

Ayodele Julius Alade, Ph.D.

Dean
School of Business and Technology
University of Maryland Eastern Shore
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EDUCATION:

Ph.D., 1981 UNIVERSITY OF UTAH, Salt Lake City, Utah
Major: Economics (Industrial Economics)
Dissertation:

Trade, Industrial Protectionism, and Structural Change in Nigeria's Manufacturing Industry (1957-1974).

B.S., 1973 CUTTINGTON UNIVERSITY COLLEGE
Suacoco, Liberia
Major: Economics

Areas of Research/Specialization:

- Application of Operations Management Techniques to Financial Analysis and Production Management
- Industrial Economics and Corporate Finance
- Quantitative Methods
- International Economics and Development Economics

TEACHING FIELDS: Production and Operations Management, Industrial Economics and Corporate Finance, Quantitative Methods, and Economic Development & Planning

EMPLOYMENT HISTORY:

UNIVERSITY OF MARYLAND EASTERN SHORE
School of Business and Technology

Current Appointments:

July 2007 – Present: ***Professor and Dean, School of Business & Technology, (SBT)***
July 2005 – June 2007: ***Professor and Interim Dean, SBT, UMES***

As Professor and Dean, (SBT) – My ultimate responsibility for the Academic and Administrative leadership of the School as Dean, includes School Management, Finance and Resources, Planning, Curricula and Teaching, as well as Students and Research.

- My duties as Dean include providing leadership in developing high quality undergraduate and graduate programs designed to meet national accreditation standards (e.g. AACSB, ABET, ACPHA, ACCE, PGA, and NCATE) in five departments.
- Also, I provide direction for planning which includes preparation and updating of the School's Strategic Plan within the context of the University's Overall Strategic Plan and vision for future development.
- I also provide guidance in developing and sustaining international projects in which both faculty and students participate; and provide leadership to source external funds to enhance the quality of the SBT programs as well as fostering research and scholarship among individuals and groups within the School.
- As Dean, I take responsibility for the management of individual members of the academic faculty through the appointed chairs in each department in the School; work collaboratively with fellow Deans and Associate Vice Presidents for Academic Affairs; and report directly to the Vice President for Academic Affairs.

Leadership in Program Development and Accreditation Initiatives (SBT)

- ◆ Department of Business, Management and Accounting – Providing Leadership in seeking Initial AACSB Accreditation with initial application submitted in April 2004. Leading the process as Chair of the Department and Interim Dean of the School of Business and Technology, the accreditation plan for the Business Department was approved and the Business program moved from Pre-accreditation status to Initial Accreditation status. The Business program at UMES is currently looking forward to a team visit recommendation from the Initial Accreditation Committee.
- ◆ Hotel and Restaurant Management (HRM) Department– Providing Leadership as Dean for the HRM external accreditation – The HRM program was admitted to candidacy by the Accreditation Commission for Programs in Hospitality Administration (ACPHA) on March 6, 2006. A two-year Self-Study process started immediately under the leadership of the Department Chair. This included committee work, regular reporting meetings, a winter retreat, faculty credentials enhancement, mission and curriculum refreshment, plus various other particulars, culminating in the submission of a formal Self-Study document on March 30, 2008. The Accreditation Team visited in October 2008 and accreditation was announced at the ACPHA meeting on February 21, 2009. An official letter dated February 23, 2009 was sent to UMES to confirm the announcement.
- ◆ Professional Golf Management (PGM) Program – A Bachelor of Science Degree program that was recently approved by the Professional Golfers' Association (PGA) of America and the University System of Maryland Board of Regents. The program, which is in the SBT, is housed in the HRM Department. The Chair of HRM supervises the development of the curriculum and accreditation process under the leadership of the Dean of the SBT. Following the PGA team visit in December 2007, the UMES-PGM program was accredited by the PGA in January 2008.
- ◆ Preparation for Initial Accreditation Board of Engineering Technology (ABET)

Accreditation in the Department of Mathematics and Computer Science – The Chair supervises the process with leadership and direction provided by the Dean of the School of Business and Technology. As part of the initiative, a new Chair with academic qualifications and experience in ABET accreditation was hired and put in place. Also, to support the quality and research and instructions in the Department, three other terminally qualified professors in Computer Science were hired under my leadership during my tenure as Interim Dean.

- ◆ In the Department of Technology, the re-accreditation process for Construction Management Technology (CMT) by the American Council for Construction Education was started in 2007 with the preparation of a self study that was submitted to the Council in December 2007. The activities and the initiative are led by the Chair of the Department under the leadership of the Dean of the SBT. The ACCE review team visited UMES in March 2008 for re-accreditation. Re-accreditation of the Construction Management Technology Program was announced at the ACCE meeting in July 2008 and a letter dated August 13, 2008 was sent to confirm the announcement.
- ◆ The Department of Engineering and Aviation Sciences is undergoing some restructuring. A new Chair was appointed and put in place in Fall 2006. A proposal for revamping the Collaborative Engineering Program at UMES was presented by the Dean with the team led by the Vice President in December at College Park that led to the recommendation that UMES be granted a stand-alone four-year Bachelor of Science Degree in Engineering. In August 2007, a new four-year program for Engineering for the University of Maryland Eastern Shore was approved by the Maryland Higher Education Commission (MHEC). The program, with specializations in Aerospace, Computer Electrical, or Mechanical, began admitting students in Fall 2007. Three new faculty members were hired in the Department as well as a Laboratory Manager.
- ◆ Under the leadership of a new Director as Lead Investigator – Dr. Paulinus Chigbu, with the Business Department serving as Co-Participant on the Socio-economic dimension, the LMRCSC was awarded a second-round grant in December 2006 from the Department of Commerce through National Oceanic and Atmospheric Administration (NOAA) for \$12,500,000 in collaboration with other institutions. The new award for Educational Partnership with Minority Serving Institutions Program is for a period from September 1, 2007 – August 2011. With this achievement, the LMRCSC will be able to broaden its capacity in providing opportunities for equal educational, research and advancement opportunities for faculty and under-represented students who aspire to pursue careers in the marine sciences.
- ◆ Professor B Workshop and the Teaching of Mathematics – The UMES Math Initiative was initiated from the Office of the President at UMES and hosted by the Department of Mathematics and Computer Science. During the Math Workshop initiative, Professor B gave presentations to UMES Math Department faculty, the Somerset County GEAR-UP group, and to Dr. Henry A. Wise High School in Prince George’s County. The objective was to provide a realistic methodology to practitioners in the teaching of Mathematics to better help the struggling students.

UMES Off-Campus Academic Program Activities:

- ◆ UMES has two major programs: the Construction Management Technology (CMT) program and the Hotel and Restaurant Management (HRM) Program at the Universities at Shady Grove (USG). Both programs belong in the School of Business and Technology under the leadership of the Dean and the Chairs of the respective Departments. To cater for the students' welfare and academic programs at the UMES programs as the Universities at Shady Grove, a Lecturer/Director was appointed effective as of August 2006 to coordinate the HRM program and a Lecturer/Director was appointed effective as of September 2007 to coordinate the CMT program.
- ◆ To facilitate a good working relationship between UMES and the USG, a Task Force was formed to look into students problems and also review the existing memorandum of understanding between the two institutions. This is headed by the Dean of the SBT.

