

KWAMINA PANFORD

OFFICE ADDRESS

NORTHEASTERN UNIVERSITY
220B RP
(617) 373-4333, Fax 617-373-2625
Boston, MA 02115, US

E-Mail k.panford@neu.edu

EDUCATION

1989	NORTHEASTERN UNIVERSITY Ph.D., Law and Public Policy (Interdisciplinary/Joint Degree) Program
1983	CORNELL UNIVERSITY, ITHACA, NY (M.I.L.R) Masters, Comparative Industrial & Labor Relations & Organizational Behavior
1982	MCMASTER UNIVERSITY, HAMILTON, CANADA M.A., Organizations & Comparative Social and Political Development
1980	UNIVERSITY OF GHANA, LEGON, GHANA Graduate Diploma, Communications
1978	UNIVERSITY OF GHANA, B.A (Honors), Sociology & Political Science

FIELDS OF SPECIALIZATION & RESEARCH

Petroleum and Sustainable Development; International/Comparative Development; Human Capital/Labor & Public Policy, the African Union/other International Organizations with special emphasis on United Nations' Specialized Agencies (the International Labor Organization, the World Bank and International Monetary Fund) in Africa and other Developing Countries

TEACHING EXPERIENCE

1998-Present	Associate Professor African, African-American Studies Department & Affiliate Center for International Affairs/ World Cultures (Africa, International Public Policy, Sustainability & Development) NORTHEASTERN UNIVERSITY
April-December 2015	Visiting Sr. Scholar, Carnegie-University of Ghana Diasporan Fellow Sociology Department, Legon-Accra, Ghana Lead Faculty for Developing New Courses/ Programs in Petroleum, Energy & Development
2011-2012 & 2009	Senior Fulbright Scholar & Visiting Professor Institute for Development Studies (IDS)

UNIVERSITY OF CAPE COAST

A key resource person for the establishment of Ghana's first public Oil and Gas Studies Institute at the University of Cape Coast and has been instrumental in leading IDS in research on Ghana's recent discovery and production of commercial quantities of oil & gas

Fall 1997 &
Spring 2002

Visiting Professor
Political Science/International Relations
TUFTS UNIVERSITY, MEDFORD, MA

1989 - 1997

Assistant Professor
African, African American Studies Department
NORTHEASTERN UNIVERSITY
Teach undergraduate and graduate African-American Studies and Political Science courses on Africa /Developing countries' Social and Political Development, Political Economy and the Role of International Organizations in Development and Public Policy. Also supervise Ph. d and Masters' Theses/Dissertations for World History, LPS & Sociology Departments

1996

Visiting Scholar
Sociology Department
UNIVERSITY OF GHANA, LEGON
Developed the first Curriculum in Formal Organizations, Taught Organizations Courses and Conducted Seminars on International Labor Relations and Development for graduate students

1983 - 1989

Lecturer, Sociology Department and College of Business
NORTHEASTERN UNIVERSITY
Taught organizations, comparative politics, development, labor, work and business ethics courses for MBAs and undergraduates

1979

Teaching Assistant, Sociology Department
UNIVERSITY OF GHANA,
Taught industrial sociology and development courses

ACADEMIC APPOINTMENTS & ADMINISTRATIVE EXPERIENCE

NORTHEASTERN UNIVERSITY

2003-2008

Associate Vice Provost for Academic Opportunity & Diversity
Office of the Provost
Successfully Oversaw/Administered and Coordinated Regional and National programs to enhance access and success for underrepresented graduate and undergraduate students. Successfully introduced national graduate programs to boost national supplies of graduates in science, technology, engineering and math. GEM Fellowship, my signature program makes Northeastern rank 1st among Colonial Group Universities & 12th nationally as A GEM host institution.

