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## Vita

**Name:** "Gerry" Nkombo Muuka  
**DOB:** 13 February 1960

**Education:**

<b>Ph.D.</b> Straight Pass	The University of Edinburgh, Scotland, United Kingdom Ph.D.—Topic: Impact of Structural Adjustment Programs on Business Strategy	<b>1993</b>
<b>MBA</b> 3.9/4.00 GGPA	Murray State University, Kentucky, U.S.A.	<b>1988</b>
<b>BBA</b> Summa Cum Laude (Distinction)	The University of Zambia [UNZANDO/Copperbelt University]	<b>1984</b>

### **Experience:**

July 2007—Present	Associate Dean + Coordinator of Graduate Programs + Director: AACSB Accreditation Maintenance 2008: College of Business, MSU. Led the College to AACSB Accreditation Maintenance in February, 2008.
2006—2007	Senior Assistant Dean + Interim Chair Department of Management, Marketing and Business Administration + Coordinator of Graduate Programs + Director: AACSB Accreditation Maintenance 2008
2000—2006	Assistant Dean and Director: AACSB-accredited MBA Program; Telecommunications Systems Management Graduate Program; Coordinator of the 6 Graduate Programs in the College of Business and Public Affairs, Murray State University, Kentucky, U.S.A.
2004—2007	President: International Academy of African Business and Development: See the following web link: <a href="http://www.iaabd.org/">http://www.iaabd.org/</a>
Since June 18, 2004	Full Professor of Management
1999—June 2004	Associate Professor of Management
1998—1999	Assistant Professor of Management, MSU, Kentucky
1994—1998	Lecturer, College of Business, MSU, Kentucky
1993—1994	Lecture Grade 1, School of Business, The Copperbelt University (CBU), Zambia
1990—1993	Graduate Teaching Assistant/Tutor in International Business, The University of Edinburgh Management School, U.K.
1988—1990	Lecturer Grade 2, School of Business (CBU), Zambia
1987—1988	Graduate Research Assistant, College of Business, MSU, KY.
1985—1986	Staff Development Fellow, University of Zambia, School of Business (Now called The Copperbelt University), Kitwe, Zambia

**Note:** I have now taught in 4 different continents: Africa (Zambia); Europe (Edinburgh, United Kingdom and Cyprus); Asia (Hong Kong); and North America (MSU, Kentucky, USA).

## **AWARDS FOR ACADEMIC EXCELLENCE AND OTHER LIFE ACHIEVEMENTS**

- 2007 Had the largest number of published/refereed journal articles in the College of Business and Public Affairs at MSU (total of 6) in 2006.
- April 2006: Winner of the Sandra Flynn Professor of the Year Award, Murray State University
- April 2004 Elected President of the International Academy of African Business and Development (IAABD) during the global conference held at the Atlanta Hilton, and hosted by Georgia State University. [See <http://www.iaabd.org/>].
- 2002 While in South Africa (April 2002) I was selected Vice President in Charge of Communications for the International Academy of African Business and Development.
- 2001 Had the largest number of published/refereed journal articles in the College of Business and Public Affairs at MSU (total of 7) in 2000.
- 2000 Had the largest number of published/refereed journal articles in the College of Business at MSU (total of 7) in 1999.
- 1999 Had the largest number of published/refereed journal articles in the College of Business at MSU (total of 5) in 1998.
- 1999 MSU Department of Management and Marketing Finalist for the Regents Award for Teaching Excellence.
- 1998 Winner of the 1998 Murray State University Presidential Fellowship Award—the most prestigious academic award of the university.
- 1998 Had the largest number of PRJs in the College of Business (total of 8) in 1997.
- 1998 Road Scholars Program: Team Captain on one of Murray State University's Roads Scholars Programs—Franklin County Roads Team, West Frankfort High School in Southern Illinois. Captain for the Trinity High School Team since Aug 2001.
- 1997 Department of Management and Marketing [MSU] nominee for the Regents Award for Excellence in Teaching.
- 1993 (a) Made history by becoming the first African student in Business to complete a Ph.D in less than 3 years, at Edinburgh University.  
(b) The PhD in (a) above was a straight pass.  
(c) Less than 1% of all British Doctorates achieve both (a) and (b) at the same time.
- Dec 1993: Elected National Board Secretary of the Zambia Institute of Marketing [Z.I.M].
- 1992:** Single-handedly organized and directed Zambia's first National Conference (post-MMD) on the Structural Adjustment Program (SAP) in Kitwe, Zambia, March 21 to 23 of 1992. Total attendance was 90, including: the Zambian Vice-President (then Hon. Levy P. Mwanawasa, SC, who is now His Excellency the Zambian President since December 2001), 2 Government Ministers; Mr. Peter Ng'andu Magande (Managing Director, Zambia National Commercial Bank: Since 2002 Zambia's Minister of Finance); 4 Professors, 8 Ph.D. holders, 2 Doctoral students, 40 Managing Directors, representatives from WHO, World Bank, UNIDO/UNDP, and UNICEF; and 3 foreign presenters: Professor Tony Killick from the Overseas Development Institute (ODI, London), Professor Charles Harvey from the Institute for Development Studies (IDS, Sussex, England) and Senior Economics Lecturer Carolyn Jenkins, from the University of Natal at Durban in the Republic of South Africa [See last page of this vita for details].
- 1990 Was one of only 2 Zambians to win British Commonwealth Scholarships for PhD Studies in Britain. I went to Edinburgh University.