July 2005 – June 2007 *Professor and Chair, (DBMA)*
July 2004 – June 2005 *Professor and Acting Chair (DBMA)*
July 2003 – June 2004 *Acting Chair & Associate Professor (DBMA)*

As Department Chair -

- provide department leadership through excellent communication, both within the department and between department and administration;
- establish and maintain a long term vision for the department in teaching research and service;
- carry out fiscal responsibility;
- conduct evaluation of faculty and programs and provide leadership in enhancing curriculum for external business accreditation (AACSB);
- apprise DBMA faculty for professional development opportunities and actively support development of DBMA faculty;
- coordinate development of curriculum with members of the department and work with other academic institutions, industry, etc., to evaluate and coordinate curriculum;
- develop schedule for courses for the year in a timely manner; and
- provide leadership in research and competitive grantsmanship.

Major Contributions to Professional Development as Chair:

- National Oceanic and Atmospheric Administration (NOAA), U.S. Department of Commerce: UMES (Lead Investigator – Dr. Eric B. May) in collaboration with other institutions was awarded \$5,000,000.00 in a Renewable Grant for two years. I served as one of the Co-PIs from the Department of Business, Management and Accounting, coordinating the Socioeconomic dimension of the Grant.
- National Oceanic and Atmospheric Administration (NOAA), U.S. Department of Commerce: UMES was awarded \$12,500,000 in grants in September 2001 to establish a Living Marine Resources Cooperative Science Center (LMRCSC). Dr. Eric B. May was the Lead Investigator in collaboration with other institutions. I served as one of the Co-PIs from the Department of Business, Management and Accounting, coordinating the Socioeconomic dimension of the Grant. The grant is hosted in the Department of Natural Sciences under the leadership of the Chair, Dr. Joseph Okoh, who was then the liaison person to the NOAA office. The mission of LMRCSC is to promote and improve opportunities for equal

educational, research and advancement opportunities for faculty and under-represented students who aspire to pursue careers in the marine sciences. In 2001, the Center served 118 minority students enrolled at UMES and collaborating institutions.

Aug. 2000 – June 2003 *Associate Professor, OM/Quantitative Methods*
Aug. 1996 – Aug. 2000 *Assistant Professor of Financial Economics*
Aug. 1993 - July 1996 *Visiting Assistant Professor of Economics*

UNIVERSITY OF UTAH, S.L.C., UTAH
Department of Economics

September 1992 - 1993 *Visiting Assistant Professor of Economics*
I was invited as a visiting Scholar to the University of Utah in recognition of my scholastic achievement and as an Alumni of the University.

OBAFEMI AWOLOWO UNIVERSITY. Ile-Ife, Nigeria
Department of Economics

1990 - 1996 Senior Lecturer
1985 - 1990 Lecturer Grade I
1982 - 1985 Lecturer Grade II

UNIVERSITY OF UTAH, S.L.C., UTAH
Department of Economics

1981 - 1982 *Research Assistant Professor of Economics - Chief Program Coordinator (International Manpower Planning)*

1974 - 1981 *Graduate Assistant/Teaching Fellow*

AWARDS/FELLOWSHIPS:

1996 *CIBER Institute for International Business Fellowship* to attend conference on: Faculty Development in International Human Resource Management Program at the University of Colorado; Denver, Colorado; May 27 – 31.

1995 *CIBER Maryland Fellowship* to attend Seminars for: Faculty Development in International Finance at the University Of Memphis; Memphis, Tennessee; June 9 - 11.

1994 *CIBER Maryland Fellowship* to attend the Workshop on: International Technology and Operations Management in Manufacturing and Services: Developing Curricula and Research Agenda; Baltimore, Maryland; May 23 - 25.

HONORS:

- **Best Paper Award - International Business & Economics Research Conference (2002).**
- **Nominated for Best Paper Award – Northeast Decision Sciences Institute (2001).**
- **President, SIGMA BETA DELTA Executive Council, National Honor Society in Business, Management and Administration, UMES Chapter, 1997 - Present.**
- **Cum Laude Graduate, Cuttington University College, Liberia (1973).**
- **Blyden Annual Award for Scholastic Attainment and Excellent of Conduct, Social Science Division, Cuttington University College, Liberia (1973).**

PROFESSIONAL ORGANIZATION MEMBERSHIP

- *American Economic Association, Member*
- *Northeast Decision Sciences Institute, Member*
- *African Studies Association, Member*
- *Southeast Decision Sciences Institute, Member*
- *Nigerian Economic Society, Life Member*
- *Eastern Economic Association, Member*
- *Modern Technology & Management Institute, Member*
- *Global Digital Business Association, Member*

PROFESSIONAL SERVICE

Department (UMES)

- Faculty Research Seminar, Chair, August 2000 - 2003
- Faculty Recruitment Committee, Chair, 1999 – May 2000
- University Senate and Faculty Assembly, Representative, 2000 - 2002
- Sigma Beta Delta Executive Council, President, 1997 - 2003
- Students Affairs Committee, Chairman, 1993 – 1997; Member 1998 – May 2000
- Center for Management and Research (C-MAR), Chair, 1996 – May 2000
- National Student Business League, Faculty Adviser, 1994 – Present
- Steering Committee Member, Collaborative Applied Business Experiences (CABLE), University of Maryland Eastern Shore and Salisbury State University, 1995 – 1997
- Department Accreditation Committee, Member, 1997 - Present
- Scholarship Committee, Member, 1998 - Present

University (UMES)

- Chair, Task Force for UMES/Universities at Shady Grove/Montgomery College, 2006 - Present
- Elected Member, UMES Faculty Promotion and Tenure Review Committee, Academic Year, 2000 – 2002
- School of Business and Technology Curriculum Committee, Representative, Spring, 2000 – 2005
- Member, University Senate and Faculty Assembly, Representative, August, 2000 – 2002
- Committee on Faculty Affairs, Chair, August 2000 - 2002
- International Program Advisory Council, Member, 1996 – Present
- Elected member, University of Maryland Eastern Shore, Graduate Council Committee, 1995 – 1997, 1999 - 2002
- UMES Graduate Council, Associate Member, 1994 – 2002
- UMES Graduate Council, Regular Member, 2002 – Present
- MEES Program, Member-Faculty Advisor, 1994 – Present
- UMES Faculty Grievance Committee, Member, 1997 –2002
- Faculty Assembly Ad Hoc Faculty Affairs Committee, Chair 2000 – 2002
- Senate Ad Hoc Promotion and Tenure Review Committee, Member, 2000

National/Regional

- Eastern Economic Association – Manuscript Reviewer
- Addison-Wesley Publishing Company – Manuscript Reviewer for: *Econometrics: A Modern Introduction*

COURSES TAUGHT IN VARIOUS UNIVERSITIES

UNIVERSITY OF MARYLAND EASTERN SHORE **Department of Business, Management and Accounting**

BUAD 353	-	Statistics for Business I
BUAD 354	-	Statistics for Business II
BUAD 411	-	Operation Research and Decision Theory
ECON 201/2	-	Principles of Economics I & II
ECON 300	-	Intermediate Micro Economic Theory
BUAD 410	-	Production Management
BUAD 491	-	Research Methods in Business and Economics
ECON 302	-	Money and Banking
ECON 252	-	Calculus with Business and Econ. Application
FINA 340	-	Financial Management
FINA 341	-	Investment and Security Analysis
ENVS 684	-	Natural Resource Management
AGEC 613	-	Quantitative Methods in Agric Economics
AGEC 814	-	Macroeconomics

UNIVERSITY OF UTAH, S.L.C., UTAH **Department of Economics**

ECON 554	-	Capitalism and Socialism
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ECON 544	-	African Economic Development
ECON 301	-	Intermediate Microeconomics

OBAFEMI AWOLOWO UNIVERSITY

Department of Economics

ECN 613	-	Industrial Economics I
ECN 614	-	Industrial Economics II
ECN 611	-	Economic Development
ECN 612	-	Economic Planning
ECN 406	-	Project Evaluation
ECN 410	-	Economic Planning
ECN 301	-	Intermediate Macroeconomics
ECN 302	-	Intermediate Microeconomics
ECN 201	-	Principles of Economics I

GRADUATE STUDY SUPERVISION

UNIVERSITY OF MARYLAND EASTERN SHORE

Department of Business, Management and Accounting

Chaired a doctoral dissertation and the candidate graduates in December 2001 in the Organizational Leadership Program.

