

Program

2023 Conference of the International Institute For African Scholars



Presenting African Scholars and Professionals
to the Global Community

Conference Theme: Charting the Path: Democracy, Governance, and Sustainable Development in Africa.

Virtual Conference: Join Zoom Meeting: <https://us02web.zoom.us/j/86334607350?pwd=ZTVkaGo1SXVoTW1aQVIwWXpsR3hUdz09>

Meeting ID: 863 3460 7350

Passcode: 071347

Friday Session – October 27, 2023, 10 am – 3 pm. Eastern Standard Time (EST).

Nigeria Time: 3 pm - 8 pm

Saturday Session - October 28, 2023, 10 am – 3 pm. Eastern Standard Time (EST).

Nigeria Time: 3pm - 8 pm

Conference Program

Theme: Charting the Path: Democracy, Governance, and Sustainable Development in Africa.

Objective: The conference aims to enlighten communities on significant issues of interest and forge cooperative relationships with the African diaspora and the global community to enhance democracy, good governance, and sustainable development in the African continent.

Conference Opening Remarks: Professor Frederick Nwosu, IIAS President.

Introduction of Keynote Speaker by the Conference Chair – Associate Professor Veronica Nmoma Robinson (IIAS Fellow).

Keynote Speaker: Philliph M. Mutisya, Professor of Education North Carolina Central University.

Bio:

Dr. Philliph Masila Mutisya, Ed. D. Professor of Education, and Coordinator of Masters Degree in Educational Technology Program, North Carolina Central University, Curriculum Instruction Department, School of Education. Founder, and Senior Vice President & Executive Director, Liaison and Technical Adviser for Diaspora Outreach Developments Foundation Inc. Lead Founder of the Diaspora University Town and Member in the Diaspora Board of Trustees. Executive Director of Education for Mbaitu Foundation. Member of the Kenya National Council of Elders Diaspora Inc., Founder and Advisory Board Chair of African Diaspora Coalition-USA. He obtained Doctorate Degree Instructional Leadership in Curriculum Development in Multicultural and Bilingual Education and Master's Degree in Education (M.Ed.) in International Education. He has more than 37 years in higher Education: Instructional Training and Development in Education, Curriculum Development (Policy and Research Evaluation, Program Designing, Assessment, and Evaluation), and Professional Development for faculty and Education Professionals (K-20). He is the Chief Educational Consultant for Bahati Educational Training and Development Consultants International. Currently teaches and coordinates Educational Technology Program in the school of Education. Department of Curriculum Instruction. He has been instrumental in developing partnership between Global Peace Foundation(GPF) and the North Carolina Central University (NCCU) in collaboration with GPF Center Kenya. The partnership between GPF and NCCU Global Partnership HUB resulted in creation of the first NCCU Honors program LEAP HUB, the first GPF program to enhance Peace Capacity Building in higher education. Certification areas: Character Education), Process Education Trainer, a 21st Century Transformational approach to Teaching and Learning,

Executive Member in various Boards of Directors including: The Academy of Process Education, and kessa.org. Research includes” instructional leadership and curriculum development including: Research Capacity building in interdisciplinary Critical Pedagogy/Andragogy and Diversity, multicultural Education, Cultural Identity, Educational Entrepreneurship, Educational Psychology, and Philosophical/Social Foundations of Education, Professional Training and Development in International and Global Education Literacy.

Panels:

Friday Morning Session – October 27, 2023, 10 am – 12:30 EST.

Discussant: Drs. Ana & Nmoma Robinson.

Panel 1: Democracy and Governance.

1. Dr. Veronica Nmoma Robinson, "Nigerian 2023 Elections: Politics of Change or Disillusionment and the State of Democracy." (**Discussant – Dr. Ana**).
2. Dr. Cheryldeine Cook, EdD & Dr. Peter W. Sherrill, "Charting the Paths of Africa: Utilizing Advocacy, Ethics, and Accountability in Democracy, Governance, and Sustainable Development." (**Discussant – Dr. Ana**).
3. Dr. M. T. Teibowei, "The intersectionality of Democracy and Sustainable Development in Africa: The Role of Language." (**Discussant – Dr. Ana**).
4. Dr. Ifeoma Ana, "Governance, the Bane of Sustainable Development in Sub-Saharan Africa." (**Discussant – Dr. Nmoma Robinson**).

Lunch Break: 12:30 – 1:00 pm

Friday Afternoon Section – October 27, 2023, 1:00 – 3:00 pm. EST.