<b>AWARDS FOR ACADEMIC EXCELLENCE AND OTHER LIFE ACHIEVEMENTS</b>	Continued
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- March 1989 I was elected to membership in Beta Gamma Sigma, the highest scholastic honor that a student of Business or Management can achieve in the USA. This was based on my MBA performance at Murray State University (MSU), Kentucky, USA.
- July 1988 I was awarded a Graduate Research Assistantship for academic excellence at MSU.
- Sep 1987 I was awarded a Graduate Research Assistantship for academic excellence at MSU, in addition to my University of Zambia (UNZA) full MBA Scholarship to Murray State.
- Dec 1984 Only one graduating with Distinction (Summa Cum Laude) from the University of Zambia at Ndola (UNZANDO/CBU) and consequently won two awards:
- (a) The National Breweries prize for the Best all-round UNZA student in any year and field of study: this made me the first student in the history of UNZA to win this award for the second consecutive year—first won it in 1983.
  - (b) The University of Zambia Scholarship to study for the MBA.
- Dec 1983 I won two awards for academic excellence, namely:
- The Copperbelt Bottling Company prize and trophy for the Best third year (Junior) UNZA student in Business.
  - The National Breweries prize and floating trophy for the Best All-round UNZA student in any year and field of study.
- May 1980 I was voted the Best Military Trainee in both Fieldwork and Class-work from among 2,000 other military trainees at Ndola's Mushili Military Camp, Zambia. This was during the (then) compulsory post-High School/Secondary School military training in Zambia.
- Dec 1978 My High School National Essay on "Zambia's National Heritage" won 3rd Prize Nationwide. I attended Hillcrest Technical Secondary/High School, Livingstone, one of Zambia's 3 most prestigious High Schools.

### **COURSES TAUGHT SINCE 1994: AT MURRAY STATE UNIVERSITY**

[a] At MBA Level (AACSB-The Association to Advance Collegiate Schools of Business):

- |       |         |                                     |
|-------|---------|-------------------------------------|
| (i)   | MGT 651 | Seminar in Organizational Behavior  |
| (ii)  | MGT 657 | Seminar in International Management |
| (iii) | MGT 656 | Seminar in Strategic Management     |

[b] At Undergraduate Level:

- |      |         |   |
|------|---------|---|
| (i)  | MGT 350 | Fundamentals of Management  |
| (ii) | MGT 590 | Strategic Management: Both as a Live class, and as a 100% Online Course |

## Experience with Strategic Planning and Accreditation

My experience with strategic planning and accreditation is not limited to the following:

- ◆ Directed our most recent AACSB Accreditation Maintenance, achieved in February 2008. Wrote all the Annual Reports, the all-important 5<sup>th</sup> Year Maintenance Report, and provided leadership when the Peer Review Team Visited Murray State University from Feb 17-19, 2008. The PRT members were Dr. Kjell Knudsen (Dean: University of Minnesota-Duluth), Dr. David Billings (Associate Provost, University of Alabama-Huntsville), and Dr. Len Frey (Dean: Arkansas State University).
- ◆ Co-Chair of the 18-person Strategic Goals Council of Murray State University: responsible for implementing the 32 macro goals of Murray State University, grouped in the 6 areas of: Goals Related to Students and Student Enrollment; Goals Related to Academics; Goals Related to Faculty and Staff ; Goals Related to External Relations; Goals Related to Needs and Uses; and Goals Related to Institutional Planning
- ◆ Coordinating Author of the 2003-2008 Strategic Plan of the College of Business and Public Affairs: MSU
- ◆ Co-Chair: MSU Mission Taskforce of the Strategic Planning Committee: charged by the Provost, Professor Gary Brockway, with the task of re-writing the MSU Mission Statement: Sep 2002—September 2003.
- ◆ Member: Strategic Planning Committee, Murray State University: April 2002-September 2003
- ◆ Member: 12-person Strategic Planning Council of the College of Business and Public Affairs

While at Murray State University, between 1995 and 1997 I contributed in a number of ways towards “Reaffirmation of Accreditation” of the College of Business and Public Affairs, which occurred in October of 1997. Some of my specific roles and contributions were the following:

- (1) Attending all College meetings between 1995 and 1997 towards AACSB-reaccreditation.
- (2) Writing and submitting a variety of documents requested by either the Dean, the Departmental Chair, or the AACSB Peer Review Team comprising Professor Aaron Kelly (Ohio University), Professor Bruce Blaylock (Radford University), and Professor Richard Neel (University of North Carolina at Charlotte).
- (3) Contributing directly to the College’s Self-Evaluation Report dated September 26, 1997.
- (4) My MGT 590 [Business Policy] class was one of two classes visited by the Peer Review Team between October 19 and 22, 1997. In readiness for the same, I had my students do a project on: How Business Policy Integrates other Business and Related Disciplines. I had assigned the project at the beginning of the semester, because I was certain the Team would ask such a question. When they visited the class on Tuesday, 21<sup>st</sup> October 1997, they asked precisely that question: my students were ready, because they had just submitted their final reports the previous Thursday, October 16, 1997.