Participated in graduate students’ supervision for **Masters (5 candidates) and Doctoral Degrees (3 candidates)** in the areas of Agricultural Economics, Organizational Leadership and Marine Estuarine & Environmental Sciences.

OBAFEMI AWOLOWO UNIVERSITY

Department of Economics

Supervised Graduate Students (**Doctoral and Masters**) in the areas of Industrial Economics and Development Economics.

RESEARCH PROPOSALS/GRANTS

- Sharma, Dinesh K. (Principal Investigator), Alade, J.A. and Hura, G, “Integrating GIS and E-portfolio into STEM Curricula,” A Competitive Grant Proposal of \$384,903.00, Submitted to US Department of Education, May 2009.
- Sharma, Dinesh K. (Principal Investigator), Alade, J.A. and Hura, G., “STEM Simulation and E-portfolio Center,” A Competitive Grant Proposal of \$458,343.00, Submitted to US Department of Education, May 2009.
- Sharma, Dinesh K. (Principal Investigator), Alade, J.A., Sharma, R. and Dabipi, I.K., “Web-Based Curriculum for Minorities in Science and Engineering,” A Competitive Grant Proposal of \$64,840.00, Funded by U.S. Department of Education, October

2006-September 2007.

- UMES (Lead Investigator – Dr. Paulinus Chigbu) in Collaboration with Other Institutions, “The Living Marine Resources Cooperative Science Center at UMES,” Educational Partnership with Minority Serving Institutions Program; September 1, 2007 – August 2011; \$12,500,000.00; Funded by National Oceanic and Atmospheric Administration (NOAA), December 2006.
- Sharma, Dinesh K. (Principal Investigator), Alade, J.A., Sharma, R. and Dabipi, I.K., “Web-Based Curriculum for Minorities in Science and Engineering,” A Competitive Grant Proposal of \$94,330.00, Funded by U.S. Department of Education, October 2005-September 2006.
- Alade, Julius A. [Principal Investigator], “Enhancing Academic Institution, Technology and Teaching Education,” A Grant Proposal of \$25,000.00, Submitted to Title III Office, UMES. Funded By the U.S. Government Under Title III, October 2005.
- Sharma, Dinesh K. (Principal Investigator), Alade, J.A. and Bundy, Mark, “Economic Impact of Recreational Activities in Coastal Bays Region of Maryland,” A Competitive Grant Proposal of \$47,803.00, Submitted to Living Marine Resource Cooperative Science Center (LMRCSC), August 2005.
- Sharma, Dinesh K. (Project Director), Alade, J.A., Okunbor, D. and Dabipi, I.K., (2005/06), “Web-Based Curriculum for Minority in Science and Engineering,” A Competitive Grant Proposal of \$94,330.00, Funded by U.S. Department of Education.
- Alade, J.A. (Principal Investigator), Sharma, Dinesh K. and Bundy, Mark, “An Economic Impact Assessment of the White Marlin Open Fishing Tournament in Ocean City, Maryland to the Worcester County Economy.” A Competitive Grant Proposal of \$50,000.00, Submitted to Living Marine Resource Cooperative Science Center (LMRCSC), August 2005.
- Alade, Julius A. [Principal Investigator], “Enhancing Academic Institution, Technology and Teaching Education,” A Grant Proposal of \$25,000.00, Submitted to Title III Office, UMES. Funded By the US Government Under Title III, October 2004.
- Sharma, Dinesh K. (Principal Investigator), Alade, J.A., Sharma, R. and Dabipi, “Web-Based Curriculum for Minority in Science and Engineering,” A Competitive Grant Proposal of \$140,740.00, Funded by US Department of Education, October 2004-September 2005.
- Sharma, Dinesh K. (Project Director), Alade, J.A., and Dabipi (2004), “Web-Based Curriculum for Minority in Science and Engineering,” A Competitive Grant Proposal of \$299,910.00, Funded by US Department of Education; Funded for a period of 2004-2007.
- Sharma, Dinesh K. (PI), Alade, J.A., Sharma, Rakesh, “Quantitative Resource Learning Program,” A Competitive Grant Proposal of \$300,000.00, Submitted to US

Department of Education, March 2005.

- Sharma, Dinesh K. (PI), Alade, Olanrewaju, and Alade, J. A. "Economic Diversification Indices for Coastal Counties in Maryland and in Maryland's Eastern Shore," A Grant Proposal of \$38,000.00, Funded by National Oceanic and Atmospheric Administration (NOAA), September 2004.
- UMES (Lead Investigator – Dr. Eric B. May) in Collaboration with Other Institutions, "The Living Marine Resources Cooperative Science Center at UMES." Renewable Grant for Two Years - A Competitive Grant Proposal of \$5,000,000.00, Funded by National Oceanic and Atmospheric Administration (NOAA), June 2004.
- Alade, Julius A. [PI], "Enhancing Academic Institution, Technology and Teaching Education," A Grant Proposal of \$63,000.00, Submitted to Title III Office, UMES. Funded by the US Government Under Title III, October 2003.
- UMES (Lead Investigators – Onwudiwe, I., Okunbor, D., Alade, J. A., Dabipi, I. and Okoh, J) in collaboration with other Institutions, "University of Maryland Eastern Shore Homeland Security Research Center," A Competitive Grant Proposal of \$12,000,000.00, Submitted to the Department of Business and Economic Development. (Not Funded), August 2003.
- Alade, Julius A., "2003 – 2004 Wilson H. Professorship Award – A Proposal of Project Activity," A Grant Proposal of \$80,000.00 for the University-Wide Endowed Professorship submitted to the University System of Maryland (Not funded), April 2003.
- UMES (Lead Investigator – Dr. Eric B. May) in Collaboration with Other Institutions, "The Living Marine Resources Cooperative Science Center at UMES." A Competitive Grant Proposal of \$7,498,180.00, Funded by National Oceanic and Atmospheric Administration (NOAA), May 2001.
- UMES (Lead Investigator – Dr. Emmanuel Acquah) and Okoh, Joseph M., Alade, Julius A., Allen, Arthur L., and Okunbor, Daniel [Co-Investigators] in Collaboration with NUTECK, "Rural African Power and Internet Connectivity Alternatives," A Competitive Grant Proposal of \$2,807,770.00. Submitted to African Trade and Investment Policy (ATRIP) Program by UMES for USAID Grant. (Not Funded), February 2001.
- Acquah, Emmanuel and Alade, Julius A. [Co-Investigator], "The Impact of Management on Small Scale and Minority Farms." A Grant Proposal of \$273,315.00, submitted to USDA under the 1890 Institution Capacity Building (October 1996 - September 1998).
- UMES (Lead Investigator - Dr. Emmanuel Acquah) in Collaboration with Other Institutions, "*Increased Private Enterprise Performance, Ghana.*" A Competitive Grant Proposal of \$9,000,000.00, Submitted by UMES to Ghana Government, (RFP# 641-97-010), June 1998.