2002-2005

Chair of Department

1998

Acting Chair of Department
African, African –American Studies Department

INTERNATIONAL MANAGEMENT /CONSULTING EXPERIENCE

- 2013 **OFFICE OF VICE CHANCELLOR & DIRECTORATE,
ACADEMIC PLANNING & QUALITY ASSURANCE
University of Cape Coast**
Consultant on Capacity Building and Special Projects
Initiated, Liaised with the VC and Academic Planning to invite and host academics including Ghanaians in the diaspora to collaborate on mentoring (Grad students/Young Faculty) teaching, research, publishing and funding to build capacity at UCC. Project started with Departments of Physics, Computer Science and Music. Also collaborating with the Ghana Studies Council (of ASA) to recruit faculty to assist in capacity building, especially with lab personnel training, equipment donation and collaborative research
- 2012 **THE PUBLIC INTEREST AND ACCOUNTABILITY
COMMITTEE, GHANA**
Lead Consultant for collecting, analyzing and writing of first report on the management of Ghana's Petroleum Revenues and Investments in National Petroleum Funds
- 2010-Present **GOVERNMENT OF GHANA/MINISTRIES OF FINANCE
& ENERGY & PETROLEUM**
Consultant / Advisor on Oil and Gas Revenue Management and the Drafting of Oil Exploration and Production Leases/Contracts & Local Content policies
- 2010-Present **NORTHEASTERN UNIVERSITY (College of Business) & UNIVERSITY
OF GHANA (School of Business)**
Workshops/Training Programs on Petroleum Business, Entrepreneurship and Technology for over 300 EMBA's.
- 2008 **NORTHEASTERN UNIVERSITY (College of Business) & CAPE COAST
UNIVERSITY (Department of Economics)**
Co-Leader, Implementer & Faculty Consultant/Trainer
TALIF (UK Government and Ghana Government-Sponsored Program to Train Faculty in Technology's Role in Economic Development
- 2007 **BENTLEY UNIVERSITY, WALTHAM, MA, US**
Leadership Training Program in Contemporary Africa: The Case of Ghana,
Seminar in Non-Profit Organization Management and Leadership, Accra Ghana
- 2004-Present **FNV/ GHANA TUC, APADEP AND CENTER FOR DEVELOPMENT
STUDIES Cape Coast University, Cape Coast, Ghana**
Executive Postgraduate Labor Policy Studies Program (LPS)
Consult on the design of Africa-wide training programs/curriculum and participation in training labor leaders and public/private sector administrators to increase African human resources/capital
- 2003-Present **PRIMARY SOURCE, Watertown, MA**
Africa Program
Curriculum Design and Training of Teachers for Educational Tours of West Africa to enhance teaching about Africa's economies and political systems

- 1993-1996 **AFL-CIO, AFRICIAN AMERICAN LABOR CENTER, WASHINGTON DC**
Advanced Leadership Training Program
Created and implemented training seminars for trade union leaders and employers
- 1994 -2005 **YALE UNIVERSITY & FULBRIGHT HAYS PROGRAM, NEW HAVEN, CT**
Center for International and Area Studies, Council on African Affairs
Designed and conducted training curriculum and sessions for U.S. teachers for study tours to Ghana
- 1991 -2000 **THE GHANA GOVERNMENT AND THE LABOR DEPARTMENT, GHANA**
National Advisory Committee on Labor
As Technical Advisor recommended organizational changes to facilitate the operation of the national Labor Department and labor law amendments to promote sound labor policies and practices to meet ILO Standards.
Contributed to the codification of Ghana's Labor Laws in the form of a national Labor Law, 2003 (Act 651) This was the first codification of labor laws in Ghana and the first major revision to labor laws since 1958
- 1988-1989 **ARTHUR D. LITTLE MANAGEMENT EDUCATION INSTITUTE CAMBRIDGE, MA**
International Management Program
Designed entire international labor/human resource training modul for practitioners with bachelor degrees and taught labor/human resources and ethics courses for middle and senior level private and public sector managers
- 1985-86 **INTERNATIONAL LABOR ORGANIZATION (ILO, UN AGENCY) GENEVA SWITZERLAND**
International Labor Standards Department
Professional Intern
Reviewed over 160 member countries' laws and practices for compliance with international labor standards, wrote papers and reports for policy- making, and facilitated employer, labor, and government contacts to promote effective labor relations management

PUBLICATIONS

BOOKS /MAJOR MONOGRAPHS

Africa's Petroleum Resources: The Challenges of Sustainable Development in Ghana, (with additional cases of other African Countries) Under Contract Palgrave, Macmillan St Martin's Press (March 2016)

Ghana's Oil, Gas and Energy Policies, Laws and Practices, Kluwer Law International Under Contract Wolters Kluwer (June 2016)

Ghana's Industrial Relations and Labor Laws (A monograph on Ghana's labor policies, laws and practices from colonial times to the present). The International Encyclopedia of Laws: Labor Law and Industrial Relations Series, Kluwer Law and Taxation Publishers, Deventer, The Netherlands, 2008, Revised and published, May 2012 (Under Contract for major Revisions, June 2016)

Co-Edited with Kwadwo Konadu-Agyemang, Africa's Development in the 21st Century: Opportunities and Challenges, Ashgate, Aldershot, UK & Burlington, US, 2006 Wrote/Co-Wrote Substantive Chapter on the African Union, Introduction and Conclusion

IMF-World Bank and Labor's Burdens in Africa: Ghana's Experience, Praeger Publishers, Westport CT. & London, UK 2001

