

RESUME

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OFFICE

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EDUCATION:

Post-Doctorate Professional Development Certification

Summer 2007 MLE (Management and Leadership in Education), Graduate School of Education, Harvard University, Cambridge, MA, USA.

February 2007 The 28th Annual National Conference on Law and Higher Education, Stetson University College of Law, Sheraton Sand Key resort, Clearwater, Beach, Florida, USA.

April 2006 Participant: "College & University Performance Conference," Boston, Massachusetts. This conference brought together the nation's leading colleges and universities in performance management aimed at learning best practices in reforming those areas that need overhaul through best-in-class performance measures, metrics and methodologies. These workshops focused on "foundation of success for employee performance," "performance measures to ensure financial stability," and "techniques to enhance financial performance."

March 2006 Participant: Seminar and Workshop on "Faculty Development in Blended and Online Learning" Houston, Texas, USA organized by ACADEMIC IMPRESSIONS (a management training institute). This program was designed for top-level academic administrators in universities and colleges to acquaint them with emerging trends and patterns in faculty designing effective and efficient learning experiences in new environments. Participants learnt strategies for empowering faculty to embrace new technologies and to identify transformational patterns that should be nurtured for blended online learning. About 90 participants from across the United States attended.

Feb., 1997 Certificate in Educational Management and Leadership; PBCOHE Institute for Educational Management and Leadership, Harrisburg, Pennsylvania, USA. This

was an intensive management program which focused on “Leadership in Higher Education,” “The Budgetary Process,” “Communication in Higher Education,” “Management and Academic Protocol,” and “Development and Use of Research.”

Conventional Professional Preparation

- 1985-1991 Ph.D., Political Science, Clark Atlanta University, Atlanta, Georgia, USA. Areas of concentration: Public Administration; Comparative Government and Politics; International Relations; and Political Theory.
- 1983-1985 M.P.A., Atlanta University, Atlanta, Georgia, USA with a concentration in Human Resources Management.
- 1974-1976 Specialist Teachers Certificate in Geography (2nd Class Upper Pass with Distinction in Practical Teaching). Advanced Teachers Training College, Winneba; then affiliated with the Institute of Education, University of Cape Coast, Ghana.
- 1970-1972 Teacher's Certificate "A" (Post-Secondary) with distinction in Practical Teaching, Bagabaga Teachers College, Education Ridge, Tamale, Ghana.

WORK EXPERIENCE:

Higher Education Administrative Experience

- 2006-2007 Interim Dean, College of Liberal Arts (January 2006 to August 2007). I managed the largest college in Bloomsburg University with 14 Academic Departments and three Programs.
- 2003-2004 Interim Chair, Mass Communications Department, Bloomsburg University.
- 1992-1996 Chairperson, Department of Political Science, Bloomsburg University.
- 1986-1988 Assistant to the Dean of Academic Affairs and Student Services, Atlanta University, Atlanta, Georgia. Responsibilities included coordinating academic programs, coordinating and administering the Summer School Program, research and writing grants 95% of which were funded.
- 1985-1986 Assistant to the Associate Vice-President for Academic Affairs and Student Services, Atlanta University, Atlanta, Georgia. Responsibilities included research; planning and budgeting; statistical surveys and analyses; and grantsmanship.

Teaching Experience

- 1999-Present Tenured Professor of Politics & Public Administration, Department of Political Science, Bloomsburg University of Pennsylvania, Bloomsburg, PA., USA.

- 1995-1999 Tenured Associate Professor of Political Science, Bloomsburg University.
- 1995-1996 Tenured Associate Professor and Chairperson, Political Science Department, Bloomsburg University.
- 1994 - Associate Professor and Chairperson, Political Science Department, Bloomsburg University...
- 1992-Present Appointed member of the "graduate Faculty" in accordance with "University Policies, Rules, and Procedures (PRP) # 3870" for a period of five years.
- 1990-1993 Assistant Professor, Political Science Department, Bloomsburg University.
- Summer 90 Director, International Student Services and Programs, Morris Brown College, Atlanta, Georgia. Responsible for international student recruitment, admission, and advisement. Attended to international student and faculty problems vis-à-vis compliance with U.S. immigration laws.
- 1989-1990 Instructor, Public Administration Department, Clark Atlanta University, Atlanta, Georgia. Taught graduate courses in Urban Administration; Public Policy; Collective Bargaining in the Public Sector; and Survey of the Field of Public Administration. Supervised thesis research.
- 1988 Adjunct Professor, Political Science Department, Spelman College, Atlanta, Georgia. Taught courses in Public Administration and International Relations.
- Summer '87 Instructor, Public Administration Department, Atlanta University, Atlanta, Georgia.