PUBLICATIONS [Refereed Journal Articles]

- Does Stock Overvaluation Drive Cross-Border Mergers and Acquisition? *Journal of the International Society of Business Disciplines*, (December 2008), Vol. IV, Issue 1, pp. 42-53, (with Lin, Yingchon and Li, Deqing Diane).
- Analysis of SET and SSL e-Commerce Security Protocols, *Review of Business Research*, (2008), Vol. 2, No. 1 pp. 46–51, (with Gaur, Loveleen and Arya, Rakesh).
- Analysis of Expert Systems for Management Decisions in Finance, *International Journal of Effective Management*, (2008), Forthcoming (with Arya, Rakesh, and Acquah, E.T.)
- Assessing Economic Diversification of Coastal Bays of Maryland’s Eastern Shore Region, *International Journal of Effective Management*, (2007), Forthcoming, (with Sharma, Dinesh K., and Alade, L.).
- A Fuzzy Goal Programming Approach for Regional Rural Development Planning, *Applied Mathematics and Computation*, (2006), Vol. 176, pp. 141–149. (with Sharma, Dinesh K. and Ghosh, D.).
- Best Practices in E-Assessment, *Journal of Information Technology Education*. <http://www.jite.org/documents/Vol5/v5p251-269>, (2006), Vol. 5, pp. 251-269, (with Buzzetto-More, N.).
- Assessing Economic Diversification of Coastal Bays of Maryland’s Eastern Shore Region, *International Journal of Effective Management*, (2006), Vol. 3, No. 2, pp. 14-22, (with Sharma, Dinesh K., and Alade, L.).
- An Economic Impact of Maryland Coastal Bays – A Goal Programming Approach, *International Business and Economics Research Journal*, (2006), Vol. 5, No. 5, pp. 41–50, (with Sharma, Dinesh K. and Acquah, E. T.).
- Value-At-Risk Systems and Their Application in Integrated Risk Management. *Journal of Academy of Business and Economics*, (2004), Vol. 4, No. 1, pp. 18-28, (with Sharma, H., and Sharma, Dinesh K.).
- Analysis of Supply Chain Management for Effective Inventory Management, *Journal of Academy of Business and Economics*, (2004), Vol. 4, No. 1, pp. 183-189, (with Sharma, Dinesh K., and Sharma, H.).
- A Multi-criteria Decision Making Approach to Socioeconomic Impact of Fish Resource Utilization in Maryland Coastal Bays Region. *Review of Business Research*, (2003), Vol. 1, No. 1, pp. 238-246, (with Sharma, Dinesh K., and May, Eric).
- Multi-Factor Layout Design of User Interface Components, *Journal of Business and Economics Research*, (2003), Vol. 1, No. 8, pp 81-92, (with Sharma, Dinesh K.,

Peer, S.K.).

- Analysis of Technical Trading Techniques in Stock Market. *South Asian Journal of Management*, (2003), Vol. 10, No. 3, pp. 42-54, (with Sharma, Hari P., and Sharma, Dinesh K.).
- The Role of Micro-Enterprise Finance in Economic Development. *Journal of Academy of Business and Economics*, (2003), Vol. 1, No. 1, pp. 157-164, (with Sharma, Dinesh K., and Sharma, H.).
- Management Decision-Making for Sugar Cane Fertilizer Mix Problems through Goal Programming. *Journal of Applied Mathematics and Computing*, (2003), Vol. 13, No. 1-2, pp. 323-334, (with Sharma, Dinesh K., Ghosh, D.).
- The Impact of Foreign Investment, Regulatory Measures and Black Markets on a Country's Economic Growth,” *Journal of Academy of Business and Economics*, (2003), Vol. 1, No. 1, pp. 63-70, (with Ahmad, Imtiaz, and Sharma, Dinesh K.).
- Private Pension Plans - Strategy and Benefit Policy, *Decision*, (2002), Vol. 29, No. 1, pp. 141-152 (with Sharma, Dinesh K., Sharma, H.).
- A Goal Programming Model for the Best Possible Solution to Loan Allocation Problems. *The Korean Journal of Computational & Applied Mathematics*, (2002), Vol. 9, No. 1, pp. 197-211 (with Sharma, Dinesh K., Ghosh, D.).
- Micro-enterprise Finance and the Role of Gender in Economic Development. *South Asian Journal of Management*, (2001), Vol. 8, No. 1&2, pp. 1-11 (with Sharma, Dinesh K.).
- A Generalized Goal Programming Model for Transshipment Problems. *Acta Ciencia Indica*, (2000), Vol. XXVI M, No. 3, pp. 179-183 (with Sharma, Dinesh K. and Vasishta, H.).
- The Role of Information Technology in the Banking Industry. *International Journal of Development Banking*, (2000), Vol. 18, No. 1, pp. 19-26 (with Sharma, Dinesh K. and Sharma, Hari P.).
- Negative Stock Returns and the 1994 Peso Devaluation: An Event Study. *South Asian Journal of Management*, (1999), Vol. 6, No. 1, pp. 22-28 (with Sharma, Hari P., and Sharma, Dinesh K.).
- A Goal Programming Model for Crashing Decisions in Project Networks. *Bulletin of Pure and Applied Sciences*, (1999), Vol. 18E, No. 2, pp. 223-229 (with Sharma, Dinesh K. and Vasishta, A.).
- Applications of Multiobjective Programming in MS/OR. *Acta Ciencia Indica*, (1999), Vol. XXV M, No. 2, pp. 225-228 (with Sharma, Dinesh K. and Vasishta, A.).
- Global Electronic Commerce and its Impact on the Economy of the New Emerging

- Markets. *The African Economic and Business Review*, (1999), Vol. 2, Nos. 1&2, pp. 1-22 (with Sharma, Dinesh K.).
- A Multiobjective Programming Model for Loan Management in Commercial Banks. *Bulletin of Pure and Applied Sciences*, (1999), Vol. 18E, No. 1, pp. 1-8, (with Sharma, Dinesh K. and Vasishta, H.).
 - Some Applications of Neural Network for Business Forecasting. *Paradigm*, (1999), Vol. 2, No. 2, pp. 57-65 (with Sharma, Dinesh K.).
 - Impact of Credit Card Debt on Consumers in the United States. *International Journal of Development Banking*, (1999), Vol. 17, No. 1, pp. 51-59 (with Sharma, Dinesh K., Sharma, H.).
 - A Multiobjective Programming Approach to Power Generation Problems. *Acta Ciencia Indica*, (1998), Vol. 35M, No. 1, pp. 49-54 (with Sharma, Dinesh K., Sharma, H.).
 - A Multiobjective Model for Planning the Exports of Developing Countries. *The African Economic and Business Review*, (1998), Vol. 1, No. 2, pp. 19-34 (with Sharma, Dinesh K and Sharma, J. K.).
 - Goal Programming Applications in Management: A Categorized Bibliographic Survey, *Paradigm*, (July 1998), Vol. 2, No. 1, pp. 108-119 (with Sharma, Dinesh K., Sharma, H.).
 - PC Proficiency in the 21st Century. *Library Progress - International*, (1998), Vol. 18, No. 1-2, pp. 13-18 (with Sharma, Dinesh K., Sharma, H.).
 - Optimizing Transportation Problems: A Goal Programming Approach. *IE(I) Journal - PR.*, (May 1998), Vol. 79, pp. 33-36 (with Sharma, Dinesh K and Sharma, J. K.).
 - Analysis of Interstate Banking Deregulation in the United States. *Paradigm*, (January 1998), Vol. 1, No. 2, pp. 1-9 (with Sharma, Dinesh K., Sharma, H.).
 - Application of Artificial Neural Networks in Financial Decision Making. *South Asian Journal of Management*, (July-December 1997), Vol. 4, No. 3 & 4, pp.77-84 (with Sharma, Dinesh K., Sharma, H.).
 - The Role of Central Banks in Developing Countries. *Scandinavian Journal of Development Alternatives*, (1997), Vol. 16, No. 3 & 4, pp. 56-70 (with D. O. Anyemele).
 - Goal Programming Application For Assets Allocation of Commercial Banks.” *Decision*, (1996), Vol. 23, No. 1-4, pp. 99-108 (with D. K. Sharma and J. K. Sharma).
 - Technological Self-Reliance for Industrial Development in Nigeria: Issues and Impediments. *Scandinavian Journal of Development Alternatives*, (1995), Vol. 14,