Discussants: Drs. Njoku & Bassoppo-Moyo.

Panel 2: Sustainable Development.

1. Drs. Kingson Njoku & Michael Uche Agunna, "Agro-Terrorism Acts Impact on Scio- Economic Development: Farmers Awareness in Ebonyi State Nigeria." (Discussant – Dr. Sheila B-Moyo).
2. Dr. Okey O. Udo, "The Nexus Between Africanization Technology and Economic Development of African Countries." (Discussant – Dr. Sheila B-Moyo).
3. Dr. Monica White Ndounou, "How the International Black Theatre Summit Is Building an African Diasporic Network for Sustainable Arts, Culture, and Trade Exchange." (Discussant – Dr. Sheila B-Moyo).
4. Dr. Ngozi Okechukwu, "Exploring the role of Value Orientation in SMES and Entrepreneurial Development in Nigeria." (Discussant – Dr. Njoku).
5. Drs. Adesanya Joshua Shina & Matthew Aondofa Akungu, "Investigating the linkage Between Human Capital Development and Economic Complexity in West African Monetary Zone Countries (WAMZ)." (Discussant – Dr. Njoku).
6. Dr. Sheila Bassoppo-Moyo, "Theatre as a Tool of Development and the Enhancement of Human Rights in Zimbabwe." (Discussant – Dr. Njoku).

Saturday Morning Section – October 28, 2023, 10 am – 12: 30. EST.

Discussants: Drs. Agodi & Onyeama.

Panel 3: Africanization and Certification.

1. Dr. Austin Chigozie Onyeama, "Africanization in the Workplace: Considerations, Challenges and Contributions." (Discussant – Dr. Agodi).
2. Dr. Tochukwu Anagor, "Understanding Temperament and its Role in Leadership." (Discussant – Dr. Agodi).
3. Dr. Hope Ifeadi: "Certification for Regulated Products: Importance and Benefits." (Discussant – Dr. Onyeama).
4. Dr. Frank Agodi, Investment Opportunities in Southgate University, Windhoek. (Discussant – Dr. Onyeama).

Lunch Break: 12:30 – 1:00 pm.

Saturday Afternoon Section – October 28, 2023, 1:00 – 3:00. EST.

Discussants: Drs. Iloghalu & Agwara.

Panel 4: Health and Science.

1. Dr. Marytherese Agwara, "Cardiovascular Exercise Participation and Obstructive Sleep Apnea among Adults Over Normal Weight in the United States." (Discussant – Dr. Iloghalu).

2. Dr. Kennedy C. Okonkwo: "Bacterial Antibiotic Sensitivity Testing Using Direct Microscopy." (**Discussant – Dr. Agwara**).
3. Dr. Scholastica A. Iloghalu: "The Symphonological Bioethical Framework." (**Discussant – Dr. Agwara**).
4. Drs. Frank Agodi and Chekwube N. Ifeadi, "Misuse and Abuse of Prescription Drugs: An Overview." (**Discussant – Dr. Iloghalu**).
5. Dr. Francisca Obiora-Ike, "Type 2 Diabetes Mellitus (T2DM) or Non-Insulin Dependent Diabetes (NIDDM)." (**Discussant – Dr. Iloghalu**).

Abstracts

Keynote Speaker

Critical Conscious Approach to Dialogue in Education for Peace Capacity Building "The New Normal" in African Education System.

Dr. Phillip M. Mutisya

ABSTRACT:

The COVID-19 pandemic exposed deep-rooted challenges within African education systems nationally and globally. These challenges unveiled a disconnect that had been growing for decades, stemming from the legacy of colonial rule and post-colonial leadership. The constitutional laws adapted by post-colonial leadership were not aimed at uniting the national government systems. However, they were designed to integrate diverse populations in some cases and alleviate ethnic divisions. However, the prevailing education system often ignored Indigenous knowledge and cultural perspectives in favor of foreign paradigms. This presentation, led by Professor Phillip M. Mutisya from North Carolina Central University, explores a Critical Conscious Approach (Conscientizacao) through a Transformational Model (Comm-Uni-Versity). The goal is to develop a "New Normal Framework" that leverages the diaspora's ideological worldview and talent to reform education and governance in Africa.

Nigerian 2023 Elections: Politics of Change or Disillusionment and the State of Democracy.

