 - Theme: Africa in the Midst of COVID-19 and Remote Learning): The ongoing challenges of remote learning and learning in Africa in the midst of COVID-19 ( <b>Keynote Speaker</b> )

April 2021	<b>University at Albany, State University of New York:</b> edTrends: An International Response to Education During and Post COVID-19 in Chile, Finland, and Ghana ( <b>Panellist</b> )
March 2021	<b>Department of Distance Education Maiden Seminar:</b> <i>Echoing the Voices of Students with Visual Impairments under COVID-19 Inspired Online Learning</i>
August 2020	<b>School of Continuing and Distance Education Webinar for Graduate Students:</b> <i>Reviewing Literature for Doctoral Thesis</i>
August 2020	<b>Virtual Training for Online Instructors:</b> <i>Netiquette</i>
January 2020	<b>71<sup>st</sup> Annual New Year School and Conference:</b> Youth Forum ( <b>Chairperson</b> )
November 2019	<b>Valley View University Graduate Seminar:</b> <i>Plagiarism: Identifying the Pitfalls and Avoiding It</i>
August 2019	<b>International Students on Exchange Programme:</b> <i>Challenges of the Education System in Ghana</i>
May 2019	<b>International Students on Exchange Programme:</b> <i>Challenges of Higher Education in Ghana</i>
April 2017	<b>Inter-College Lecture (University of Ghana):</b> <i>Exploring the Academic Experiences of Adult Learners</i>
October 2016	<b>Departmental Seminar:</b> <i>Plagiarism: Identifying and Avoiding It</i>

## INVITATION TO NATIONAL AND INTERNATIONAL CONFERENCES AND WORKSHOPS

Conference	Conference theme	Title of presentation
December 2021: NOMSA21 Open Up and Connect Online Conference (South Africa)	Education in a Digital Era	Mitigating the online learning crisis with mobile technologies
August 2021: Open Distance and eLearning Virtual Conference	Mediating Open Distance and eLearning in the Advent of Global Crises	Service quality satisfaction: Perceptions of Ghanaian higher education students learning at a distance
March 2020: The Adult Higher Education Conference, University of Central Florida, USA	Unfinished Business	'Tearing down' the walls of higher education for opsimaths: Adult education in action
October, 2018: International Conference on Open, Distance and eLearning, University of Ghana	Meeting Quality Education through Open, Distance and ELearning	Determining the availability and access to support services for students learning in a blended mode
October, 2018 Commission for International Adult Education	Adult Education in an Era of Accelerated Technological Innovation	African culture and the challenges of quality education for sustainable development



conference in Myrtle Beach,  
South Carolina, USA

November 2017: Commission for  
International Adult Education  
conference in Memphis,  
Tennessee, USA

Adult Education: One Chorus of  
Many Voices

Learning styles adopted by  
adult learners: A case of an  
institution of higher learning in  
Ghana

October, 2015: Southern African  
Society for Education, Limpopo,  
South Africa

Reflecting on the Past,  
Envisioning the Future: A  
Possibilities for Educational  
Change in Southern Africa

Exploring English First Additional  
Language Teachers' use of the  
Student Teams Achievement  
Divisions in Teaching the Subject  
in Kwazulu-Natal Secondary  
Schools

### Workshops and Training

Date	Workshop/Training	Organising Institution
December 2021	The Collaborative Institutional Training Initiative (CITI Programme)	American University in Cairo
October 2021	Training on Teams Software	University of Ghana
October 2020	Advanced-level training on the use of the Sakai Learning Management System	University of Ghana
June 2020	The Article Publishing Process	An Elsevier Workshop
May 2019	Course writers' training	Department of Distance Education, University of Ghana
July 2018	Academic retreat for Task Team to review Programmes for the School of Continuing and Distance Education	School of Continuing and Distance Education, University of Ghana
August 2017	Workshop on use of multiple-choice questions (MCQs) as an assessment tool	The Academic Quality Assurance unit, University of Ghana
June 2017	Academic retreat on publishing in high impact journals	School of Continuing and Distance Education, University of Ghana
May 2017	Course writers' training	Department of Distance Education, University of Ghana
May 2017	Online instructor training on MOOCS	University of the People, USA

February 2017	Emerging Qualitative Research Methods and Analysis Workshop	Office of Research Innovation and Development (BSU II), University of Ghana
November 2016	Research based teaching workshop	Office of Research Innovation and Development (BSU II), University of Ghana
May 2016	AuthorAID Course in Research Writing	AuthorAID INASP
May 2016	Training for newly appointed faculty	Academic Quality Assurance Unit, University of Ghana
October 2016	Training on the use of the Sakai Learning Management System	University of Ghana Computer Systems, University of Ghana
August 2015	Management System and Turnitin Plagiarism Checker	University of Ghana Computer Systems, University of Ghana

#### **OTHER ACADEMIC WORK/EXHIBITS**

I have led the Department of Distance Education to develop new curricula for the following programmes:

- Diploma in Educational Technology
- Bachelor of Arts in Educational Technology
- Master of Arts in Educational Technology
- Master of Philosophy in Educational Technology

I have developed the following interactive modules and Study Guides for the Distance Education Department of the University of Ghana:

ADLT 423: Contemporary Issues in Adult Education

ADLT 401: Monitoring and Evaluation of Adult Education Programmes

ADLT 404: Organisational Development in Adult Education Programmes

ADLT 304: Facilitation Methods in Adult Education

I have also developed the following comprehensive notes for the Diploma in Adult Education Programme:

ADLT 011: Programme Planning Process

ADLT 024: Management of Adult Education Organisations

ADLT 042: Evaluation of Adult Education Programmes

#### **Community Service/Engagements:**

2021 - Date      **Member**, Ghana Library Authority Board

2021-Date      **Member**, Home and Urban Missions of the Church of Penteco

August 2020	<b>Chief Invigilator</b> , Mature Entrance Examination, University of Ghana
2016 - Date	<b>Floor Tutor</b> , Alexander Adum Kwapong Hall, University of Ghana
2016 - 2020	<b>Chairman</b> , Scholarship and Poverty Alleviation Scheme (Church of Pentecost-Agbogba District)
2016 - 2019	<b>Patron</b> , Adult Education Students' Association
2016 - 2019	<b>Invigilator</b> , University of Ghana End of Semester Exams
2018 - 2019	<b>Teaching Practice Supervision</b> , I supervised students teaching for the Teacher Education Department of the University of Ghana
2015 - Date	<b>Hall Fellow</b> , Mensah Sarbah Hall, University of Ghana
2010 - Date	<b>Preacher and Bible Teacher</b> , I have ministered in different churches in Ghana, South Africa, the USA and Egypt. I have also written two Christian books titled Glory in Pain (2010) and Destined to Conquer (2012).

## PUBLICATIONS

### *Published Journal*

**Amponsah, S.**, & Kyei-Blankson, L. (2021). Schooling and Education in Ghana. *Journal of Interdisciplinary Studies in Education*, 10(S1). <http://ojed.org/jise>

### *Book Chapters*

**Amponsah, S.**, Aheto, S-P.K., Anapey, G.M. & Kwapong, OATF. (2021). Arrangements for Online Engagements of Distance Learners in the Wake of the COVID-19 Pandemic. In C. Bosch, Laubscher, D., & Kyei-Blankson, L. (Eds.). *Re-envisioning and restructuring blended learning for underprivileged communities*. Hershey, PA: IGI Global

**Amponsah, S.** (2020). Standards for 21st century lifelong learning in Ghana: Lessons from equipped for the future model. In Y. Oheneba-Sakyi, M. A. Tagoe, & I. Salifu (Eds.). *Current trends in development and human resource education in Africa* (211-233). Accra: Woeli Publishing Services

**Amponsah, S.**, Badu-Nyarko, S. K., Obodai, G.A.N.S., & Anane, P. (2019). Learning environments for supporting undergraduate online distance education students. In Van Wyk, M.M (Ed.). *Student support toward self-directed learning in open and distributed environments* (pp. 78-102). Hershey, PA: IGI Global

Addae, D., **Amponsah, S.**, & Afare, D. R. (2019). Incentivised-based volunteerism in non-formal adult education in Ghana: Facilitators' perspectives. In K. P. Quan-Baffour, A. Arko-Achemfour, & Addae, D. *Adult, continuing and lifelong education and development in Africa* (pp. 255-272). New York: Nova Science Publishers.

Kumi-Yeboah, A., Dogbey, J., Yuan, G., & **Amponsah, S.** (2019). Cultural diversity in online learning: Perceptions of minority graduate students. In L. Kyei-Blankson, J. Blankson, & E. Ntuli (Eds.). *Care and Culturally Responsive Pedagogy in Online Settings* (pp. 230-248). IGI Global Publishers.

### *Published Research Work in Refereed Journals*

van Wyk, M. M., & **Amponsah, S.** (2022). Student satisfaction and preferences related to virtual streaming facilities during the COVID-19 lockdown. *International Journal of Virtual and Personal Learning Environments (IJVPLE)*, 12(1), 1-21. <http://doi.org/10.4018/IJVPLE.285595>

**Amponsah, S.**, van Wyk, M. M., & Kolugu, M.M. (2021). Academic experiences of “Zoom-Fatigue” as a virtual streaming phenomenon during the COVID-19 pandemic. *International Journal of Web-Based Learning and Teaching Technologies*, 17(6). 1-16

Addae, D., **Amponsah, S.**, & Gborti, B.J. (2021). COVID-19 Pandemic and the shift to digital learning: Experiences of students in a community college in Ghana. *Community College Journal Research and Practice*. <https://doi.org/10.1080/10668926.2021.1972364>