Nos. 1&2, pp. 5–28 (with A. Fabayo and A. F. Odejide).

- The Role of Multinational Corporations in Economic Development: The Nigerian Experience. *Quarterly Journal of Administration*, (1991), Vol. XXV, Nos. 3 & 4, pp. 291-306.
- Industrial Development and Economic Integration of Developing Countries: The Case of ECOWAS. *West African Economic Journal*, (1984), Vol. 4, pp. 29-44.
- Foreign Private Investment in Nigerian Cotton Textile Industry: An Impact Analysis. *The Quarterly Journal of Administration*, (1984), Vol. XVIII, Nos. 1 & 2, pp. 47–61 (with A. Fabayo).
- Export Promotion as an Industrialization Strategy: Problems and Prospects in Nigeria." *Ife Social Sciences Review*. (1983), Vol. V, Nos. 1 & 2, pp. 56-66.

CONTRIBUTION TO BOOKS

- Buzzetto-More, N., Alade, A., and Panda, D. (2007). The e-Learning and Assessment Paradigm: Enhancing Education in the Age of Accountability. In Buzzetto-More, N. (2007). *Principles of Effective Online Teaching: A Handbook for Educators Developing E-Learning*. Santa Rosa: CA, Informing Science Press. (In Press).
- Buzzetto-More, N., Alade, A., and Panda, D. (2007). Using e-Learning to Drive a Student Learning Outcome Based Assessment Program. In Buzzetto-More, N. (2007). *Advanced Principles of Effective E-Learning*. pp. 213-244. Santa Rosa: CA, Informing Science Press.
- Buzzetto-More, N. & Alade, A., E-Assessment. *Časopis Edupoin*. Croatian Academic and Research Network. (<http://www.carnet.hr/casopis/47>), (Forthcoming).
- Federal Structure and Development Strategies: The Nigerian Experience. In Richard A. Olaniyan (ed.), *Federalism in a Changing World*. Ile-Ife: Obafemi Awolowo University Press, (1988), pp. 207-218.

REFEREED CONFERENCE PROCEEDINGS/PRESENTATIONS

- Analysis of SET and SSL e-Commerce Security Protocols, Paper presented at the Global Digital Business Association (GDBA) Annual Conference, Fairfax, VA, November 14-17, 2007, (with Gaur, Loveleen and Arya, Rakesh).
- Using the World Wide Web to Create and Distribute Project Based Learning Initiatives to Educators Across the Globe, Paper accepted for presented at the 2007 International Workshop at Cape Town, South Africa, October 2007, (with Buzzetto-More, Nicole A., and Sharma, Dinesh K.).
- Economic Impact of Recreational Activities in Coastal Bays Region of Maryland, Paper presented at the Global Digital Business Association (GDBA) Annual Conference, Las Vegas, NV, September 26-27, 2006, (with Sharma, Dinesh K., and

Acquah, E.T.).

- The e-Learning and Business Education Paradigm: Enhancing Education, Assessment, and Accountability. Proceedings of the Maryland Business Education Association Conference. Ocean City, MD, March 2006, (with Buzzetto-More, N.).
- A Multi-Objective Decision Making Approach for Fishery Management Problems, Paper presented at the International Conference on Operations Research Applications in Infrastructure Development in Conjunction with 38th Annual Convention of Operations Research Society of India (ORSI), Bangalore, December 27-29, 2005, (with Sharma, Dinesh K., and Acquah, E.T.).
- Economic Diversification of Maryland Eastern Shore Coastal Bay Region, Paper presented at the International Digital Business Academy (IDBA) Annual Conference, Las Vegas, Nevada, September 25-28, 2005, (with Sharma, Dinesh K., and Alade, L.).
- Expert Systems for Management Decisions in Finance, Paper presented at the International Digital Business Academy (IDBA) Annual Conference, Las Vegas, Nevada, September 25-28, 2005, (with Arya, R., Acquah, E. and Sharma, R.K.)
- Multi-Objective Programming Approach to Agricultural Land Allocation Problems, Paper accepted at the 35th Annual Meeting of the Decision Sciences Institute, Boston, Massachusetts, November 20-23, 2004, (with Sharma, Dinesh K. and Ghosh, D.).
- Value-At-Risk Systems and Their Application in Integrated Risk Management, Paper accepted at the International Academy of Business and Economics (IABE) Annual Conference, Las Vegas, Nevada, October 17-20, 2004, (with Sharma, H., and Sharma, Dinesh K.).
- Analysis of Supply Chain Management for Effective Inventory Management, Paper accepted at the International Academy of Business and Economics (IABE) Annual Conference, Las Vegas, Nevada, October 17-20, 2004, (with Sharma, Dinesh K., and Sharma, H).
- A Lexicographic Goal Programming Model for Fishery Management – An Economic Impact of Maryland Coastal Bays, Paper presented at the International Applied Business Research Conference 2004, San Juan, Puerto Rico, March 15 – 19, 2004, (with Sharma, and Dinesh K.), [*Best Paper Award*].
- A Multicriteria Decision Making Model for Rural Development Planning, Paper presented at the 34th Annual Meeting of the Decision Sciences Institute, Washington, D.C., November 22-25, 2003, (with Sharma, Dinesh K. and Ghosh, D.).
- The Impact of Foreign Investment, Regulatory Measures and Black Markets on a Country's Economic Growth, Paper presented at the International Academy of Business and Economics (IABE) Annual Conference, Las Vegas, Nevada, October 19-22, 2003, (with Ahmad, Imtiaz, Sharma, and Dinesh K.).
- A Multi-criteria Decision Making Approach to Socioeconomic Impact of Fish Resource

Utilization in Maryland Coastal Bays Region, Paper presented at the International Academy of Business and Economics (IABE) Annual Conference, Las Vegas, Nevada, October 19-22, 2003, (with Sharma, Dinesh K., and May, Eric).