Dr. Veronica Nmoma Robinson

ABSTRACT:

Bedeveled by decades of political and bureaucratic corruption and a pervasive policy problem, Nigeria's hope for democratic electoral promises once again bad news for democracy in Africa and the globe. Due to heightened interest, involvement, and expectation mainly from its vast youth population (where the average age is 18), many believed that change has come at last. However, disappointingly, this paper (like the Nigerians at home, in the diaspora, and international observers) contends the 2023 presidential election was flawed. The presidential election results give credence that the various Nigerian administrations since independence have discourteously flaunted their disregard for democratic principles and human rights. The research dwells into the ongoing decades of democratic failure in Nigeria with the contention that the Independent National Electoral Commission (INEC) appointed by the government and charged with organizing and overseeing elections is not truly independent but loyal and compromised and

remains an obstacle to free and fair elections. Finally, as the retrogression in the conduct of free and fair elections metamorphosizes, the paper calls for international limelight to pressure the Nigerian government into examining the behavior of the 2023 presidential elections to uphold justice, the rule of law and disallowing those who unlawfully snatched the polls to gain positions of power. The question for this research is how do we solve election bottlenecks perpetuated for decades by INEC? How has the assault on democratic values and traditions perpetuated by the Trump administration influenced the conduct and process of the 2023 Nigerian presidential election? What lessons are to be learned from youths' involvement in the view of the changing nature of Nigerian elections and in preserving democratic principles and values with the expectation of reversing the course of history?

Bio:

Veronica Nmoma Robinson is an Associate Professor of Africana Studies at the University of North Carolina at Charlotte, where she has been a faculty member since 1991. She holds a Ph.D. in Political Science and Economics from Howard University and an MSc in Information systems and International Relations from American University, Washington, D.C. Her “Power and Force: Libya’s Relations with the United States” article won the 2009 Lawrence Dunbar Memorial Scholarship Award for the best article published in the Journal of Third World Studies. Her article “A Look Back – Learning from Africa: Covid19 – Politicization, Polarization, and Resistance, The U.S. and Africa was selected as the 2023 Best article by IPRPD.

THE INTERSECTIONALITY OF DEMOCRACY AND SUSTAINABLE DEVELOPMENT IN AFRICA: THE ROLE OF LANGUAGE

DR. TEIBOWEI MARIE THERESE

ABSTRACT:

The global acceptance of “liberal democracy” as a significant vehicle in attaining peaceful co-existence in a multi-faceted society, promotion of economic development, individual liberty, human rights restoration, the rule of law, and freedom of healthy competition in global socio-political activities, necessitated the quest for democratic consolidation especially in a society like ours that have experienced dictatorship over the years. This paper will project the Intersectionality of democracy and sustainable development in the African continent, with particular reference to the role of language. Three objectives will rely solely on documented evidence in the literature that will guide the study. Key concepts such as Intersectionality, democracy, sustainable development, and language will be clarified. Pertinent issues germane to the challenges and prospects of democracy and sustainable development in Africa will be highlighted. Past studies on democracy and sustainable development in Africa will be reviewed. The study will specifically address conceptual issues and characterization of democracy in Africa. Also, the study will identify the main impediments to democracy and good governance in Africa and suggest ways language education can help curb the barriers.

Keywords: Intersectionality Democracy, Sustainable Development, Language, Challenges, Prospects.

Bio:

Dr. Teibowei Marie Therese is a Senior Lecturer at the Bayelsa Medical University, Nigeria. She is the Director of Public Relations at the same University, an expert in Biomedical Translations, Communications, and Languages, a gender advocate, and a change agent. She is the Founder of the Institute of Foreign Languages and Strategic Communications (IFL-SC), speaks French and English, and is undertaking a one-year Post-Doctoral Certificate in Education from Emmanuel University USA. She has represented the University at (UNGA) in 2019 and 2021, Cop 26 in Glasgow, UK; Cop 27 in Egypt in 2022; CSW New York in 2023; at (UNWATER), New York, 2023. She has published 26 academic papers in Peer Reviewed Journals and three books in her area of specialization.