African Labor Relations and Workers' Rights: Assessing the Role of the International Labor Organization (ILO), Greenwood, Westport, CT. & London, 1994

SPECIAL MONOGRAPHS & TECHNICAL REPORTS ON OIL AND GAS

Lead Author, Tracking Budget Expenditure of Extractives and Aid Monies in Ghana, Oxfam America/ACEP Accra Ghana July 2014: pps 1-28

The Academy and the Successful Management of Ghana's Petroleum Resources University of Cape Coast, Cape Coast, Paper to mark start of Oil and Gas Studies Institute, May 3, 2012 : pps1-63

An Exploratory/Baseline Survey of Petroleum Skills and Training in Ghana in 2012 Ghana TUC and LO-Norway Oct 2012 pps 1-80

Lead Author, Public Interest & Accountability Committee Annual Report on Ghana's Petroleum Funds, Accra, May 2012

BOOK CHAPTERS

"Trade Unions, Democratic Transition and Organizational Challenges: The Case of the Ghana TUC (1989-2009)" in Craig Phelan, Ed: Trade Unions in West Africa, Peter Lang, Oxford, 2011: 145-178

"21st Century African Development: Crises & Challenges. An Overview" with Kwadwo Konadu-Agyemang in Ed K Konadu-Agyemang & K Panford (2006): 11-26

"The Transition from the Organization of African Unity to the African Union" in Ed K Konadu-Agyemang & K Panford (2006): 69-87

"Making Change: Reinventing Africa for the 21st Century" with K Konadu Agyemang in Ed K. Konadu-Agyemang & K Panford (2006):391-399.

"Structural Adjustment Programs, Human Resources and the Organizational Challenges Facing Labor and Policy Makers in Ghana" in Kwadwo Konadu-Agyemang Ed. IMF and World Bank Sponsored Structural Adjustment Programs in Africa: Ghana's Experience 1983-1999, Ashgate International, Aldershot, UK, 2001: 219-239

"Elections and Democratic Transition in Ghana: 1991-1996" in German Gros. Ed. Democratization and Late 20th Century Africa, Greenwood, Westport, CT & London, 1998:113-127

REFEREED ARTICLES

"The Role of the Academy and the Successful Management of Ghana's Oil and Gas Industry" Africa Today Vol 61, No. 2 Winter 2014 : 79-107

"An Exploratory Survey of Petroleum Skills and Training in Ghana" Africa Today Vol 60, No. 3, Spring 2014: 57-80

"The Crucial Roles of Model Oil Agreements: The Public Policy Implications and Requirements" Ghana Policy Journal, 4th Edition, Institute of Economic Affairs, Ghana, December 2010:81-95

"The Employment Crises and The ILO in Sub-Saharan Africa" African Development Perspectives Year Book Vol. VII, Institute for World Economics and International Management, Bremen, Germany, 1999: 319-334

"Ghana: A Decade of IMF/World Bank Policies of Adjustment" Scandinavian Journal of Development Alternatives and Area Studies, Stockholm, Vol. 16, No. 2 June 1997: 81-105

"Political Elites, Development and Industrial Labor relations: The General Theory and Experience of Ghana" Indian journal of Industrial and Labor Relations, Vol.32, No.4 April 1997:473-486

"The Evolution of Workers' Rights in Africa: The British Colonial Experience" Boston University International Law Journal, Vol.14, No.1 1996: 55-79

"IMF/ World Bank's Structural Adjustment, Industrial and Labor Relations and Employment in Ghana" African Development Perspectives Year Book Vol. IV, Institute for World Economics and International Management, Bremen, Germany, 1996 :193-205

"Pan-Africanism, Africans in the Diaspora and the OAU" The Western Journal of Black Studies , Vol. 20, No. 3, 1996: 140-150

"Structural Adjustment, the State and Workers in Ghana," Africa Development, Vol. XIX, No.2, 1994 : 71-95

"The Dilemmas of Single Labor Union Systems in Ghana and Nigeria," Labor and Society, Vol.13, No.1 January 1988: 37-53

REVIEW ESSAY

"International Law, Human Rights and Development" in Bimonthly Review of Law Books, Vol. 3, No. 1 Jan.-Feb., 1992 pp. 8-11. Review of: Katarina Tomasevski, Development Aid and Human Rights, St. Martin's Press, New York, 1989; George W. Shepard and Mark O. Anikpo, eds., Emerging Human Rights, Greenwood Press, Westport, CT., 1990; Claude E. Welch Jr., ed., Human Rights in Developing Countries: Prospects and Problems: Sub-Saharan Africa, Special Studies, Vol. 1, No. 155, State University of New York Press, Buffalo, 1989; Abdullahi A. An-Na'iam and Francis Deng, eds., Human Rights in Africa: Cross- Cultural Perspectives, Brookings Institution, Washington, DC, 1990 and David P. Forsythe, ed., Human Rights and Development: International Views, St. Martin's Press, New York, 1989