Other Work Experiences

- 1987 Administrative Aide to the President of the Georgia State Senate (Lt Gov. Zell Miller) during the 1987 regular-session of the Georgia State Senate. Specifically assigned to the Senate Black Caucus. Duties included analyzing legislative bills before the Senate; drafting bills at their initial stages, Office Management, Public Relations, and Research.
- 1984-1987 Assistant Manager, Family Dollar Stores, Inc., Atlanta, Georgia. Responsibilities included managing a retail store with an annual turnover of \$1,000,000 (approximately) and a staff of eleven. Also responsible for trouble shooting in stores in the Atlanta District.
- 1983-1984 Book Review Editor, *ATLANTA DAILY WORLD*, Atlanta, Georgia.
- 1982-1983 Geography Teacher, African Church Teacher's College, Ifako-Agege, Lagos State, Nigeria.
- 1981 Leader, Ghana's Delegation to the "Soviet-Africa Conference on Peace and Social Progress", Moscow, USSR.

- 1981 Ghana's accredited delegate to the 36th Session of the United Nations General Assembly, New York, USA.
- 1979-1981 Member of Parliament and First Deputy Majority Chief Whip, Parliament House, Accra, Ghana. Duties included legislating, running the affairs of the Majority Party in Parliament, and seeing to the efficient administration of my electoral constituency.
- 1972-1974/
1976-1979 Geography Teacher, Secondary Schools and Colleges, Ghana, West Africa.
- Managing Director, Zebango Trading Enterprise, Zebilla, Ghana.

PROFESSIONAL MEMBERSHIPS:

President-Elect of Global Awareness Society International; Member, Council of Colleges of Arts and Sciences; Immediate Past-President of the Pennsylvania Black Conference on Higher Education (2006-2008); President, PBCOHE (2004-2006); President, Association of African Political Scientists (North America Chapter, 1994-2000); Member, National Conference of Black Political Scientists; Society for International Development; United Nations Association of the U.S.A.; and Pi Sigma Alpha (Founding Member, Tau Tau Chapter); Global Awareness Society International (Founding Member & Africa's Representative to the Executive Council).

PUBLICATIONS:

Contemporary African Politics: Vol. 1: Sub-Saharan Africa, editor, (New York: Peter Lang Publishing, Inc.) Under Contract.

Contemporary African Politics: Vol. 2: North Africa, editor, (New York: Peter Lang Publishing, Inc.) Under Contract.

The Technology Divide and the Brain Drain in Africa, a book in preparation and co-edited with Dr. Danielle T. Smith, Professor of Sociology at Rochester Institute of Technology

"The Imperatives of Globalism," published in *Global Societies: An Introduction*, edited by Akwasi Osei & F. Odun Balogun, Pearson Custom Publishing: Boston, MA, 2005.

"Rediscovering Africa in a Political Science Class," *JOURNAL OF THE PENNSYLVANIA BLACK CONFERENCE ON HIGHER EDUCATION*, Volume 14, Fall 2001, pp. 75-80. Co-authors include, Candace H. Armstrong, Kelly L. Hause, and Lori A. Kushman.

Issues and Trends in Contemporary African Politics: Stability, Development, and Democratization, (New York: Peter Lang Publishing, Inc., 1997), reprinted, 1998, 2002, & 2003.

"Political Gamble in Liberia: The Rise and Fall of President General Samuel Doe", *TOWSON STATE JOURNAL OF INTERNATIONAL AFFAIRS*, Spring, 1994.

"The Implications of Africa's Debt Crisis in Post-Cold War Era: Policy Options", *JOURNAL OF ECONOMIC DEMOCRACY*, Vol. 2, No. 1, January - March, 1992.

Book Review: *Robin Island*, by Indes Naido (as told to Albie Sachs), *ATLANTA DAILY WORLD*, November 27, 1983.

Book Review: *The Children Robbers*, by Philip C. Snyder, *ATLANTA DAILY WORLD*, November 13, 1983.

The Impact of Political Instability on the Economic Development Policies of Ghana (1960-1980) and Its Implications for Sub-Saharan Africa. Ph.D. Dissertation (Clark Atlanta University, July, 1991).