Since assuming the position of Assistant Dean of the College of Business and Public Affairs (2000), I assisted then Dean of the College—Professor Dannie E. Harrison—in a number of AACSB-related activities and responsibilities including, most notably:

- (1) Coordinating and Drafting the 2003-2008 College Strategic Plan; and the Strategic Planning Process. In pursuant of this significant role, I have attended the following AACSB-organized Conferences:
  - (a) AACSB Maintenance of Accreditation Seminar: Chicago, September 21-23, 2005
  - (b) AACSB Strategic Management Seminar: University of Chicago, Chicago, October 15-17, 2003
  - (c) AACSB New Standards Seminar: St. Louis, Missouri, November 17-19, 2003
- (2) Assisting the Dean in putting together the 2003 AACSB Interim Report, pursuant to which on April 14, 2003, Dr. Richard E. Sorensen (Chair, Business Accrediting Committee of AACSB-International) wrote to our Dean to re-affirm our accreditation and to congratulate the school on “its successful and continuous improvement efforts.”
- (3) Asking for, keeping track of, and providing analyses and records of intellectual contributions (ICs) of all faculty in the College. This is a specific, and vital, AACSB accreditation requirement and standard. [Intellectual contributions is the AACSB phraseology for research and publications involving, among other things: blind reviewed articles (BRAs); editor reviewed articles (ERAs); published proceedings (PPs); published cases (PCs), papers presented at meetings but not published (PPMs); and other publications (OPs) such as chapters in books, published book reviews.

(4) Ensuring that our College meets the core business area content mandated by AACSB-International. AACSB demands, and expects, that each accredited undergraduate and graduate business program demonstrates coverage of the core business areas of: financial reporting, financial analysis, financial markets, domestic environments of business, global environments of business, creation and distribution of goods and services, business ethics, impact of diversity in and on organizations, and the influence (broadly defined) of political, social, legal, regulatory, environmental, and technological issues on business.

In addition, the Educational Testing Service (ETS) in conjunction with AACSB-International in October 2002 introduced the Major Field Test (MFT) for the MBA. This comprehensive, three-hour test is important for accreditation purposes, and covers the core areas of: Accounting, Finance, Marketing, Management, and strategic integration. A meeting with all faculty teaching MBA and MBA-related courses, held on Friday, 20<sup>th</sup> September 2002 in the College of Business and Public Affairs, is an example of processes for ensuring that all important MFT for the MBA and AACSB-specific areas are being covered by our college. From April 19-21, 2003, I attended an ETS conference in Chicago dealing with outcomes assessment and, especially, the MFT for the undergraduate business program and the MBA.

**SACS accreditation:** I have some limited experience with accreditation by the Southern Association of Colleges and Schools (SACS). In 2002-2003, I was a member of the graduate programs taskforce on SACS re-accreditation, under which our team addressed standards number 17, 18 and 19 dealing with, respectively:

- The institution's post-baccalaureate professional degree programs, and its master's and doctoral degree programs are progressively more advanced in academic content than undergraduate programs.
- The institution ensures that its graduate instruction and resources foster independent learning, enabling the graduate to contribute to a profession or field of study.
- The majority of credit toward a graduate or post-baccalaureate professional degree is earned through the institution awarding the degree. In the case of graduate and post-baccalaureate professional degree programs offered through joint, cooperative, or consortia arrangements, the student earns a majority of credits from the participating institutions.