Governance, The Bane of Sustainable Development in Sub-Saharan Africa**Dr. Ifeoma C Ana****ABSTRACT:**

Africa, especially Sub-Saharan Africa (SSA), has been noted as the region making the most minor progress in the Sustainable Development Goal Agenda. At the termination of the Millennium Development Goal Agendas (MDGs) in 2015, United Nations members determined that significant milestones had been made in achieving the eight goals that formed the MDGs. Therefore, the next desirable pull was to sustain the milestones achieved by establishing a 17-point Sustainable Development Goals (SDGs) for 2030. While all the 17 points appear globally fascinating for some developing and most advanced economies, the question remains if, indeed, the SDGs' are not mythical for SSA because the foundation for achieving the MDGs retrospectively, i.e., Governance is, at best, very shaky across the region. Systemic issues, including democracy, rule of law, responsibility and accountability, justice, and equity, must fundamentally be addressed before any meaningful developmental agenda is entrenched. The world powers have their challenges at internal and external levels, and historically, they only engage in programs to take advantage of the poor countries through brain drain and other socio-economic dominance. Consequently, they would mainly only pay lip service to globalized SDG. Governance is the understructure for any sustainable development, and no country can do this for SSA countries. As African scholars, IIAS must work with African leaders to define ways to reduce or eradicate corruption at every level of Governance and institutional social policies that hold government and institutions legally and wholistically accountable. Only then could we begin to define the trajectory for measurable MDGs and SDGs that are uniquely appropriate to the region and integrate with the rest of the world.

Bio:

Ifeoma C. Ana has a Ph.D. in Public Policy and Administration. She is a Chartered Accountant of the Institute of Chartered Accountants of Nigeria (ICAN) and has an MBA and MSc in accounting. Dr Ana is a fellow of the Chartered Institute of Bankers of Nigeria (FCIB) and the International Institute of African Scholars (FIIAS). Ifeoma Ana is AmerIntegrate NP's CEO. She is presently involved in an African Cultural reorientation project, and her hobbies are writing, evangelism, coaching children for Christ, gardening, and cooking.

Charting the Paths of Africa: Utilizing Advocacy, Ethics, and Accountability in Democracy, Governance, and Sustainable Development.**Dr. Cheryldene Cook and Dr. Peter W. Sherrill****ABSTRACT:**

Africa's evolution stands at a crossroads, demanding leaders to deftly navigate the course toward sustainable development while upholding democratic principles and sound governance. This document outlines an intricate framework for achieving this convergence, spotlighting advocacy, ethics, and accountability's central roles. The concepts delve into the complex roles African leaders must employ to steer their nations toward sustainable development, anchored in advocacy, ethics, and accountability within the parameters of democratic governance. By fostering inclusive political participation, upholding the rule of law, cultivating ethical leadership, advocating for sustainable development, establishing accountability mechanisms, and engaging in international partnerships, African leaders can sculpt a transformative trajectory for their nation. Undoubtedly, leaders within Africa must unify and underscore the imperatives of fostering a strategic long-term vision as it relates to public engagement with capacity enhancements in pursuing these goals.

Bio:

Dr. Cheryldene Cook is a proud mother of two beautiful daughters, an educator, and an Advocate for Equal rights through the African Rights organization in New York. During EEO Hearings, Dr. Cook advocated for civilians who could not afford an attorney. She holds a Doctorate Degree in Education Leadership and Policy, a Master's Degree in Education Administration, and a Bachelor's Degree in Philosophy. Dr. Cook taught adult males with the Bureau of Prisons. Dr. Cook served as a GED Testing Administrator Program Executive of the Human Rights Defense Group International (HRDGI), now the African Rights Organization, focusing on fighting for the rights of citizens of Africa and the legacy of the Motherland.

Bio:

Dr. Peter W. Sherrill, the great-great-grandson of former slaves, was the 2020 Write in Presidential Candidate. Dr. Sherrill, a lifelong Democrat, became a Republican in 2011 and has fought racism professionally, politically, and educationally. Dr. Sherrill is the Previous Director of Homeland Security, an Author/Publisher, and current Chair of the African Rights Corporation. Dr. Sherrill has extensive training in Homeland Security and is a Certified Trainer in Weapons of Mass Destruction. Sherrill received his Masters in Public Administration 35 years after completing his undergrad studies, and last but not least, he was bestowed the distinct honor of Doctorate of Humane Letters by Emmanuel University.

The Nexus Between Africanization Technology and Economic Development of African Countries.**Dr. Okey Okoro Udo****ABSTRACT:**

As Africa positions itself as a global player in the digital age, technology adoption and utilization have become critical drivers of economic growth and transformation. This paper explores the intricate relationship between Africanization technology and the economic development of African countries. The paper begins by highlighting the context of African countries, including their diverse socio-economic landscapes, technological infrastructure, and human capital. It then examines the potential of Africanization technology to catalyze economic development across various sectors, such as agriculture, healthcare, education, finance, and manufacturing. By leveraging technology, African countries can overcome longstanding barriers, including limited access to information, inadequate infrastructure, and inefficient systems. The paper explores successful case studies and initiatives that have demonstrated the positive impact of Africanization technology on economic development. The potential challenges and risks associated with Africanization technology are also examined. Issues such as the digital divide, cybersecurity threats, data privacy, and the disruption of traditional employment patterns are discussed. The paper underscores the need for comprehensive strategies addressing these challenges to ensure inclusive and sustainable economic development. Finally, the paper concludes by highlighting the significant role of Africanization technology in unlocking the economic potential of African countries and emphasizing the importance of investing in research and development, digital skills training, and infrastructure development to harness the benefits of technology fully.