BOOK REVIEWS

Michael Amoah, Reconstructing the Nation in Africa: The Politics of Nationalism in Ghana, Tauris Academic Series, London & New York, 2007, International Affairs, Vol. 83, No. 3, 2007, p. 608

Opoku Agyeman, The Failure of Grassroots Pan-Africanism: The Case of the All-African Trade Union Federation, Lexington Books, Lanham, 2003 in Africa the Journal of the International African Institute, Vol. 76, No. 2, 2006, pp. 285-286

Kojo S. Amanor, Land, Labour and the Family in Southern Ghana, Nordis Afrikainstitute, Research Report No. 116, Uppsala, Sweden, 2001 in Africa Today, Vol. 50, No. 2 Fall/Winter 2003, pp. 90-92

N. Bowditch, The Last Emerging Market: From Asian Tigers to African Lions? The Ghana File, Praeger Publishers, Westport, CT, 1999 in International Journal of African Historical Studies, Vol. 34 No.1 2001:190

K. Shillington, Ghana and the Rawlings Factor, St. Martin's Press, New York, 1992 in

The International Journal of African Historical Studies, Vol. 27, No. 1, 1994: 166-168

M. Hamalengwa, Class Struggles in Zambia, 1889-1989 and the Fall of Kenneth Kaunda 1990-1991, University Press of America, Lanham, MD.1992 in Industrial and Labor Relations, Vol. 47, No. 2, Jan., 1994: 352

P. Obeng-Fosu, Industrial Relations in Ghana: The Law and Practice, Ghana Universities Press, Accra, 1991 in Africa Development, Vol. XVIII, No. 1, 1993: 121-124

E. Hansen and K. A. Ninsin eds.,The State, Development and Politics in Ghana, Codesria London, 1989.in African Studies Review, Vol. 35, No. 2, Sept., 1992: 131-134

D. Rothchild ed., Ghana: The Political Economy of Recovery, Lynne Reinner London, 1991 in African Studies Review, Vol. 35, No. 2 Sept., 1992: 112-114

G. Bindman ed., South Africa: Human Rights and the Rule of Law, Printer, London and N.Y, 1988 in Bimonthly Review of Law Books, Vol. 1 No. 4, July –Aug., 1990:3-4

PUBLISHED WORKING PAPERS

“Comments: Ghana Petroleum Revenue Management Preliminary Proposal” Submitted to the Ministry of Finance, Accra Ghana April 21, 2010

“Comments on Revised Ghana Petroleum Revenue Management Bill” Submitted to the Ministry of Finance, Accra Ghana, May 2010

"The Labor Movement, Politics and Democracy in Ghana (1985-1996)" CODESRIA, Methodological Seminars and Special Studies on Social Movements in Africa, Multinational Working Group on Labor. Dakar, Senegal, 1999

“Some Observations on the Elections and Transition in Ghana: 1991-1996” W.P. No. 216, African Studies Center, Boston University, Boston, MA, 1998:1-21

“The Pan-African Roots of the OAU: A Model of African, African-American and Caribbean International Cooperation, W.P. No. 178, African Studies Center, Boston University, Boston, MA, 1993, pp. 1-18

“Structural Adjustment and Labor Unions In Ghana,” Proceedings of the African Studies Associations Meeting, St Louis, MO, 1992 :25-39

OTHER PUBLICATIONS

“Oil & Gas Exploration, Development and Production in Ghana” Offshore Ghana March-April 2014

“What new African Producers of Oil Can Learn” New African Magazine, February 2014

Oil and Gas Activities in Ghana” Ghana Daily Graphic, January 3, 2014

Contributor, “Oil Exploration and Production: A Baseline Socio-Economic Survey of Six Coastal Fringe Districts in the Western Region of Ghana,” Institute for Development Studies, University of Cape Coast, Draft Report, December, 2010

“Unfinished University Business: Enhancing Access for Minorities and Underrepresented Populations” Access, Vol. 6, No. 1, Winter 2006/Spring 2007:2

“Brown vs Board of Education: 50 Years Later” Access, Vol. 4, No. 2, Spring 2005: 2-3

“The Last of Ghana’s “Big Six” (A Tribute to Ako Adjei, Member of Cabinet, Nkrumah Government), West Africa, March 18-24, 2002:15