## Articles Published in Peer Reviewed Journals (PRJs)

- ✘ Accounting for the Emergence and Significance of the Informal Sector in Sub-Saharan Africa, Forthcoming in *Journal of Development Alternatives and Area Studies* (based in Stockholm, Sweden), with Martha Gooden Phelps and Seid Hassan.
- ✘ Tertiary Education: An Investigation of Location Selection Criteria and Preferences by International Students—the Case of Two Australian Universities, Forthcoming in *Journal of Marketing Education* [With Binta Abubakar, Morgan State University, and Tekle Shanka, Curtin University of Technology, Perth, Australia].
- ✘ “Assessing Sustainability of Development Projects: NGO Perceptions and Empirical Evidence from Sub-Saharan Africa”, *Journal of African Business*, Volume 9, Number 1, 2007
- ✘ “If only the Chronically Poor Could Talk: Listening to Voices in Poverty from Zambia”, Forthcoming in *International Journal of Non-Profit and Voluntary Sector Marketing*. [With Mutinta M. Choongo].
- ✘ “Cry Freedom: No Easy Walk to Zambia’s Economic Independence in the 21<sup>st</sup> Century”, *Africa Growth Agenda*, University of Cape Town, South Africa, Forthcoming.
- ✘ “When Tourism has the potential to turn a nation around: The Case of Zambia in the 21<sup>st</sup> Century”, *The Consortium Journal of Hospitality and Tourism*, Volume 10, Issue 2, 2006. [With Gail Hendon, Phil Niffenegger, and Lynny Waluka Muuka].
- ✘ “Conceptualizing a Business Integration Model (BIM) for the Strategic Management Capstone Course in Business”, *Botswana Journal of Business* (BJB), Volume 10, Issue 2, 2006. [With Steve Dublin, Roger Schoenfeldt, and Gayla Creasey].
- ✘ “Africa’s Tourism Landscape: What are the Mega Issues for the 21<sup>st</sup> Century?” *The Consortium Journal of Hospitality and Tourism*, publication date July 2006. [With Binta Abubakar, Nancy Alderdice, and Mutinta M. Choongo].
- ✘ “Towards Best Practices for Micro Finance Institutional Engagement in African Rural Areas: Selected Cases and Agenda for Action,” *International Journal of Social Economics* Volume 31, Number 1; 2004, pp. 143-158 [Second Author, with Kenneth K. Mwenda of the World Bank, Washington, DC].
- ✘ “An Examination of the Profitability of Stakeholder-Oriented Versus Profit-Oriented Companies,” *Journal of Development Alternatives and Area Studies*, December 2003 [Second Author, with Glynn W. Mangold and Lou Lemos].
- ✘ “Africa’s Informal Sector with Zambia as a Case Study: A Challenge to Scholars to Close the Knowledge Gap,” *Journal of Business and Public Affairs*, Volume 30, Number 1, Fall 2003, pp. 50-56.
- ✘ “To Privatize or Not? The Case of Zambia,” *Africa Insight Journal*, Volume 32, No. 4; 2003, PP. 12-20 [With Binta Abubakar of Swinburne University, Australia].
- ✘ “Competitive Disadvantage and Human Resource Management Implications of HIV and AIDS in Africa: The Case of Zambia,” *Journal of Business and Public Affairs*, Volume 30, Number 1, Fall 2003, pp. 45-50 [Lead Author, with K. Mwenda, A. Shemi and L. Zulu].
- ✘ “Africa’s Market Access under WTO, AGOA and the EU’s EBA Initiative: Dimensions, Dilemmas, Prospects,” *The World Bank* (2001), *Legal Aspects of International Trade*, Washington, D.C, pp. 71-86.
- ✘ “To Gamble or not to Gamble? An Empirical Survey of Recreational Preferences in Marshall County of Kentucky”, *Journal of Business and Public Affairs*, Vol 28, Number 1, Spring 2001, pp. 94-102 [With Dr. Phil Niffenegger].
- ✘ “Prospects and Constraints to Capital Markets Integration in Eastern and Southern Africa”, [with Dr Kenneth Kaoma Mwenda of the World Bank], *Journal of African Business* (out of University of Toledo, Ohio/Georgia State University in Atlanta), Vol 2, Number 1, (2001), pp. 47-73.
- ✘ “Outcomes Assessment: What Skills Do Faculty Require of Their Students? Insights From One Business School”, *Journal of Business and Public Affairs*, Vol 27, Number 1, Fall 2000 [With Nancy Alderdice, Margaret Boldt, et. al], pp36-42.
- ✘ “Financial Analysis in the Undergraduate Business Policy Course,” [With Dr. Barton], *Journal of Business and Public Affairs*, Volume 26, Number 1 (Fall 1999), PP. 39-42.
- ✘ “Electronic and Print Publishing of Research Papers in Business: A Comparison,” *Journal of Education for Business*, Volume 74, Number 5, May/June [1999], pp. 275-278 [with Associate Professor Edwin Chookole Bbenkele, University of Natal in South Africa].
- ✘ “Publish-Or-Perish (POP) in Academia: Should Certify-Or-Perish (COP) Replace the Status Quo in Peer Evaluations?” [With Annazette Fields, MSU], *Journal of Business and Public Affairs*, Volume 26, Number 1 (Fall 1999), PP. 35-38