- The Role of Micro-Enterprise Finance in Economic Development, Paper presented at the International Academy of Business and Economics (IABE) Annual Conference, Las Vegas, Nevada, October 19-22, 2003, (with Sharma, Dinesh K., and Sharma, H.).
- Supply Chain and Inventory Management," Paper presented at the International Academy of Business Disciplines, 15th Annual Meeting, Orlando, Florida, April 3-6, 2003, (with Sharma, Dinesh K. and Sharma H. P.).
- A Multi-Factor User Interface Components Layout Problem," Paper presented at the International Business & Economics Research Conference, Las Vegas, Nevada, October 7-11, 2002, (with Sharma, Dinesh K. and Peer, S. K.). [*Best Paper Award*]
- A Goal Programming Model for Management Decision-Making for Sugar Cane Fertilizer Mix Problems. Paper presented at the Southeast Decision Sciences Institute, 32nd Annual Meeting, Hilton Head Island, South Carolina, February 20-22, 2002, (with Sharma, Dinesh K. and Ghosh, D.).
- A Multicriteria Decision Making Model for Loan Management in Credit Unions. Paper presented at the Operational Research Society of India, 34th Annual Meeting, Calcutta, December 27-29, 2001, (with Sharma, Dinesh K. and Ghosh, D.).
- A Fuzzy Goal Programming Model for Rural Development Planning. Paper presented at the Operational Research Society of India, 34th Annual Meeting, Calcutta, December 27-29, 2001, (with Sharma, Dinesh K. and Ghosh, D.).
- Private Pension Plans - Strategy and Benefit Policy. Paper presented at the Northeast Decision Sciences Institute, Annual Meeting, Pittsburgh, March 21-23, 2001, (with Sharma, Dinesh K. and Sharma, H. P.). [*Nominated for Best Paper Award*]
- An Exploration of Finding Best Possible Solution to Loan Allocation Problem in Credit Unions: A Goal Programming Approach. Paper presented at the Southeast Decision Sciences Institute, 31st Annual Meeting, Charlotte, North Carolina, February 21-23, 2001, (with Sharma, Dinesh K. and Ghosh, D.).
- A Multicriteria Approach to Set Farmers' Objectives. Paper presented at XXXIII Annual Convention of the Operational Research Society of India, Ahmedabad, December 14-16, 2000, (with Ghosh, D. and Sharma, Dinesh K.).
- Micro-Enterprise Finance and the Role of Gender in Economic Development. Paper presented at the Eastern Economic Association, 26th Annual Conference, Crystal City, Virginia, March 24-26, 2000, (with Sharma, Dinesh K.).
- Information Technology and its Impact on Banking Services. Paper presented at the Southeast Decision Sciences Institute, 30th Annual Meeting, Wilmington, North Carolina, February 23-25, 2000, (with Sharma, Dinesh K. and Sharma, H. P.).

- A Goal Programming Model for Project Planning. Paper presented at the International Conference on Small and Medium Enterprises, held in Tirupati (India), December 20-21, 1999, (with Sharma, Dinesh K. and Sharma, H. P.).
- Some Applications of Neural Networks for Business Forecasting. International Conference on Operations Research for Better Tomorrow, held in New Delhi, India, December 24 - 26, 1998, (with Sharma, Dinesh K.).
- Multi-objective Programming Model for Transshipment Problems in Oil Industry. International Conference on Operations Research and Industry, held in Agra, India December 19 - 21, 1998, (with Sharma, Dinesh K.).
- Computer Optimization Techniques for Security Analysis. International Conference on Operations Research and Industry, held in Agra, India, December 19 - 21, 1998, (with Sharma, Dinesh K.).
- Global Electronic Commerce and its Impact on the Economy of the New Emerging Markets. Paper presented at the Third World Studies Conference on Regional and Social Conflicts, held at the University of Nebraska, Omaha, Nebraska, USA, October 8-10, 1998, (with Sharma, Dinesh K.).
- Application of Artificial Neural Networks in Financial Decision Making. Paper presented at the International Conference on Business and Management, held at the Nirma Institute of Management, Ahmedabad, India, January 4-7, 1998, (with Sharma, Dinesh K.).
- Multi-Target Export Planning of Semi-Industrialized Countries: A Goal Programming Approach. Paper presented at the 1997 Operational Research Society of India 30th Annual Convention, held in Jamshedpur, India, December 22-24, 1997, (with Sharma, Dinesh K. and Sharma, J. K.).
- A Survey of Goal Programming Application in Management.” Paper presented at the 1997 Operational Research Society of India 30th Annual Convention, held in Jamshedpur, India, December 22-24, 1997, (with Sharma, Dinesh K. and Sharma, J. K.).
- Goal Programming Application For Assets Allocation of Commercial Banks. Paper presented at the 1997 Operational Research Society of India 30th Annual Convention, held in Jamshedpur, India, December 22-24, 1997, (with Sharma, Dinesh K. and Sharma, J. K.).
- PC Proficiency in the 21st Century. Paper presented at the NABA - Eastern Conference, Philadelphia, PA., October 2-5, 1997.
- The Role of Central Banks in Developing Countries. Paper presented at the Eastern Economic Association Conference, New York City, May 17-19, 1995, (with D. O. Anyemele).
- Nigeria's Economic Recovery Strategies - Implications and Alternatives. Edited

Proceedings of The National Conference, Faculty of Social Sciences, OAU, (1988), Ile-Ife. 1988, (with A. Ogunjumo and T. O. Pearce).

- Industrial Development Via Local Sourcing of Raw Materials: A Strategy Option. in Nigeria's Economic Recovery Strategies - Implications and Alternatives. Edited Proceedings of the National Conference, The Faculty of Social Sciences, OAU, (1987), Ile-Ife, pp. 94-108.

WORKSHOPS AND PROFESSIONAL DEVELOPMENT

- 1) ABET 2009 Annual Meeting and Commission Summit on: *Leadership and Quality Assurance in Applied Science, Computing, Engineering, and Technology Education*, held in San Antonio, Texas, October 27-29, 2009.
- 2) The AACSB International Conference and Annual Meeting, Organized by Association to Advance Collegiate Schools of Business (AACSB) International, held in Orlando, Florida, April 26-28, 2009.
- 3) The 6th Annual National HBCU Business Deans roundtable Summit on: *Building Town-Gown Alliance: The Role and Impact of HBCU Business Schools*, held in Gaylord Hotel, Nashville, Tennessee, June 5 – 7, 2008.
- 4) AACSB International 2008 Deans Conference, on “Driving the Mission,” Organized by AACSB International, held in Hyatt Regency, San Antonio, USA, February 6 -8, 2008
- 5) Sixth Annual HBCU Dean/Faculty Development Seminar and Second Annual National Policy Forum on Minority Entrepreneurship Education/OFC Venture Challenge, Sponsored by Opportunity Funding Corporation (OFC) and Ewing Marion Kauffman Foundation, Atlanta, GA, April 12-15, 2007.
- 6) Executive Leadership Retreat, *Leadership Management on Improving Retention*, Organized by the University of Maryland Eastern Shore, March 21-23, 2007
- 7) AACSB International 2007 Deans Conference, on “*Beat the Odds for Global Success*,” Organized by AACSB International, held in Caesars Palace, Las Vegas, NV, USA, February 7-9, 2007.
- 8) CIBER, *2006-2010 Globalizing Business School (GBS) program for HBCU Institutions*, Program Orientation and Grants Meeting held at The University of Memphis, September 22-23, 2006.
- 9) AACSB International Advisory Council Seminar on “*Making Your Business Advisory Council a Strategic Asset of Your Institution*,” Organized by AACSB International, held in San Francisco Bay, CA, September 28-29, 2006.
- 10) Executive Leadership Retreat, *Learning and Leadership: Mapping the Future of UMES*, Organized by the University of Maryland Eastern Shore, June 5-7, 2006.
- 11) National Minority Entrepreneurship Education Summit/OFC Venture Challenge and