The Evolution of the Ghana Civil Service and Selected Proposals for Change. Masters Thesis (Atlanta University, July, 1985).

PRESENTATIONS AT PROFESSIONAL CONFERENCES:

“Politics, Corruption, and Bureaucratic Neutrality in Developing Countries: The Case of Ghana,” presented at the Global Awareness Annual Conference, May 21-24, 2009 (Grand Hyatt Hotel, Washington, DC).

“Rebuilding US Image Abroad: The Challenge for Obama,” presented at the Global Awareness Annual Conference, May 21-24, 2009 (Grand Hyatt Hotel, Washington, DC).

“The Ghost of War and Liberia’s Search for Democracy,” presented at the Midwest Political Science Association annual conference, April 3-6, 2008; Chicago (the Palmer House Hilton Hotel).

“Critical Challenges Facing the African Union,” presented at the Global Awareness Society International annual meeting, May 22-25, 2008, San Francisco, (Sheraton Fisherman Wharf Hotel).

“The Social, Economic, and Political Impact of the Brain Drain on Ghana” presented at the Annual Conference of the Global Awareness Society, International in Chicago, Illinois; May 25-28, 2006.C

“Problems with Exporting American Democracy to Developing Countries,” presented at the Global Awareness Society International annual conference in Rome, Italy, May28, 2005.

“The Place of Traditional Rulers in National Development: The Case of Ghana,” presented at the Global Awareness Society International annual conference in Rome, Italy, May28, 2005.

“The Imperatives of Globalism: Strategies for Success in Affirming Diversity, Globalization, and Social Equity,” presented at the PBCOHE Eastern Region Mini-Conference, at Cabrini College, Philadelphia, October 18 & 18, 2002.

“Leadership in the International Scene” a workshop presented at the Robert Lynch Student Leadership Conference, October 25-27, 2002.

“International Conflict Resolution in an Era of Global Terrorism,” a workshop presented at the Third Cornerstone International Youth Camp, Atlanta, Georgia: August 25, 2002.

"The Implications of the UN Sponsored Conference on Racism, Sexism, and Xenophobia in Durban (South Africa)," presented at the Global Awareness Society International Conference in Vancouver, Canada, May 22, 2002.

"Conflict Resolution and Peace Initiatives: The Case of Eritrea and Ethiopia," a workshop presented at the First Cornerstone International Youth Camp, Atlanta, GA , August 12, 2000.

"From Wars to Peace: Conditions for Democracy and Political Stability in Africa," presented at the Society of Research (SORAC) on African Cultures, Montclair State University, Upper Montclair, NJ; October 22-24, 1998.

"From Garveyism to Nkrumahism: The Impact of the Pan-African Movement," presented at 29th Annual Meeting of the National Conference of Black Political Scientists, April 8-11, 1998, Westin Peachtree Plaza, Atlanta, Georgia.

"Moving a Predominantly White Institution towards a Multicultural Mindset: The Challenge to Black Administrators and Faculty." Presented at the annual meeting of the Pennsylvania Black Conference of Higher Education, Philadelphia; March 4-7, 1998 at the Hilton Airport Hotel [presenters, George Agbango, Wilson Bradshaw, and Sydney Howe-Barksdale].

"Moving a Predominantly White Institution towards a Multicultural Mindset: The Challenge to Black Administrators and Faculty." Presented at the Annual Minority Student Today Conference, San Antonio, Texas. [Presenters were G. Agbango, W. Bradshaw, S. Howe-Barksdale, and Alicia Redfern].

"Strategies for Africa's Peace and Security in the Post Cold War Era," presented at the 11th Biennial Conference of the African Association of Political Science in Durban, South Africa; June 23-26, 1997.

"Technology and Future of Black Emancipation in the 21st Century," presented at the 6th Annual Conference of the Global Awareness Society, Montreal, Canada; May 22-24, 1997.

Participant, NASA Classroom of the Future Symposium at the Wheeling Jesuit University, Wheeling, West Virginia under the sponsorship of the Pennsylvania State System for Higher Education; May 19-21, 1997.

"The Rwandan Genocide: An African Explanation," presented at the 25th annual convention of the Pennsylvania Black Conference on Higher Education, Philadelphia, PA.

"The Second Scramble for Africa: The Case of NGOs" presented at the University of Nebraska, Omaha, Conference on The Pedagogy of the Oppressed. February 10-11, 1995. Also chair of a panel on "The Administration and Liberal Education."