“A Commentary on the Ghanaian Elections of December 1996: Is there Hope for Democracy in Africa?” African Link, Spring, 1997: 4-5

“The Challenges of Post-Apartheid OAU,” African Link, September/October, 1992, pp. 13-14 and 23

“Reflections on African Politics in the 1990’s,” African Link, March/April, 1991:12 &15

WORKS IN PROGRESS/FUTURE RESEARCH FOR PEER REVIEW JOURNALS

Employment & Business Development in Petroleum: Measures & Policies for Effective Local Participation in Ghana” paper in preparation for publication

Democracy, Civic Engagement and the Avoidance of the Resource Curse in Ghana’s Petroleum Sector” paper in preparation for submission for publication

The Media, Civic Engagement and Banishing the Resource Curse in Ghana’s New Oil Sector

Elections, Democracy and Human Rights in Africa: From Traditional to Modern Times

From the OAU to the AU: The Real Challenges and Prospects for Africa’s Unity and Development

China: The New Superpower in Africa?: Economic and Political Roles of China in Contemporary Africa

Industrialization in Post- Independence Africa: Why Africa Failed to Industrialize

Human Capital: The Brain Drain, Education, Training, Employment and the Challenges and Solutions to Africa’s Development

PROFESSIONAL CONFERENCES AND PAPERS FROM 1998-PRESENT

Local/Regional

“The 1994 Rwanda Genocide: 20 Years After, Lessons Learned or Not Learned” Public Lecture, Africa Research Group, CUNY Graduate Center, New York, November 14, 2014

“Research & Academic Publishing” Workshop with Professor Sam Obeng, Indiana University to assist Faculty/Graduate Students to plan research and publications, Graduate Studies, University of Cape Coast, Cape Coast, July 4, 2013

“Banishing the Resource Curse: What Ghana Needs for its New Petroleum Sector” A Contested Resource : Oil in Africa, Symposium African Studies Bloomington, Indiana, March 22, 2013

“Current Politics and Key Economic Trends in Ghana” Yale University and Fulbright Hays Program, Workshop for US Teachers traveling to Ghana on a study tour, Center for International and Area Studies, Council on African Affairs, Yale University, New Haven, CT., July 5, 2007

“The Social Sciences and Teaching about Africa” Teachers’ Development Day, Shrewsbury High School, Shrewsbury, MA. , March 6, 2007

“Contemporary Ghanaian Politics, Economy and Society” Study Tour of Ghana and Benin for Boston-area Teachers, Primary Source, Watertown and African Studies Center, Boston University, Boston, April 4, 2007

“Natural and Human Resource Exploitation in Colonial and Post-Colonial Africa” African Students’ Organization Panel, Fletcher School of Law and Diplomacy, Tufts University, Medford, March 29, 2007

“Africa, Globalization and the Right to Development in the Post Cold War Era,” & The New International Economic Order and the Challenges of Development in Africa” Lectures, Humanities and Africana Studies Programs, Understanding Africa Annual Workshops, University of North Carolina, Asheville, NC. October 4-7, 2001

National

“Doing Research/Publishing: Practical Experience from the Field” Public Lecture, Sociology Department, University of Ghana, Legon-Accra, August 28, 2015

“A Political economy Approach to Solving Ghana’s Petroleum Extraction Challenges” CYRUS Institute, Annual Conference, Harvard Radcliff College, Cambridge MA April 24-26, 2015

Moderator, Panel III Governance in Africa, Fletcher School of Law & Diplomacy 2nd Annual , Conference, Africa on the Global Stage, Tufts University, Medford, MA March 20 2015

“The Political Economy of Ghana’s Petroleum Industry” Year of Ghana Lecture Series, Kennesaw State University, Kennesaw, GA, March 21, 2013

“The Political Economy & Ethics of Ghana’s Petroleum” Ghana Trade Union Congress, Young Leaders’ Training Seminar, Accra, April 20-21, 2012

“A Review of Ghana’s Model Petroleum Agreement (2000)” Public Lecture, School of Business University of Cape Coast, March 20, 2012

“Banishing the Resource Curse from Ghana’s New Oil and Gas Sector” The Ghana TUC, Bi-Annual Executive Board Meeting, Tema, December 14-15, 2011

“The Political Economy of Oil and Gas Industry” National Stake Holders’ Conference on Oil and Gas, Ghana TUC, Accra, November 22-23, 2011

“The Politics and Ethics of Ghana’s Oil and Gas” Annual National Catholic Bishops’ Conference, Takoradi, November 8, 2011

“Ghana’s Newly Discovered Oil: The Prospects for and the Challenges of Overcoming the Curse of Natural Resource Extraction in Africa”, Annual Meeting and Conference, African Studies Association, San Francisco, CA, Nov 18-21, 2010