Bio:

Dr. Okey Okoro Udo is a pastor and an Adjunct Faculty with Emmanuel University Raleigh, NC, USA, and Managing Director of VOG Global Investment Limited and VOG Global Farms. He is also a Forensic expert and a Certified Public Accountant. He has worked and consulted for local and international companies such as Schwarzenberg Trust Service Reg (Liechtenstein/Switzerland), Federal Polytechnic Mubi, Julius Berger PLC, Federal Judicial Service Commission, Petroleum Technology Development Fund, and Cubana group. He holds a Master of Science Degree in International Accounting and Finance from the University of Liverpool, United Kingdom. He holds his PhD in Management specializing in Finance at the prestigious Walden University in the United States of America.

Investigating the Linkage Between Human Capital Development and Economic Complexity in West African Monetary Zone Countries (WAMZ)

Adesanya Joshua Shina & Matthew Aondofa Akungu

ABSTRACT:

The West African Monetary Zone (WAMZ) encompasses a group of countries in West Africa that have embarked on economic integration and regional cooperation. Human capital development and economic complexity become increasingly important as these countries strive to enhance their economic development and achieve sustainable growth. This study provides a synopsis of the linkage between human capital development and Economic Complexity in the West African Monetary Zone (WAMZ) to provide valuable insights for policymakers and stakeholders to design effective strategies for economic advancement. This study used the annual time series secondary data from the World Bank Development Index and MIT Observatory of Economic Complexity (OEC) world database from 1995 to 2020. The results of the estimation exercise with the Random Effect testing revealed that the estimated coefficient of government expenditure on education (GEED) was negative and non-significant at the 5 percent significance level. Also, the estimated coefficient of government expenditure on health was positive and non-significant at a 5 percent level. Further, the results show that the estimated life expectancy coefficient negatively and significantly impacts economic complexity at the 5 percent significance level. The negative sign negates the apriori sign expectation. The estimated coefficient of the labor force was negative and was found to have a significant impact on economic complexity at the 5 percent significance level. Secondary school enrolment was positive and practical at the 5 percent level. The positive sign aligns with the apriori sign expectation. The study hence recommends that the various governments increase the amount of expenditure made on education and health sectors and the percentage of its total expenditure accorded to these sectors. The ten percent benchmark the World Bank and Unicef recommended should be adopted. Better infrastructural facilities should be provided for existing schools and hospitals, while new educational and medical institutions should be established to provide quality education and healthcare for the populace.

Keywords: Economic Complexity, West African Monetary Zone (WAMZ), Human Capital Development

Bio:

Shina Joshua Adesanya is an accomplished professional with extensive experience in research administration, technology, academic research, business management, and project management. With a passion for driving results and helping organizations achieve their goals. Shina has established himself as a trusted leader and strategist. As a research administrator with Benson Idahosa University, Nigeria. Shina has extensive experience overseeing research projects, managing budgets, and ensuring compliance with regulations and guidelines. Shina holds a BSc. (Ed). And an MSc. In Economics from Benson Idahosa University, Nigeria.

“Exploring the role of Value Orientation in SMES and Entrepreneurial Development in Nigeria.”

Dr. Ngozi Okechukwu

ABSTRACT

This study examined specific knowledge gaps among SME owners and managers in Nigeria regarding core business value strategies and practices and the implications for long-term business sustainability in information technology, hospitality, and transportation service sectors. The study explored the concept of value orientation and reorientation using the Schwartz Theory of Basic Human Values. The method adopted the multiple case study design to obtain and interpret the descriptive information needed to answer the research question that explores core business value strategies and practices required for SME owners in Abuja, FCT, Nigeria, for long-term enterprise performance, growth, and sustainability. The study obtained descriptions of their strategic core business value experiences in managing their various organizations by conducting interviews with six SME owner-managers. The four dominant emerging themes were business integrity, building business and individual resilience, taking the initiative, and the need for attitudinal and mindset change through value re-orientation. The study concluded that the Schwartz Theory of Basic Human Values have widespread applications in business and cross-cultural studies. It is instrumental in comprehending consumer behavior, organizational culture, and environmental attitudes, which can be used to investigate how diverse value orientations impact decision-making and social interactions in businesses in Nigeria. It added that Nigerian entrepreneurs can embrace values related to self-direction and driving innovation to contribute to the success of SMEs in a competitive market. The study recommended that policymakers design more effective strategies for SME and entrepreneurial development that resonate with local values and content, leading to more sustainable and culturally relevant entrepreneurial ecosystems in Nigeria.