- Presidents' Roundtable in Entrepreneurship, Sponsored by Opportunity Funding Corporation (OFC) and Ewing Marion Kauffman Foundation, Atlanta, GA, April 8-9, 2006.
- 12) AACSB International 2006 Deans Conference on: *From B-School to Boardroom*, Organized by AACSB International, held in San Diego, CA, February 5-7, 2006.
 - 13) New Deans Seminar on “*What Every New Dean Needs to Know About Being The Dean*”, Organized by AACSB International, San Antonio, TX, October 30–November 2, 2005.
 - 14) International Conference and Annual Meeting, Organized by AACSB International, San Francisco, CA, April 21-23, 2005.
 - 15) Fourth Annual HBCU Dean/Faculty Development Seminar on OFC Venture Challenge – *Bridging The Entrepreneurial Gap*, Sponsored by Opportunity Funding Corporation and Ewing Marion Kauffman Foundation, Hosted by Clark Atlanta University, GA, April 7-10, 2005.
 - 16) Workshop on *Learning and Leadership*, Leadership Management Retreat Organized by the University of Maryland Eastern Shore, March 23-25, 2005
 - 17) International Workshop on *Global Perspective in Education: Emerging Challenges, Opportunities, and Innovative Approaches*, Cambridge, MD, March 13-18, 2005.
 - 18) Workshop on *Excellence in Business Award – Examiner Training*, Organized by the Salisbury Area Chamber of Commerce, Salisbury, MD, February 17, 2005.
 - 19) AACSB Deans Conference on *Strengthening Your B-School Prowess*, Organized by AACSB International, Orlando FL, February 6-8, 2005.
 - 20) Workshop on PreAccreditation, Organized by AACSB International, San Diego, CA, January 15-16, 2005.
 - 21) Summer 2004 Chairs Workshop, Organized by the University of Maryland Eastern Shore, June 2004.
 - 22) HBCU Region One Business School Meeting on *Increasing Capacity for Building Professional Development and Partnership*, held at the University of The District of Columbia, Washington, DC, June 7-8, 2004.
 - 23) New Chairs' Conference, Organized by the University of Maryland System, January 16, 2004.
 - 24) UMES, “Learning and Leadership”, *Leadership Management Retreat for Department Chairs*, Organized by the University of Maryland Eastern Shore, April 28, 2003.
 - 25) White House Initiative on Historically Black Colleges and Universities (HBCUs), International Cluster Technical Assistance Workshop on “*No Child Left Behind*”. A Workshop held in St Croix, Virgin Island, March 18-20, 2003.

- 26) Office XP Training Workshop. Sponsored by Howard Community College and Course Technology, Columbia, MD, November 9, 2001.
- 27) *Active Learning in Economics Workshop*. Sponsored by U.S. Navy Academy, Annapolis, MD, June 5, 2001.

SEMINAR SERIES

- Socioeconomic Impact of Government Regulations of Fishery in Maryland Coastal Bay. A Working Paper Prepared for 2002/2003 Seminar Series, Department of Business, Management and Accounting, University of Maryland Eastern Shore, January 2003.
- Supply Chain and Inventory Management. A Working Paper Prepared for 2001/2002 Seminar Series, Department of Business, Management and Accounting, University of Maryland Eastern Shore, May 2002.
- A Framework for Managing Pension Plans in the U.S.A.” A Working Paper Prepared for 1999/2000 Seminar Series, Department of Business and Economics, University of Maryland Eastern Shore, 2000.
- Micro-enterprise Finance and the Role of Gender in Economic Development. A Working Paper Prepared for Seminar Series, Department of Business and Economics, University of Maryland Eastern Shore, May 1999.
- Neutral Growth Measure of Import Substitution: An Alternative Approach of Assessing Progress in Industrialization in Nigeria. Unpublished Seminar Paper. Department of Business and Economics, University of Maryland Eastern Shore, Spring 1998.
- Industrial Promotion for African Development: Problems and Prospects. Unpublished Seminar Paper. Department of Business and Economics, University of Maryland Eastern Shore, Spring 1997.
- Technological Progress and Increased Global Market Competition: Implications for Employment Conditions in the U.S., Working Paper, Department of Business and Economics, University of Maryland Eastern Shore, Spring 1996.
- Foreign Private Investment and Industrial Development: Some Failures of Expectations in Nigeria Situation. Unpublished Seminar Paper. Department of Business and Economics, University of Maryland Eastern Shore, Fall 1995.

TECHNICAL REPORTS/MONOGRAPHS

- *Needs Assessment for Border Technikon Centers of Excellence*. Project conducted for UMES/U.S. Agency for International Development, Bureau for Africa, May 25–June

8, 2002.

- *Review of U.S. AID Interventions on Capital Markets in Africa. A Concept Paper on East/Southern Africa Financial Sector Profile.* Paper prepared for U.S. Agency for International Development, Office of Sustainable Development, Bureau for Africa, (Project under UMES/USDA/FAS/ICD Cooperative Agreement #5837488019), June 7–July 30, 1999.
- *Micro-enterprise Finance in Sub-Sahara Africa – A Concept Paper.* Technical paper prepared for U.S. Agency for International Development, Office of Sustainable Development, Bureau for Africa, (Project under UMES/USDA/FAS/ICD Cooperative Agreement #5837488019), June 6–July 10, 1998.
- *Environmental Care Center, Inc., A Business Plan: Planning From Now to the Next Millennium.* Prepared for Gabriel L. Purnell by The University of Maryland Eastern Shore, Department of Business and Economics, Center for Management Assistance and Research (CMAR), March 1998.
- Westside Community Center Foundation, Inc. Strategic Action Plan for Establishing A Community Center in West Salisbury, MD, December 1997.
- Co-authored w/ D. Weatherspoon, “*Strategic Business Framework: A Process for Emerging Businesses to Participate in South Africa’s Wine Industry.*” Prepared for the U.S. Agency for International Development Unit, Office of Sustainable Development, Africa Bureau, (Project under UMES/USDA/FAS/ICD Cooperative Agreement #5831485033), June/August, 1997.
- *Financial Analysis and Management for Small and Medium Size Enterprises.* Technical paper prepared for the Southern Africa Development Training of Trainers (TOT) Workshop organized and co-sponsored by the U.S. Agency for International Development’s Private Sector Unit in the Africa Bureau and the Malawi Investment Promotion Agency, February (Project under UMES/USDA/FAS/ICD Cooperative Agreement #5831485033), February 1997.
- *Outline of Business Plan.* Prepared for the Southern Africa Development Training of Trainers (TOT) Workshop organized and co-sponsored by the U.S Agency for International Development’s Private Sector Development Unit in the Africa Bureau and the Malawi Investment Promotion Agency, (Project under UMES/USDA/FAS/ICD Cooperative Agreement #5831485033), February, 1997.

OTHER PROFESSIONAL ACCOMPLISHMENTS

- | | |
|------|--|
| 1978 | Participated through the Bureau of Economic and Business Research, University of Utah, in the Development of the Demographic-Economic Impact Section for the "Draft Environmental Statement on Development of Coal Resources in Central Utah" for the United States, Department of Interior. |
| 1976 | Development of Area Models of Regional Growth. Research for Professor Frank C. Hachman, Bureau of Economic and Business Research, |

University of Utah.

- 1973 A joint report on "Traffic, Manpower, and Establishment Survey" for the Government of the Republic of Liberia.
- 1972 Participated in the "Wologisi Project" for the Government of the Republic of Liberia on a Field Survey for the Feasibility of Establishing an Iron Mining Industry in the Upper Lofa County, Liberia.