Participant at the Lilly Conference on College Teaching, Miami University (Oxford), Ohio. November 17-20, 1994.

Participant, Pennsylvania State System for Higher Education Department Chairperson Workshop, Lock Haven University, Lock Haven, PA. September 18, 1993.

"Human rights in Post Colonial Sub-Saharan Africa and the Problems of Development." Presented at the Fourth Annual Convention of the Congress of Political Economists, International, in Paris, France, January 8-12, 1993.

Participant, the Lilly Conference on College Teaching; Miami University of Ohio, Oxford, Ohio. November 19-22, 1992.

Presenter and discussant, annual conference of the Congress of Political Economists, International, Rio de Janeiro, Brazil, January 9-13, 1992.

Participant, the Eastern Pennsylvania Philosophical Association Fall Meeting, Bloomsburg. November 16, 1991.

Participant, conference on "Women and Development: Global Struggles, Global Challenges". Albright College, Reading, Pennsylvania; October 17, 1991.

"The Politics of Military Intervention in Sub-Saharan Africa: The Liberian Experience," presented at the 52nd Annual convention of the Pennsylvania Political Science Association, Dickinson College, Carlisle. Pennsylvania, April 12-13, 1991.

Discussant: Panel on Descriptive Data in Search of an Explanatory Paradigm: The Dilemmas of the Sub-field; Annual Conference of the Pennsylvania Political Science Association, Dickinson College, Carlisle, Pennsylvania, April 12 & 13, 1991.

Chairperson, panel on "Political Violence and National Development in Africa". 22nd National Conference of Black Political Scientists, Jackson, Mississippi, March 14-16, 1991.

"Political Violence and Political Development in Ghana and Uganda: A Comparative Analysis". Presented at the 22nd National Conference of Black Political Scientists, Jackson, Mississippi; March 15, 1991.

Discussant: Panel on African Politics; 21st Annual Conference of Black Political Scientists, Atlanta, Georgia, March 14-17, 1990.

"The Bankruptcy of the Ghana Civil Service (1966-1969)," presented at a seminar on Development, Public Administration Department, Atlanta University, Fall 1987.

"An Analysis of the United States Supreme Court Ruling on the Memphis Fire-fighters Local Union v. Carl Stotts et al.; Its Implications on the Future of Affirmative Action." Spring, 1987.

"Problems of Economic Development of African Countries." A paper presented at the Soviet-African Conference on "Peace and Social Progress," presented at the Academy of Sciences of the U.S.S.R. (Institute of African Studies), Moscow. October 1981.

MAJOR SPEECHES GIVEN:

"The Impact of President Bush's Foreign Policy on the United States Abroad in the Post Cold War Era," Bloomsburg University Living Learning Communities, November 5, 2008.

"Globalism and United States' Post 9/11 Foreign Policy" College Misericordia, September 13, 2004.

“Africa’s Experience of Globalism,” Lecture at Albright College, Reading, PA, February 2004.

“Political Prospects for Africa in the 21st Century,” a lecture presented to the African Students Association and African American Studies Department at Oberlin College, Ohio: November 21, 2003.

“The Imperatives of Globalism,” a lecture presented to the faculty of Delaware State University at Dover, November 1999.

Martin Luther King, Jr. Day Guest speaker, Lock Haven University, on "My Journey to King's Promise Land: A Comparative Analysis of Racism and Colonialism." January 24, 1996.

"Rwanda, An Update," presented to members of the Torch Club (Bloomsburg), Magee Hotel, January 16, 1996

Delegate and presenter at the 24th Annual Frank Church Symposium, Idaho State University, Pocatelo, Idaho. Lectured on the topics: "The Role of the United Nations in the Protection of Human Rights in a Multi-Polar Post-Cold War Era" and "From 'Mission Impossible' to 'Mission Possible': An Analysis of the United Nations Peace-keeping Initiatives and Future Challenges." February 8-10, 1995.

Guest speaker, Bloomsburg University ROTC Commissioning Ceremony, on the theme: "Duty, Honor, and Country: Re-Examining the United States World Mission". Magee Center, December 18, 1993.

"Post Cold War Africa", Penn State University, Wilkes-Barre Campus, November 17, 1993.

"Post-Cold War Images in Africa", Torch Club (Bloomsburg), Magee Hotel, November 1993.

Lecture on "Race, Class, and Violence," Black History Month Lecture Series, Bloomsburg University, February 1993.