Bio:

Ngozi Ugochi Okechukwu, DM, MPA, BA, FIIAS, has a solid academic foundation and extensive leadership experience. She holds a Doctor of Management in Organisational Leadership from the University of Phoenix (2020), a Master of Humanities in Public Administration (2000), and a B. A. in English in 1986. She's a published author in international

books and numerous academic journals on leadership. She is a Senior Lecturer at Michael Okpara University of Agriculture Umudike, Nigeria. With over 35 years of public service experience, she excelled as a High Performing State Director of the National Orientation Agency, impacting grassroots mobilization, advocacy, and behavioral change.

AGRO-TERRORISM ACTS Impact On Scio- Economic Development: FARMERS AWARENESS IN EBONYI STATE Nigeria.

Drs. Kingson Njoku, Michael Uche & C. E. Ikechukwu

ABSTRACT:

This paper presents a survey on agro-terrorism awareness conducted in Ebonyi State, focusing on farmers' understanding of the concept and their preparedness to combat existing threats and prevent future occurrences of agro-terrorism. The study utilized a multi-stage random sampling technique to select respondents, with two Local Government Areas (LGAs) chosen randomly from each of the three agricultural zones in Ebonyi State. From each selected LGA, twenty farmers were randomly sampled from each of the twelve communities, resulting in a total sample size of 240 farmers. Data for the study were collected through structured questionnaires and interview schedules, and descriptive statistics were employed for data analysis. The results indicate that 91.7% of respondents are aware of herdsmen's attacks, while 69.2% indicated their awareness of crop infestation. Additionally, awareness of livestock poisoning, water poisoning, and coercing farmers to buy genetically modified seeds (GMO) was reported at 56.7%, 44.6%, and 14.6%, respectively. Based on the findings, the study recommends the implementation of adequate public sensitization campaigns to raise awareness about agro-terrorism and its potentially serious consequences.

Bio:

Dr. Kingson Njoku is currently teaching Terrorism, Intelligence, Risk Analysis and Mitigation, and Homeland Security at Colorado State University Global, the United States of America, and is a Consultant in Homeland Security, Emergency Management, and Disaster Preparedness/Physical Protective Security Services. Dr. Njoku is working on many projects, including publishing a book on Police Professional and Law Enforcement Leadership Characteristics in Homeland Security. Also, he worked with his team to publish a peer-reviewed research article in the Journal of Police and Criminal Psychology academic journal. Dr. Njoku is happily married and blessed with two beautiful children.

Title: Theatre as a tool of development and enhancement of human rights in Zimbabwe.

Dr. Sheila Bassoppo-Moyo

ABSTRACT:

This paper will review theatre as a development tool and human rights enhancement in Zimbabwe. The colonial establishment used Performance theatre as a tool of indoctrination and entertainment. Post-independence theatre has become a medium of education and social change. As part of this narrative, the Theatre-for-Development projects focus on newly resettled Zimbabwean farming communities that faced social development challenges. Who produces and communicates the lessons that affect social change and development? This paper further explores how this model differs from the performance traditions of classical African drama produced during the colonial period.

Bio:

Sheila Bassoppo-Moyo has an Ed.D. in Higher and Adult Education from The University of Memphis, an MSc in Sociology from North Carolina Central University, and a BA in English Literature from Barnard College. My primary interest is theatre in development and the well-being of older adults. She was an assistant professor in the Department of Education at Troy State University campuses in South Korea and Japan. She was also Campus College Chair for Arts and Sciences the University of Phoenix in North Carolina. Recent publications: *Workplace Experiences Across International Borders* (2023) by Bassoppo-Moyo, Agbai, and Nwosu. *Ten Years in Zimbabwe*, Penultimate Press in 2024.

How The International Black Theatre Summit Is Building an African Diasporic Network for Sustainable Arts, Culture, and Trade Exchange.