**Amponsah, S.**, Ampadu, E., & Thomas, M. (2021). Professional development among in-service teachers: motivational factors, pathways and coping strategies, *Educational Review*. 1-16 <https://doi.org/10.1080/00131911.2021.1951173>

Fenu, I.K., **Amponsah, S.**, & Nkum, W. (2021). Familial, societal and situational factors influencing career choice among adult learners in Ghana. *Journal of Interdisciplinary Studies in Education*, 10(SI). 125-145

**Amponsah, S.** (2021). Echoing the voices of SWVIs under COVID-19 inspired online learning. *Education and Information Technologies*. 26. 6607–6627. <https://doi.org/10.1007/s10639-021-10479-2>

**Amponsah, S.**, Yvette, U., & Amoak, K. (2021). Availability and access to support services in a blended learning environment. *International Journal of Information and Communication Technology Education*, 17(1). 57-71

Ampadu, E., Butakor, P.K., **Amponsah, S.**, & Yeboah, R. (2021). Exploring the professional identities of pre-service teachers studying at the University of Ghana. *International Journal of Education Economics and Development*, 12(1), 27–44.

**Amponsah, S.**, Kumi-Yeboah, A., Adjapong, S. O. & Omorogie, C. S. (2020). Coping experiences of graduate students on full-time employment and full-time academic programmes, *International Journal of Lifelong Education*, 39(5-6), 605-618. <https://doi.org/10.1080/02601370.2020.1852621>

**Amponsah, S.** (2020). Exploring the dominant learning styles of adult learners. *International Review of Education*, 66, 531-550. <http://link.springer.com/article/10.1007/s11159-020-09845-y>

**Amponsah, S.**, & van Wyk, M. M. (2020). STAD cooperative pedagogy in teaching English first additional language in Kwazulu-Natal secondary schools. *International Journal of Teacher Education and Professional Development*, 3(2), 47-64. DOI: <https://doi.org/10.4018/IJTEPD.2020070104>

**Amponsah, S.**, Amoak, K., & Ampadu, E. (2019) Lin’s creative pedagogy framework as a strategy for fostering creative learning in Ghanaian schools. *Thinking Skills and Creativity*, 31, 11-18. Doi: <https://doi.org/10.1016/j.tsc.2018.09.002>

Benneh, C. O., & **Amponsah, S.** (2018). Information assimilation by adult learners in a Ghanaian tertiary institution: The use of lecture method. *African Journal of Pedagogy and Curriculum*, 5(1), 15-28.

**Amponsah, S.**, Torto, B. A., & Badu-Nyarko, S. K. (2018). Ghanaian mature students’ motivation to pursue degree programmes through distance education. *International Review of Education – Journal of Lifelong Learning*, 64(5), 585-606. Doi: <https://doi.org/10.1007/s11159-018-9728-8>

**Amponsah, S.** (2017). Time spent in examination hall and students' examination scores: Analysis from a technical vocational education and training college in South Africa. *Turkish Journal of Educational Studies*, 4(3), 1-19.

Badu-Nyarko, S. K, & **Amponsah, S.** (2016). Assessment of challenges in Distance Education at University of Ghana. *Indian Journal of Open Learning*, 25(2), 87-104.

**Amponsah, S.** (2015). Shifting from teacher-centred to learner-centred approach to teaching English First Additional Language: the use of the cooperative learning approach. *African Journal of Pedagogy and Curriculum*, 2(1), 21-32.

**Amponsah, S.** (2015). Exploring the Experiences of Rural College Students in a Global Village. *Asian Journal of Education and E-learning*, 3(3), 202-209.

Badu-Nyarko, S. K, Benneh, C. O., & **Amponsah, S.** (2015). Implementation Strategies of the University of Ghana Distance Education Programme. *Asian Journal of Education and E-learning*, 2(2), 101-108.

### **Published conference proceedings**

**Amponsah, S.**, & Agyekum, B. (2021). Service quality satisfaction: Perceptions of Ghanaian higher education students learning at a distance. [10.25159/UnisaRxiv/000008.v1](https://doi.org/10.25159/UnisaRxiv/000008.v1)

**Amponsah, S.**, Omoregie, C. O., & Boakye, O. A. (2018). African cultures and the challenges of quality education for sustainable development. In M. B. Avoseh (Ed.). *Proceedings of the 2018 CIAE Pre-conference* (pp. 49-56). Myrtle Beach, SC: USA. ERIC. Retrieved <https://files.eric.ed.gov/fulltext/ED597469.pdf>

**Amponsah, S.**, Boakye, O. A., & Ampadu. E. (2017). Learning styles adopted by adult learners: A case of an institution of higher learning in Ghana. In M.B Avoseh & M. Boucouvalas (Eds.), *Proceedings of the 2017 CIAE Pre-conference* (pp. 1-13). Memphis, TN: USA.

### **Referees**

#### **Professor M Van Wyk**

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#### **Professor Kankam Boadu**

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