## Articles Published in Peer Reviewed Journals (PRJs): Continued

- ✘ "Impediments to Economic Integration in Africa: The Case of COMESA", *Journal of Business in Developing Nations*, Volume 2, Article Number 3 (1998) [with Dr. Dannie E. Harrison, and Dr. James P. McCoy]; at internet site: <http://internet.ggu.edu/jbdn/jbdnv203.htm>
- ✘ "International Business in American MBA Programs: Can We Silence the Critics?" with Dr. Dannie Harrison (Dean) and Dr. Seid Hassan, *Journal of Education for Business*, Volume 74, Number 4, March/April [1999], pp. 237-242.
- ✘ "Revisiting the Accreditation Debate: Why some American MBA Programs are Still Non-members of the AACSB", *Journal of Business and Public Affairs*, Vol. 25, #1, Fall [1998], pp. 35-39 [with Seid Hassan].
- ✘ "One Business Professor's Experience With the Diversity Issue and Pressure to Raise Students' Grades", *Journal of Education for Business*, Volume 73, Number 3, January/February [1998], pp. 184-189.
- ✘ "Accounting for the less than optimal results of Structural Adjustment Programs in Sub-Saharan Africa", with Dr Dannie E Harrison (Dean College of Business, MSU): *The Scandinavian Journal of Development Alternatives and Area Studies*, Volume 18, Number 4 [December 1999], pp. 131-148.
- ✘ "University Technology Strategies and Distance Learning Vs the Corporate World: Can we expect any 'little' big Problems"?, *Journal of Business and Public Affairs*, Volume 25, # 1, Fall [1998], pp. 24-28.
- ✘ "In Defense of World Bank and IMF Conditionality in Structural Adjustment Programs", *Journal of Business in Developing Nations*, Volume 2, Article 2 of [1998] at internet site: <http://internet.ggu.edu/jbdn/jbdnv202.htm>
- ✘ "Zambia's SAP— A response to Sam Okoroafo's Paper: "Managerial Perceptions of the Impact of Economic Reform Measures on the Economic Reforms and Firm Performance in Restructuring Economies: A Comparative Assessment," *Journal of Business in Developing Nations*, Volume 1, Article 2 of [1997] at internet site: <http://internet.ggu.edu/jbdn/jbdnv102.htm>
- ✘ "Wrong-footing MNCs and Local Manufacturing: Zambia's 1992-94 Structural Adjustment Program", *International Business Review*, Volume 6, Number 6, [1997], pp. 667-687.
- ✘ "Accounting for Regional Per Capital Personal Incomes Disparities in the United States", with Seid Y. Hassan, *Kentucky Journal of Economics and Business*, Volume 16 [1997], pp. 101-118
- ✘ "Too Rich to be Poor? A Glimpse of the Poverty Situation in Zambia in the 1990s", *Scandinavian Journal of Development Alternatives and Area Studies*, Volume 16, Number 1, March [1997], pp. 139-156 [With Denny Kalyalya, Bank of Zambia].
- ✘ "Non-Financial Ratios in the Undergraduate Business Policy Course in American Business Schools", *Journal of Education for Business*, Vol. 72, NO. 4, March/April [1997], pp. 208-212 [with R. B. Barton, MSU].
- ✘ "Diversity in Academia: Who is teaching America's MBA Programs?" *Journal of Business and Public Affairs*, Volume 23, Number 2, Spring [1997], pp. 31-36 [with Seid Y. Hassan, Murray State University].
- ✘ "Rethinking Financial Reporting Under Structural Adjustment in SSA: The Case of Zambia," *Journal of Business*, Volume 1, Number 2, July/December [1997]; pp. 59-82.
- ✘ "Do Multinational Corporations really out-perform both Private and State-owned Enterprises? The evidence from Zambia", *Journal of Business and Public Affairs*, Volume 22, Number 1, Fall [1995], pp. 16-22

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### ***Published Books and Edited Proceedings***

- (1) Managing Human Resources in Africa (Edited Book). Routledge, London, England (2004)  
ISBN 0-415-36948-7 Hardcover ISBN 0-415-36949-5 Paperback  
[Edited by: Gerry Nkombo Muuka (Murray State University, Kentucky, USA); Ken N. Kamoche (City University of Hong Kong, Hong Kong); Yaw A. Debrah (Brunel University, United Kingdom); and Frank M. Horwitz (University of Cape Town, South Africa)].
- (2) Editor of the 454-page Proceedings of the 2004 International Academy of African Business and Development (IAABD) international conference to be held at Georgia State University in Atlanta, April 7-10, 2004.
- (3) Editor of the 538-page, 88-paper printed Proceedings of the 2003 International Academy of African Business and Development (IAABD) international conference held at the University of Westminster, London, England, April 9-12, 2003.
- (4) Editor of the 620-page, 89-paper printed Proceedings of the 2002 International Academy of African Business and Development (IAABD) international conference held at the University of Port Elizabeth, in South Africa, April 3-6, 2002.