Dr. Monica White Ndounou

ABSTRACT:

In *Shaping the Future of African American Film: Color-Coded Economics and the Story Behind the Numbers*, Dr. Monica White Ndounou exposes the cultural politics controlling the production of Black films. The primarily U.S.-based study of original films and cinematic adaptations of stage plays, books, and novels also includes countless collaborations between Black Americans and people of African descent throughout the diaspora, like South African playwright Percy Mtwa's stage play *Bopha!* Several creative, economic, and educational models emerge from critical empowerment sites for Black creatives and cultural producers throughout the African diaspora. These serve as the foundation for reimagining a global infrastructure for Black storytelling across platforms. Building on these discoveries, The International Black Theatre Summit, a unique initiative of The CRAFT Institute, biennially convenes scholars and practitioners in theatre, film, television, and related media to strategize the future of Black storytelling. Having identified critical regions to pilot strategies for curating culturally inclusive ecosystems with Black theatres at the core, participants from the IBTS 2023 convening, along with other individuals and organizations, will work together over the next year and a half to prepare for the IBTS biennial convening in 2025 in Ghana. Through an exploration of emerging models, strategies, and structures in the United States and critical collaborators in Africa and Europe, this presentation will reveal potential pathways for building sustainable infrastructures to

support the development, production, economic, and communal support for arts, culture, and trade exchange through an African Diasporic Network, with Black theatre at the core.

Bio:

Dr. Monica White Ndounou, Associate Professor of Theater at Dartmouth College and founding Executive Director of The CRAFT Institute, is past President of the Black Theatre Association (BTA) (2016-2018), Vice President of Advocacy for the Association for Theatre in Higher Education (ATHE) (2019-2021), and serves on the board of The August Wilson Society. She is a founding member of the National Advisory Committee of The Black Seed, a national strategic plan for Black theater. Dr. Ndounou's book, *Shaping the Future of African American Film: Color-coded Economics and the Story Behind the Numbers* (Rutgers University Press), received the 2016 Distinction Honor from the Southern Conference on African American Studies, Inc.

Africanization in the Workplace: Considerations, Challenges, and Contributions.

Dr. Austin Chigozie Onyeama

ABSTRACT:

Africanization refers to incorporating African cultural values and practices into a system to make it more inclusive and diverse. Anchored on Intersectional Theory and drawing upon a systematic literature review, the study provided a nuanced understanding of the multifaceted dynamics of Africanization in the workplace. The aim was to explore the considerations, challenges, and contributions of Africanization in a modern workplace. The research delved into the historical, social, and economic considerations organizations must consider when implementing Africanization initiatives. It also addressed the challenges associated with Africanization, the potential risks of stereotyping and tokenism, and the numerous contributions that Africanization can make to the workplace. Employing a qualitative approach, the paper highlighted case studies of successful Africanization initiatives in various industries, showcasing the positive impact on employee engagement, retention rates, and overall organizational performance. Results from the thematic analysis suggest that considerations involved cultural competency training, language support, cultural sensitivity, equitable representation, the promotion of African traditional leadership, and religious accommodation. The challenges were resistance to change, unconscious biases, issues of stereotyping and tokenism that see African cultures as mere symbolic gestures, and the need for effective communication. Contributions were increased employee engagement, innovation, and sustainable performance in diverse markets. In conclusion, this paper provides valuable insights into the dynamics of Africanization in the workplace. It offers practical recommendations for organizations, policymakers, and stakeholders to effectively leverage Africanization potentials for social, economic, and environmental sustainability that benefit individuals, organizations, and communities.

Keywords: Africanization, Cultural Intelligence, Diversity management, Inclusion, Sustainability.

Bio:

Dr. Austin Onyeama is a Chartered Human Resources Manager with over 17 years experience in Banking. He is a Researcher, Leadership and Management Consultant. He has positively impacted the Banking industry (Mortgage Bank, First Bank, Fidelity Bank) and the Education sector. He is a Fellow of Chartered Institute of Finance & Control (FCICF) and Chartered Institute of Loan & Risk Management (FCILRM). Dr. Austin Onyeama is a Doctoral Fellow of International Certified Risk Management Professionals, UK. He has authored books and presented papers at conferences and seminars. He also has articles in international Journals and participated in various forums on economics and finance. He is an adjunct Faculty lecturer (Business) at Emmanuel University, Fayetteville, NC, USA.

Title: Investment Opportunities in Southgate University, Windhoek.