WORKS IN PROGRESS

- Buzzetto-More, N., Sweat-Guy, R., & Sharma, D., Alade, A. (2008). Student Perceptions of and Performance on Online Exams.
- Buzzetto-More, N., Hummer, W., Burza, V., Sampson, A., Alade, A., & Sweat-Guy, R. (2007). Results of Web Based Homework Intervention Program in Basic Accounting Courses.
- The Impact of Foreign Investment, Regulatory Measures and Black Markets on a Country's Economic Growth.
- A Multi-objective Programming Model for Investment.
- Industrial Technology Development: Analysis and Imperatives for Rapid Economic Development in Nigeria.
- Applications of Multi-objective Programming in MS/OR.

CONFERENCES ATTENDED

- Global Digital Business Association (GDBA) Annual Conference, Las Vegas, NV, October 26-27, 2006.
- International Conference on Operations Research Applications in Infrastructure Development in Conjunction with 38th Annual Convention of Operations Research Society of India (ORSI), Bangalore, December 27-29, 2005.
- International Digital Business Academy (IDBA) Annual Conference, Las Vegas, NV, September 25-28, 2005.
- International Academy of Business and Economics (IABE) Annual Conference, Las Vegas, NV, October 17-20, 2004.
- International Applied Business Research Conference 2004, San Juan, Puerto Rico, March 15-19, 2004.
- Decision Sciences Institute, 34th Annual Meeting of the Decision Sciences Institute, Washington, D.C., November 22-25, 2003.

- International Academy of Business and Economics (IABE) Annual Conference, Las Vegas, NV, October 19-22, 2003.
- National Historically Black Colleges and Universities (HBCUs) Schools of Business Summit, First National Summit, St. Louis MO, June 21-24, 2003.
- International Academy of Business Disciplines, 15th Annual Meeting, Orlando, FL, April 3-6, 2003.
- International Business & Economics Research Conference, Las Vegas, NV, October 7-11, 2002.
- The 30th Annual Meeting of Northeast Decision Sciences Institute, Pittsburgh, PA, March 21-23, 2001.
- The 31st Annual Meeting of Southeast Decision Sciences Institute, Charlotte, NC, February 21-23, 2001.
- Attended the Seventh Annual Conference on American Foreign Policy on “The World Trade Organization and International Economic Policy”, and “United States Relations with Russia and China”, Sponsored by the Baltimore Council on Foreign Affairs, held at the World Trade Center, April 5, 2000.
- The 26th Annual Conference of Eastern Economic Association, Crystal City, VA, March 24-26, 2000.
- The 30th Annual Meeting of Southeast Decision Sciences Institute, Wilmington, NC, February 23-25, 2000.
- International Conference on Operations Research for Better Tomorrow, held in New Delhi, India, December 24-26, 1998.
- International Conference on Operations Research and Industry, held in Agra, India, December 19-21, 1998.
- Chesapeake Association of Economic Educators Conference, A Meeting of the Professional Society of Economists in the State of Maryland, Baltimore, MD, November 8, 1998.
- Fall 1998 Distinguished Lecture by Joseph Stiglitz, Organized by Southern Economic Association Meeting, Baltimore, MD, November 8, 1998.
- The Third World Studies Conference on Regional and Social Conflicts held at the University of Nebraska, Omaha, NE, October 8-10, 1998.
- The International Association for Management Education on “The Global Forum on Management Education”. Organized by AACSB at the Sheraton in Chicago, IL, June 14–17, 1998.

- International Conference on Business and Management on “Business Challenges of the 21st Century: A Global Perspective.” Organized by Nirma Institute of Management in Ahmedabad, India, January 4-7, 1998.
- The 1997 Operational Research Society of India 30th Annual Convention on “Operations Research for Enhancing Nations Competitiveness”, held in Jamshedpur, India, December 22-24, 1997.
- Prentice Hall Information Technology Seminar (PHITS), Co-Sponsored by Prentice Hall Business Publishing and Bowie State University Computer Science Department, Bowie, MD, October 30, 1997.
- The 1997 Maryland Excellence Conference: “Showcasing Success from Business, Education and Government.” Organized/Sponsored by The Maryland Center for Quality and Productivity, The Maryland Business School, University of Maryland College Park, MD, October 29, 1997.
- The 1997 National Association of Black Accountants Eastern Region Conference, Organized by NABA, Philadelphia, PA, October 2-5, 1997.
- Workshop on Packaging your Case for Finance: "The Small Business Journey," organized by Nations Bank Community Small Business Program, held at UMES, Princess Anne, MD, October 28, 1995.
- International Conference on "African Language Studies in Transition" organized by UMES, African Language Project, Ocean City, MD, September 28-30, 1995.
- Eastern Economic Association Annual Conference on "Dialogues in Economics", New York, NY, May 17-19, 1995.
- Sixth Annual Conference on American Foreign Policy, sponsored by the Baltimore Council on Foreign Affairs, held at World Trade Center, Baltimore, MD, April 25, 1995.
- International Business Conference on "Faculty Development in International Business." Organized by CIBER Maryland, held at the Business Center, The University of Baltimore, Baltimore, MD, April 21, 1995.
- Mid-Atlantic Pan-African Economics and Cultural Exchange on: "Small and Minority-owned Businesses in the U.S." Sponsored by African Cultural Education and Research Foundations, Columbia, MD, October 8, 1994.
- Conference on: "Connecting the World," organized by the International Faculty and Administrators Association of the University of Maryland System, Ocean City, MD, September 25-26, 1994.
- National Conference on "Rural Transformation and National Development - Strategies and Prospects," organized by the Faculty of Social Sciences, July 1990.

- The Nigerian Economic Society Annual Conference on "Structural Adjustment Program (SAP) and The Nigerian Economy," Ile-Ife, May 3-7, 1988.
- National Conference on Nationalism: "Federalism in a Changing World," organized by the Department of History, Obafemi Awolowo University, Ile-Ife, December 7-8, 1987.
- National Conference on "Nigeria's Economic Recovery Strategies: Implications and Alternatives," organized by The Faculty of Social Sciences, Obafemi Awolowo University, Ile-Ife, June, 1987.
- Nigerian Economic Society Conference on "Fifth National Development Plan and the Restructuring of the Nigerian Economy" Lagos, May 14-18, 1985.
- University of Ife, Faculty of Social Sciences National Conference on "Inequality and Social Policy," April 14-19, 1984.
- National Conference on "Industrial Development Policy in Nigeria," organized by the Faculty of Social, O.A.U., Ile-Ife, 1983.

OTHER RELEVANT INFORMATION

Member and Consultant, The Delmarva Business League, 1995 – 1998.

Consultant - African Language Project, UMES, 1995 - Present.

Chief Coordinator/Consultant - Monetary Economics for: Chartered Institute of Bankers of Nigeria, 1989 – 1992.

Business Manager, Ife Social Science Review, Faculty of Social Science, Obafemi Awolowo University, 1985 - 1992.

Member, Disciplinary Committee (Obafemi Awolowo University, Faculty of Social Sciences), 1990 – 1992.

Former Chairman, Undergraduate Program Committee, (University of Ife now named Obafemi Awolowo University, Department of Economics), 1985 – 1992.

Served as the Secretary to the Program Review Committee for the Review of Undergraduate Programs (Department of Economics, University of Ife), 1982 - 1983.

Served as the Managing Editor for the Intermountain Economic Review, now renamed Economic Forum, 1976 - 1978, University of Utah, SLC, Utah.

REFERENCES

1. Dr. Eucharia E. Nnadi
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