Discussant, “ Rule of Law, Governance and Development in Africa” Round Table, African Studies Association, Annual Meeting, New York, October 18-21, 2007

“The New AU, NEPAD/APRM: Prospects for Peace and Development in Africa” African Studies Association, Annual Meeting, San Francisco, CA., November 16-19, 2006

“Human Capital Formation and Utilization in Ghana’s Economic Development” Roundtable Sponsored by Ghana Studies Council, African Studies Association, Annual Meeting, Washington DC., Nov. 17-20, 2005

“The Transition from the OAU to the New AU : Challenges to Pan-African Leadership” Annual Meeting, African Studies Association, New Orleans, November 10-14, 2004

Panel Chair/Presenter “Post 2000 Elections/Post Rawlings Ghana: Prospects and Challenges,” Annual Meeting, African Studies Association, Houston, TX. November 2002

“An Assessment of Africa’s Global Competitiveness in the Area of Human Resources Development” Annual Meeting, African Studies Association, Chicago, November, 1998

International

Discussant/Presenter, Panel “Labor & Extractive Industry” and paper, “Ghana’s Petroleum Employment, Recruitment & Training: A New Labor Front?” Annual Meeting/Conference, African Studies Association, San Francisco CA, November 2015

“A political Economy Approach to Ghana’s Governance of Natural resources: The Case of Petroleum” Annual Asia-Africa Conference, Accra September 2015

Chair, Session 3: “Energy, Development & Sustainability” 3rd International Symposium on Energy Challenges and Mechanics, Aberdeen, Scotland July 7-9 2015

“Employment and Business Development in Oil and Gas: Measures to Achieve Meaningful Local Participation in Ghana” Ghana Oil and Gas Summit, Accra, April 23-25, 2012

Will Petroleum Resources Contribute to Sustainable Development in Ghana?” Preconference Plenary Keynote, Ghana A Model for Democratic Governance, Economic Growth and Sustainable Development? International Conference & Business Forum, Kennesaw State University, March 21-23, 2013.

“Responsible African Leadership and Community Development in Ghana” International Community Service Program, Bentley College, Akosombo, Ghana, August 12, 2007

“Sources of Data on Labor Relations and Labor History in Ghana/Africa, 1500-2000,” First International Global Collaboration on Labor Relations and Labor History Workshop, International Institute for Social History, Amsterdam, Netherlands, April 13-14, 2007 Workshop, International Institute for Social History, Amsterdam, Netherlands, April 13-14, 2007

“Budget Allocations for Education in Africa: Implications for Human Capital/Resource Development” International Institute for Justice, First International Conference on the State of Affairs in Africa, Boston, Oct 26-28, 2006

“The Dual Industrial Relations Challenges in Africa: Employment Creation and Education: The Case of Ghana” Communication Paper, International Industrial Relations Association 14th World Congress, Lima, Peru, Sept. 11-14, 2006

Chair, “Trade Unions and Democracy In Africa” Seminar Series, Center for Development Studies, Cape Coast University, Cape Coast, Ghana, July 23, 2004

“Trade Union Plurality in Africa” Center for Development Studies, Seminar Series, Cape Coast University, Cape Coast, Ghana, July 16, 2004

“Globalization and New Industrial Relations Challenges in Contemporary Africa: Ghana’s Experience” International Industrial Relations Association Congress, Berlin, September 2003

“The Model OAU: The Relevance of International Simulations to Practice-Oriented Education” First International Conference on Practice-Oriented Education, Northeastern University, Boston, MA, April 25-27, 2001

Knowledge Broker, “Workforce and Human Resource Development” Second International Practice Oriented Conference, Center for Work and Learning, Northeastern University, Boston, MA. April 10-12, 2003

Socio-Economic Challenges and the Future of African Trade Unions,” International Industrial Relations Association, 3rd. Regional African Congress, South Africa, March 6-8, 2002

“The Challenges of African Trade Unions” Communication, 12th. World Congress, International Industrial Relations Association, Tokyo, Japan, May 29-June-2, 2000

OTHER PROFESSIONAL ACTIVITIES

Chairperson & Welcome Address: President John Mahama, President of Ghana’s Official Visit to Worcester, MA May 29 2014

Consultant, Ghana TUC, Drafting of First Oil and Gas Policy, Feb-May, 2012

Facilitator, Drafting of Oil and Gas Skills Inventory Concept Paper, Ghana TUC & LO-Norway, Oil for Development Project, Accra March 10, 2012

Live Expert Commentary on President Atta Mills’ Sessional Address to the National Parliament of Ghana, TV 3, Accra February 3, 2012