"Keeping the Faith: The Role of African Americans in Influencing U.S. Policy towards Africa in the 1990's," presented at the annual convention of the Pennsylvania Black Conference on Higher Education held at the Hyatt Hotel in Pittsburgh: February 24-26, 1993.

Lecture on "The Role of the United States in the New World Order" organized by the Phi Alpha Theta, History Department, Bloomsburg University, October 24, 1992.

Lecture on "Political Developments in Somalia and South Africa." First Presbyterian Church, Bloomsburg, September 1992.

"Africa's Contribution to the Modern World". Elizabethtown College, Elizabethtown, Pennsylvania, February 24, 1992.

"Defusing the Racial Bomb on College Campuses," presented at the 1992 Winter Conference of the Pennsylvania Association of Educational Opportunity Program Personnel in Reading, PA, February 1992.

Lecture on the theme, "Turn to each other, not on each other" at the annual dinner conference of the Wilkes-Barre National Association for the Advancement of Colored People (NAACP), February 1992.

Lecture on "Imperialism: The African Experience" organized by the Bloomsburg University Committee on Human Relations and the History Club, November 11, 1990.

INSTITUTIONAL SERVICE:

- 2006-2007 Co-Chair, Bloomsburg University State Employees Combined Appeal fund and we raised **\$38,000.00** in 2006 and **\$36,023.00** in 2007 to support worthy causes across the State and the country.
- 1990-present BLOOMSBURG UNIVERSITY: Chairperson, Space and Facilities Committee (served for 9 years); Co-Chair, Facilities and Resources Management Study Group (for the University's Five Year Plan); Chairperson, Black History Month Committee; Chairperson, Chair of the Pre-Law Advisory Committee; Member, the University Forum; Member, **Honors & Scholars Advisory Board**; Campus-wide elected member of Planning & Budget Committee, and Faculty Association Legislative Committee Member; State Level Delegate to the Association of Pennsylvania State College and University Faculty.
- 1987-1988 ATLANTA UNIVERSITY: Member, Institutional Purpose Committee. The committee was commissioned to redefine the goals and objectives of Atlanta University, in the U.S.A. and the world community at large, as part of its re-accreditation requirement.
- 1983-1986 President, Atlanta University Student Senate; Vice-President, Treasurer and Parliamentarian of the Student Government Association.
- 1977-1981 National Vice-President, Geographic Association of Ghana.
- 1977-1979 Patron, Ghana United Nations Student Association, Ghana.
- 1975-1976 National Vice-President, National Union of Ghana Students, Ghana, West Africa.

AWARDS AND HONORS:

- April 2007 College of Liberal Arts Council of Chairs Service Award in recognition for good service as Interim Dean.
- Spring 2004 College of Liberal Arts Service Award for "courageous leadership as chair of the Department of Mass Communications 2003-2004."
- Fall 2003 Appreciation Award for distinguished service as Interim Department Chair by the faculty, Students and Staff of the Mass Communications Department, Bloomsburg University.

- April 2001 International Student Association Award “for outstanding contributions to the International Education Advisory Board and International Education Tuition Waiver Subcommittee at Bloomsburg University.”
- March 1998 Recipient of the Best Teacher Award, National Conference of Black Political Scientists.
- Oct. 31, '95 Named "Outstanding Professor" by the Community Government Association (CGA) Executive Committee [ref. Dr. John J. Trashen, Director of Student Activities, Bloomsburg University.]
- 1994 Featured in *BLACK OPINION*, "Salute to Black Administrators", March/April, 1994.
- 1993 Featured in the *1994 WHO'S WHO REGISTRY*. This award recognizes "individuals who have demonstrated outstanding leadership achievement in their occupation, industry, and profession." [WHO'S WHO WORLDWIDE REGISTRY, INC, New York].
- 1993 Bloomsburg University ROTC Appreciation Award.
- 1991 Bloomsburg University Cooperative Education Service Award.
- 1989 Dedicated Five-Year Service Award, Family Dollar Stores, Inc.; Charlotte, North Carolina.
- June 1988 Recipient, "Outstanding Young Men of America" Award "for professional achievement and community service".
- May 1988 United States Institute of Peace Scholar Award.
- Apr 1988 Outstanding Student Award (School of Arts and Sciences), Clark Atlanta University.
- 1984-1988 Atlanta University Scholarship Award (based on Academic Achievement).
- 1987 Distinguished Service Award, Georgia State Senate; pursuant to Georgia State Senate Resolution 178 of March 2, 1987 (adopted).
- 1987 Appreciation Award by the United States Peace Corps in recognition of "outstanding contribution to world peace and friendship through the support of Peace Corps programs".
- 1987 Distinguished Service Award, Student Government Association, and Atlanta University.
- 1987 Top Student Award in recognition of outstanding academic accomplishment and an excellent internship performance: Atlanta University Cooperative Education Program.
- 1987 Dedicated Service Award, Family Dollar Stores, Inc. Charlotte, North Carolina.