### ***Published Proceedings and Book Chapters***

- ✦ NGO Project Managers' Perception of the Sustainability of Development Projects: Empirical Evidence from Sub-Saharan Africa, Proceedings of the International Academy of African Business and Development Conference, London, May 29-June 2, 2007, PP. 28-40. [With Precious Hamukwala, Gerald Wheelock, and James Bukenya].
- ✦ When their Tomorrow Comes: African Business Schools and Strategic Management Standards of AACSB-International (2006). Proceedings of the International Academy of African Business and Development Conference, Accra, Ghana, May 23-27; pp. 80-95 [ISBN: 0-9765288-1-9]. [With Dannie Harrison, Jim McCoy, and Roger Schoenfeldt].
- ✦ "Capital Markets Integration: Lessons from Eastern and Southern Africa", Book Chapter (With Kenneth Mwenda), in Henry Kyambalesa and Mathurin C. Hougkikpo (2006), Economic Integration and Development in Africa, Ashgate Publishers, London, United Kingdom
- ✦ "Exporting their way out of Poverty: 21<sup>st</sup> Century Challenges for Sub-Saharan Africa", Book Chapter, in Henry Kyambalesa and Mathurin C. Hougkikpo (2006), Economic Integration and Development in Africa, Ashgate Publishers, London, United Kingdom
- ✦ AACSB: Towards Formation of the "Association to Advance African Schools of Business" as the Premier Accrediting Agency for Management Education in Africa—A Conceptual Framework (2005). Proceedings of the International Academy of African Business and Development Conference, Dar es Salaam, Tanzania, April 6-10; pp. 12-22.
- ✦ "Zambia's Human Resource Management Practices: Past Practices, Present Realities, Future Challenges, Book Chapter, in Kamoche, Debrah, Horwitz and Muuka (Editors), Managing Human Resources in Africa. Routledge, London, 2004. pp.
- ✦ "Zambia's Industrial Sector: From Privatization to Nationalization and Back", Book Chapter, in Mwenda and Ailola (Editors), Frontiers of Legal Knowledge: Business and Economic Law in Context. Carolina Academic Press, Durham, North Carolina, 2003. PP 3-34.
- ✦ "Fallacies of The African Growth and Opportunity Act", With Kenneth K. Mwenda, Book Chapter, in Mwenda and Ailola (Editors), Frontiers of Legal Knowledge: Business and Economic Law in Context. Carolina Academic Press, Durham, North Carolina, 2003. PP 34-60.
- ✦ "Africa's Informal Sector Matters: A challenge to Scholars to Close the Knowledge Gap," Proceedings of the International Academy of African Business and Development (IAABD) International Conference, University of Westminster, London, April 9-12, 2003; pp. 1-6.
- ✦ "Africa's Brain Drain and AIDS Crises: Competitive Disadvantage or Human Resource Management as Usual?" Proceedings of the International Academy of African Business and Development (IAABD) International Conference, University of Westminster, London, April 9-12, 2003; pp. 134-141.

- ✠ “SOEs and Post-Privatization in Africa: A Glimpse of the Zambian Experience,” Proceedings of the International Academy of African Business and Development (IAABD) International Conference, Port Elizabeth, South Africa, April 3-6, 2002; pp. 24-32 [Lead author: with Dannie E. Harrison and Binta Abubakur].
- ✠ “Economic Philosophy of Banking and the Concept of Inside Abuse: The Case of Zambia,” Proceedings of the International Academy of African Business and Development (IAABD) International Conference, Port Elizabeth, South Africa, April 3-6, 2002; pp. 248-257 [Second author: with Stuart Yikona of the IMF and Kenneth Mwenda of the World Bank].
- ✠ “Four World Bank Reports of the 1980s that Shaped Debate and Our Understanding of Structural Adjustment Programs,” Proceedings of the International Academy of African Business and Development (IAABD) International Conference, Washington, D.C; April 4-7, 2001; pp. 1-9 [Lead author: with Susan Sitemba of Coventry Business School, England].
- ✠ “Revisiting the Privatization Debate: Reasons for and against Privatization of Parastatals in Africa,” Proceedings of the International Academy of African Business and Development (IAABD) International Conference, Washington, D.C; April 4-7, 2001; pp. 19-25 [Lead author: with Binta Abubakur of Australia, and Abannick Hino of Murray State University].
- ✠ “Human Resources Management in Africa: Challenges for the New Millennium”, Proceedings of the International Academy of African Business and Development (IAABD) International Conference, Washington, D.C; April 4-7, 2001; pp. 184-190 [Second Author, with Kenneth Kamoche of City University of Hong Kong, Hong Kong].
- ✠ “AGOA: Finally The Right Prescription For Africa’s Economic Transformation and Development?,” Proceedings of the International Academy of African Business and Development, Saint Joseph’s University, Philadelphia, Spring of 2000. [With Dr. Kenneth K. Mwenda of the World Bank].