Hearing Committee Member, Board of Bar Overseers of the Massachusetts Supreme Judicial Court, Boston, MA., 2010-2012

Consultant, Catholic Bishops’ Conference, Communique on Oil and Gas, November, 2011

Briefer, Parliamentary Select Committee on Energy & Mines, “ Getting Ghana Ready to Produce Oil and Gas: Developing Appropriate Strategies” National Parliament, Accra Ghana July 10 2010

Member, First International Collaboration on “Global Trends in Labor Relations and Labor History from 1500-2000” International Institute for Social History, Amsterdam, Netherlands, 2007-2009

Consultant/ Member, World Bank Institute Project to link Political Scientists in North America with the Department of Political Science at University of Ghana. Project aims at enhancing teaching and curriculum development in Africa starting with Ghana, 2007

Adviser/Consultant for founding the International Institute for Justice and Development, Boston, Also Member, Task Force on implementation of Resolutions/Policies on the State of African Affairs, 2005-Present

Host/ Co-Organizer, “Conflict & Peacemaking in 21st Century Africa” International Educational Workshop, US Institute of Peace & African-American Studies Department, Northeastern University, Boston, MA, February 13-15, 2003. The Institute’s Board Members are nominated by the US President and confirmed by the US Congress.

Invitation by OAU Secretary General as “ An Official Observer” The Launching of the African Union, Durban, South Africa, June-July 2002

Nomination to World Commission on Labor on “The Social Dimensions of Globalization” Chairs of Commission: Presidents of Tanzania and Finland, ILO, Geneva, September, 2002

Official Observer, Organization of African Unity (OAU) Heads of State Inaugural Summit for Birth of the African Union, Durban, South Africa, July 2002

Adviser/Consultant on Founding and Development of Zenith University, one of Ghana’s premier private universities, 2000-2004

Expert Commentary on Political Developments in Sierra Leone, UN Information Office (IRIN), Abidjan, Cote d’Ivoire, May 16, 2000

Expert Commentary on the Impact of Falling Gold Prices on Mine Workers’ Strike in Ghana, UN Regional Information Office (IRIN), Abidjan, Cote d’Ivoire, July 22, 1999

Contributor, The Network on Organized Labor in the 21st Century, ILO/International Labor Institute, Geneva, 1998-2000

Advisory Group on Managing African Universities, Boston University, African Studies Center, Nov., 1999

Commentary on Impact of the Gulf War on African Economies, Voice of America, African Services, Washington DC, January 1991

Contributing Editor African Link, a magazine of Current African Events, Shelton CT, 1990-1999

Moderator, Panel on “African Development Behavior,” First Annual Africans in America National Conference, Third World Educational Organization, MIT, Cambridge, MA June 1990

Liaison Person, Legal/Immigration Issues, Consult for Lawyers and Africans and Testify in Law Courts on Immigration and other Legal Matters, 1989-Present

GRANTS/FELLOWSHIPS

2015	Carnegie University of Ghana Fellow
2015	Finalist Fulbright Africa Scholar Program
2011-12	Senior Fulbright Scholar, Council for International Exchange of Scholars
2003	US Institute of Peace Grant to fund International Conference and Workshop on Peace-Making and Conflict Resolution in Africa, Northeastern University, Boston (\$15,000)
2001- 2002	Fellow, Practice Oriented Faculty Learning Community, Offices of the President and the Provost, Northeastern University (\$5,000)
1995-1999	Reflections on Development Grant, Multi-National Working Group on Labor Movements and Public Policy, CODESRIA, Dakar, Senegal (\$10,000)
1997	United States Institute of Peace, (U.S. Federal Government and US Congress Funded) Faculty Fellowship for Training in Conflict and Peacemaking in an Evolving World, Washington DC (\$3,000).
1991-1995	Research Associate, African Studies Center, Boston University, Boston, MA.
1993	Junior Faculty Research Fellowship, College of Arts and Sciences, Northeastern University
1993	Research and Scholarship Development Fund, Office of the Provost, Northeastern University
1992	Summer Fellowship, Office of the Provost, Northeastern University

1991	College of Arts and Sciences. Travel Grant for paper presented to the Annual Conference of the African Studies Association, St. Louis, MO.
1991	Faculty Summer Fellowship, Provost's Office, Northeastern University, Travel Grant for field work in Ghana to collect materials for ILO Book Project
1990	Faculty Summer Fellowship, Provost's Office, Northeastern University. Salary and Travel Grant to visit Kwame Nkrumah Collection, Spingarn-Mooreland Library, Howard University, Washington, DC The Ghana National Archives, Accra
1986-1987	Doctoral and Teaching Fellow, Brandeis University, Waltham, MA.
1985-1986	Fellow, Institute of International Education, Washington, DC.
1982-1983	Frances Perkins Graduate Student Industrial Relations Fellow, Cornell University, Ithaca, NY.