- 1985-1987 Max C. Fleischmann Foundation Scholarship Award (based on merit).
- 1984, 1985,
1987 Award of Merit, National Dean's List, U.S.A.
- 1986 Certificate of Participation, International Leadership Workshop, Washington, D.C. Organized by the Foreign Student Service Council and sponsored by the United States Information Agency for twenty top foreign students selected nationally.
- 1984 "Certificate of Appreciation", Conference of Minority Public Administrators (Atlanta Chapter), in "Recognition of commendable academic performance and continued interest in professional development."

CONSULTING ASSIGNMENTS:

Member of the Advisory Board, Diversity Institute, College Misericordia, Wilkes Barre, Pennsylvania.

Member of Collegiate Press Advisory Board, San Diego, California.

Consultant for VARI TECH, INC., Management Training Programs, College Park, Georgia.

Reviewer, Worth Publishers, Inc., New York.

Consultant in international administration projects; development programs management; and financial investments in Sub-Saharan Africa.

Cultural Advisor, "Voices from East Africa", A WVIA Public Television and Stonescape co-production of "a documentary that chronicles the Bloomsburg Theater Ensemble's performance tour of East Africa" sponsored by the United States Government, 1992.

Member of the Board of Directors, Northeastern Network, Wilkes-Barre, Pennsylvania.

GRANT AWARDS:

May 2008 \$10,000.00 Bloomsburg University grant for collaborative work with doctoral students at Clark Atlanta University, Atlanta, Georgia.

2004 Special Initiatives grant of \$1,500.00 to sponsor a speaker on African Politics.

2003 Special Initiatives grant for \$1,500.00 to sponsor a speaker on African Politics.

Feb. 1997 Awarded \$5,000.00 grant from the Social Equity Office of the Office of the Chancellor, Pennsylvania State System for Higher Education to direct a project on "*Blending the Races for a New Millennium*." This project involved the bringing Dr. Molefi Asante (the distinguished lead-philosopher of the Afrocentric perspective) as a Resident Scholar.

- Dec. 1995 Participant in the 1995 *Institute for Excellence in Teaching Seminar* for selected University Professors at The Matthew B. Ridgway Center for International Security Studies, University of Pittsburgh, Pittsburgh, Pennsylvania. This seminar focused "on national and international security issues, specifically regional conflict, the proliferation of weapons of mass destruction, and the growth of transnational criminal organizations."
- Nov. 1994 C-SPAN'S *Winter 1995 Seminar for Professors Award* for a seminar on college teaching in Washington, D.C., January 9-10, 1995.
- Nov. 1994 Awarded a \$3,000.00 Bloomsburg University Special Initiatives grant to support "The Post Cold War Global Village" lecture forum. With this grant, I employed Prof. Howard Gray as visiting professor in residence for one week. He lectured, ran workshops, and advised students on career options.
- June 1994 Grant Award from the Interfaith Hunger Appeal/Selma College/President Carter Center for four faculty members to attend a curriculum development conference on "Governance, Equity and the Global Poor", Atlanta, Georgia.
- Nov. 1992 Research grant from the Pennsylvania State System for Higher Education (SSHE) Office for Social Equity, Harrisburg, Pennsylvania.
B.U. Special Initiatives research grant from the College of Arts and Sciences, Bloomsburg University.
- Nov. 1991 Special Initiatives research grant, College of Arts and Sciences, Bloomsburg University.
- Oct. 1991 Travel grant from Minority Faculty Development Fund (Bloomsburg University) to attend conference in Rio de Janeiro.
- Apr. 1991 Ph.D. research grant from the Pennsylvania State Minority Faculty Development Fund for doctoral research (\$5,000.00).
- May 1988 Ph.D. dissertation research grant of \$12,000.00 from the United States Institute of Peace, Washington, D.C.

REFERENCES: Available upon request.