### **Published Book Reviews and Editorials**

- ✠ Published in the Journal of Modern African Studies, volume 34 number 2 of June 1996 (pp. 366-368) is my review of:  
  
"Structurally Adjusted Africa: Poverty, Debt and Basic Needs", edited by David Simon, Wim Van Spengen, Chris Dixon and Anders Narman, Pluto Press, London, 1995.
- ✠ Published in the Journal of Modern African Studies, volume 33 number 1 of March 1995 (pp. 167-169) is my review of:  
  
"A Blighted Harvest: The World Bank and African Agriculture in the 1980s", by Peter Gibbon, Kjell J Havnevik and Kenneth Hermele, James Currey, London.
- ✠ Published in the Journal of Modern African Studies, Volume 32 number 1 of March 1994 (pp. 161-164) is my review of:  
  
"The Impact of Structural Adjustment on the Population of Africa: The Implications for Education, Health, and Employment", by Aderanti Adepoju, James Currey, London.
- ✠ “What Do College Professors Do Anyway?,” Guest Editorial, Journal of Business and Public Affairs, Volume 26, Number 1 (Fall 1999), pp. 5-6.
- ✠ Published Book Review of “Legal Aspects of Corporate Capital and Finance” (1999)—By K. Mwenda, World Bank. Review published in E-Law Review, Murdoch University Electronic Journal of Law, Volume 6, Number 4, December 1999.
- ✠ “Can Africa Export its way out of Poverty?,” Southern African Political and Economic Monthly [SAPEM], Volume 10, Number 8, May/June [1997], pp. 16-17.

### ***Editorial Boards***

I serve on the Editorial Boards of (or I am a Paper Reviewer for) the following journals:

- ✠ The International Business Review (IBR)
- ✠ The Journal of Business in Developing Nations (JBDN)
- ✠ Journal of Business and Public Affairs (JBPA)
- ✠ The Botswana Journal of Business, University of Botswana
- ✠ Journal of African Business (JAB)
- ✠ The Journal of Managerial Issues (JMI)

### ***Grants***

- Committee on Institutional Studies and Research [CISR] regular grant for 2004-2005, worth \$2,000: for research on Strategic Planning in Business Schools.
- Dean's summer research grant [DSRG] worth \$2,500: for research on: "Electronic Versus Print Publishing in the Business Area: Comparing Traditional with Non-traditional Publication Outlets."
- Dean's summer research grant [DSRG] worth \$2,500: for research (trip) on Zambia's Privatization Program.
- Committee on Institutional Studies and Research [CISR] regular grant for 1997-98, worth \$1,700: for research (trip) on Zambia's Privatization Program.
- 1994 With Dr Denny H Kalyalya of the University of Zambia, authored the Zambian Country Paper entitled: "Structural Adjustment, Macro-economic Demand Management, Food Policy Reform and Its Impact on Rural and Urban Poverty in Zambia: Lessons, Prospects, and Options". This \$12,000 study was sponsored by UNICEF and NCDP in Lusaka.

### ***Conference and Seminar Papers Presented***

- Since 1985 I have presented over 40 papers at National and International Seminars and Conferences in such countries as Zambia (mainly), Ethiopia, Britain, South Africa, and the U. S. A. The most recent conference and seminar papers are indicated under "Proceedings." Additional ones are the following:
- 8 March 2002: "21<sup>st</sup> Century Business Education Challenges and Opportunities in Africa," keynote address to faculty and graduate (Masters and Doctoral) students at Edinburgh University, Scotland. Invited there by the Center for African Studies, directed by Professor Kenneth King.
- 8 April 1998: "Electronic versus Print Publishing of Academic Papers: An author's Comparison of Traditional and Non-traditional Publication Outlets" presented at a Technology Forum held in the Curris Center at Murray State University, U.S.A.
- 11 July 1997: "No Speed Limits on the Road to Excellence", public lecture at the Copperbelt University (CBU) in Kitwe, Zambia.
- 3rd December 1994: "Aspiring For Global Unity and Leadership Through Service, Communication and Academic Excellence", at the invitation of Berea College, Kentucky.
- 17th November 1994: "Africa: Too Rich to be Poor? A Glimpse of the Poverty situation in Sub-Saharan Africa in the 1990s". A public lecture at MSU, sponsored by the Non-Formal Education Committee of the Center for International Programs and the Waterfield Center for Business and Governmental Research.
- 19th October 1994: "How SAPs have wrong-footed Manufacturing in Sub-Saharan Africa". Presented as a public lecture at MSU, sponsored by the Waterfield Center for Business and Governmental Research.
- Session Chair and presenter at a World Bank seminar on Poverty Alleviation in Africa, held from 8-9 April 1994 at Lilayi Lodge in Lusaka, Zambia.
- 13th March 1994: "Accounting for the less than optimal results of Structural Adjustment Programs: Lessons for a Post-Apartheid South Africa". Presented at Rand Afrikaans University, South Africa, where I was invited by the Institute for African Alternatives (IFAA).
- 18th November 1992: "Zambia's Economic Recovery under Structural Adjustment: An assessment of the MMD Government's early Problems and Prospects", Presented to the Center for African Studies (CAS), University of Edinburgh, Scotland.
- 21<sup>st</sup> March 1992: "Structural Adjustment Programs: Theory and Conditionality," Paper presented at the National Conference on Zambia's Structural Adjustment Program held at Hotel Edinburgh in Kitwe, Zambia, from 21-23 March 1992.