PROFESSIONAL ASSOCIATION AFFILIATIONS

International Labor and Employment Relations Association
The Ghana Industrial Relations Association
US African Studies Association
African Association for Public Administration and Management (AAPAM)
Council for the Development of Social Science Research in Africa
(CODESRIA), Dakar, Senegal.
Ghana Studies Council, US

SERVICE TO THE PROFESSION

Fall 2015	External Reviewer, Tenure/Promotion: Oberlin University
2015-Present	Manuscript Reviewer, <u>The Economic & Labour Relations Review & Ghana Studies Journal</u>
2010-Present	Reviewer <u>African Studies Quarterly</u>
2011-Present	Manuscript Reviewer, <u>African Journal of Pol. Science & International Relations</u>
2009	Chair, External Review Committees, Lehman College, Departments of African Studies & Latino/a Studies.
2005-Present	Manuscript Reviewer, <u>Africa Today</u> (Indiana University) and <u>Journal of Business Education</u> (JOBED) Univ of Cape Coast, School of Business)
1989-Present	Chair and Member Ph. D. & MA Thesis Committees, LPS and Political Science Department, World History Northeastern University, Boston
2006-2007	External Examiner, Doctoral Thesis Proposal and Dissertation, Departments of Business and Economics, University of the Western Cape, South Africa
2003-2006	External Reviewer, Tenure and Promotion to Associate and Full Professor, Lehman College, New York, University of Toronto and University of Lagos
2003 -2005	Member, Editorial Board, <u>Labor History</u> Journal
2003	Co-Host & Local Organizing Committee, African Studies Association, Annual Meeting, Boston, MA
1997	Manuscript Reviewer, <u>International Journal of African Historical Studies</u> , Boston University
1996-Present	Manuscript Reviewer, <u>Labor History</u>
1996	Cornell University <u>Labor & Industrial Relations Review</u>
1994-Present	Manuscript Reviewer, <u>African Studies Review</u> , African Studies Association
March 1993-Present	Faculty Consultant, National Annual OAU Model, Washington, DC.
March 1992	Chair, Mediation, Conciliation and Arbitration Committee Sessions of the National Annual OAU Model, Howard University, Washington, DC.
Nov 1991	Recording Secretary, African Studies Association, Task Force on

Sustainable Growth, Baltimore, MD.

ADDITIONAL ADMINISTRATIVE SERVICES AND EXPERIENCE

- 2006-2007 Chair, Department's Search Committee. Took leadership roles in a national search for hiring new Senior Faculty as part of rebuilding of Department by writing position description, placing job ads, contacting/interviewing /hosting candidates and meeting Department, College, University and US regulations concerning hiring of personnel.
- 2005-2009 Northeastern University's Representative to the National Board of Consortium for Graduate Degrees for Minorities in Engineering and Science Inc. (GEM)
- 2003-2004 Member & Representative of the African-American Studies Department, Committee on Proposed New School of Social Sciences Public Affairs and Public Policy, College of Arts & Sciences, Northeastern University
- 2003-2004 Review Committee, Dean, College of Arts and Sciences
- 2002-2003 Led a year-long Planning and Organizing of Department's 30th Year Anniversary which culminated in hosting a national conference in conjunction with the National Democratic Party's Convention in Boston
- 2001 Honors Committee, College of Arts and Sciences
- 1995-2004 College Council Representative
- 1991-Present Executive Committee & Affiliated Faculty, Law, Policy and Society Interdisciplinary MA and Ph.D. Programs (LPS) Faculty Advisor.
Chair /Supervisor of Doctoral Candidates' Dissertations and Member, Graduate Students' Committees in LPS, World History Program and Political Science Department
- 1991-Present Faculty Adviser and Resource Person, International Student Forum, Office of the Dean of Students and the International Students' and Scholars' Office
- 1989-Present Faculty Adviser, Northeastern African Students' Organization , the Student Organization of the year 2007 at Northeastern
- 1989-1992 Resource Person, Snell and African-American Institute Libraries for the Acquisition of African/International materials
- 1989-Present Faculty Adviser, Northeastern University Delegation to National OAU Model, Howard University, Washington, DC. Secure funding for delegation, select, train and advise delegates
- 1989-1994 Chair, Department's Curriculum Committee and Adviser to Department Majors, Minors and Other Students. Was instrumental in revamping curriculum to rebuild department.