### ***Community Service and Professional Activities***

- Coordinating Author of the 2003-2008 Strategic Plan of the College of Business and Public Affairs: MSU
- Co-Chair: MSU Mission Taskforce of the Strategic Planning Committee: charged by the Provost, Professor Gary Brockway, with the task of re-writing the MSU Mission Statement: Sep 2002—September 2003.
- Member: Strategic Planning Committee, Murray State University: April 2002-September 2003
- Member: Strategic Planning Committee of the College of Business and Public Affairs
- Member: Salary Equity Committee of Murray State University: 2005—Continuing
- Member: Telecommunications Systems Management Board: 2003—Continuing
- Member: International Graduate Enrollment Committee: 2003—Continuing
- Member: Graduate Enrollment Committee: 2003—Continuing
- Member: Graduate Programs sub-committee of the Strategic Planning Committee, Murray State University: September 2002-September 2003
- Chair: Search Committee for the first endowed chair in finance position at MSU, 2002
- Member: Search Committee for Dean of the College of Science, Engineering and Technology at MSU, 2002
- Chair: Assessment Committee of the College of Business and Public Affairs: 1998-2000.
- Chair: Regents Teaching Award Selection Committee of the College of Business and Public Affairs
- Chair/Team Captain: Road Scholars Program to West Frankfort High School in Southern Illinois.
- Member: Faculty Development Committee of the College of Business and Public Affairs.
- Member: Intellectual Contributions Committee on AACSB Re-Accreditation Efforts.
- Member: Non-Formal Education Committee of the Center for International Programs (Institute for International Studies): Helped, in the late 1990s, to organize seminars and workshops on a wide range of issues, from a wide range of resource persons.
- Member: Outstanding Paper Recognition Award (OPRA) Committee of the College of Business and Public Affairs, MSU.
- Faculty Representative to Robert H. White Residential College, Murray State University: Helping with all manner of student retention efforts.
- Faculty Judge: 1995 "Future Business Leaders of America" Program held at Murray State University on March 21, 1996.
- Assisted, in 1995-96, in preparing the Mission Statement for the College of Business and Public Affairs.
- Helped organize, with others, the 1994, 1996 and 2000 Ken-Tenn Business Schools Conference involving Austin Peay State University, University of Tennessee at Martin, Western Kentucky University, and Murray State University.
- Faculty Judge: 1996 "Future Business Leaders of America" Program held at Murray State University on March 20, 1997.
- Faculty Judge: 2000 "Future Business Leaders of America" Program held at Murray State University on March 6, 2000.
- Served on the Murray Middle School SBDM Council (1998-1999) as an elected member.

***Break-down of the 90 participants who attended the 21-23 March, 1992, international conference on SAP organized and directed by Dr. Muuka in Kitwe, Zambia.***

- \* The Zambian Vice President, Honorable Levy P Mwanawasa, SC: Since 2001 The Zambian President
- 2 Cabinet Ministers
- Mr Peter Ng'andu Magande, Managing Director, Zambia National Commercial Bank (and Since 2003 Zambia's Minister of Finance and National Planning. Still is Finance Minister in 2007).
- 3 Foreign presenters/resource persons:
  - (a) Professor Tony Killick from Overseas Development Institute (ODI) in London, England.
  - (b) Professor Charles Harvey from the Institute of Development Studies, IDS, in Sussex, England.
  - (c) Prof Carolyn Jenkins, Senior Lecturer at the University of Natal in Durban, South Africa (now at Oxford's Center for the Study of African Economies).
- 4 Full Professors
- 8 Ph.D holders
- Representatives from UNDP; UNICEF; World Bank; UNIDO (Dr Earle A. S Taylor, UNIDO Regional Representative—now at UNIDO's HQs in Vienna).
- 4 senior economists from the National Commission for Development Planning (NCDP) in Lusaka, Zambia.
- 6 senior economists from the Bank of Zambia (the country's Central Bank).
- 2 Ph.D. students:
  - (a) Inutu Lukonga from IDS, University of Sussex in Brighton, England (with the IMF in Washington).
  - (b) Obed Mailafia (Nigerian student) from Oxford University in England.
- Representatives from non-governmental organizations, NGOs.
- 11 students from the Copperbelt University in Kitwe.
- Managing Directors and Functional-area Managers from both the Public/Parastatal and Private Sectors.
- Representatives from the Zambia Institute of Marketing (ZIM); the Zambia Association of Manufacturers (ZAM); the Economics Association of Zambia (EAZ); the Kitwe and Ndola Chambers of Commerce; and the Zambia Confederation of Industries and Chambers of Commerce [ZACCI, the umbrella organization for Zambian Industry].
- Representatives from all major industries in Zambia: mining, trading, financial services, agriculture, and tourism.

**PROFESSIONAL REFERENCES**

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