Dr. Frank Agodi

ABSTRACT:

Students of African origin find themselves in a continent that is seemingly in lack of educational and work opportunities. Hence, they resort to foreign lands in search of knowledge, skill, and competence. Interestingly these qualities are also in high demand in these countries where they are assimilated after studies. This situation has resulted in capital flights from Africa as African students constitute a significant population in foreign universities. In order to commence a counter-narrative and to stem this tide, Southgate University was conceptualized as an Africanization program for looking inward in terms of identifying and optimizing areas of African global competitive advantages. It is a University premised on providing functional knowledge by deploying and advancing appropriate technologies to harness African naturally endowed resources. This is to be achieved through the impartation of globally competitive knowledge and skills focused on earth minerals extraction, processing, and economics, in addition to developing agricultural resource technologies. The University shall aggressively pursue its 'Africa for Africans' programs by developing academic content that would take advantage of African peculiarities. It is a tall dream, but it is achievable with the right team of strategic and visionary investors who desire that Africa should be developed with the core objective that no African child should be left behind.

Bio.

Frank Agodi, Ph.D., MPH., MSc., BSc., and a Fellow of the International Institute for African Scholars, North Carolina, United States of America. Lab Operations Principal Engineer with Dell Technologies. Director Institutional Advancement / Adjunct Faculty, Emmanuel University, Raleigh, North Carolina. Board Member,

Computer Academy Advisory Board, Oakland Unified School District; He is the current Secretary-General of the African Scholars Health Organization with Headquarters in Accra, Ghana. Southgate University Council as an Executive Member of International Director, Corporate Investments and Digital Technologies. He is also the Executive President Emeritus of All ARO USA/UMU ARO USA Inc., supervising the AAUSA medical health clinic in Arochukwu, Abia State, Nigeria.

Understanding Temperament and its Role in Leadership.

Dr. Tochukwu Anagor

ABSTRACT:

Temperament is an individual's behavior, usually based on personality traits and/or impactful life experiences. It determines a person's reaction to situations, and in this case - Leadership. It can affect our career path, relationships, and life experiences. Temperament is constant. This does not mean, though, that people are incapable of change. Temperament can be worked on and improved to adjust to situations while maintaining one's unique identity. Leadership is the ability of a person to influence and guide a group of people toward achieving a set goal or objective. A leader can influence the behavior of others. This paper contends that understanding an individual's temperament can affect leadership styles, and this understanding enables such a person to adopt suitable leadership techniques for positive outcomes.

Keywords: Temperament, behavior, role, leadership.

Bio:

Dr. Anagor Tochukwu A. hails from Umunze in Orumba South LGA Anambra State. He had his secondary education at St. Charles Special Science Onitsha. He holds a higher national diploma in Animal Health and husbandry (Veterinary Science), a Doctor of Veterinary Medicine (DVM) Degree, and an MSC. Degree in Fish Medicine. Currently, he is a PhD student in Avian Medicine. He is CEO of Green Pastures Agro Allied Konsult Ltd, with offices across the six geopolitical regions in Nigeria. He is married to Pharmacist Anagor Ifeyinwa, and they have lovely children.

Certification for Regulated Products: Importance and Benefits.

Dr. Chekwube N. Hope Ifeadi.

ABSTRACT:

Product certification and standardization is an important factor in trade facilitation in the global market. Certification is defined as conformity assessment, which ensures that any given product meets the standard requirements and regulations for registration. Product certification is geared at ensuring quality, wholesomeness, and safety are built into regulated products which are necessary to provide adequate protection for consumers. Product standardization ensures uniformity of products or the same product specifications. Any lapses in this certification and standardization of regulated products can result in damage to human health, animal health, and of course, the environment. Certification and standardization are ways to ensure that the systems and processes are verified to work well. This presentation provides a brief overview of NAFDAC's mandate, vision, and regulatory functions as an agency in Nigeria, whose function is to safeguard the nation's health through its mandate. NAFDAC is empowered to inspect imported regulated products and production sites as well as issue certification for regulated products destined for export. This presentation will also highlight the importance of certification of regulated products, the agency's intervention to ease product registration locally and internationally, and finally, the ways of ensuring a seamless exportation process, which will boost international trade.

BIO

Dr. Chekwube Nkemjika Ifeadi (Dr. Hope for short). He is a Veterinary Doctor, animal health and husbandry specialist, Pharmacologist, Assistant Director at NAFDAC, and a writer. Published and co-authored research journals and presented many papers at seminars, workshops, and symposiums locally and internationally. Dr. Ifeadi is married with three kids. Also, he is a member of the Veterinary Council of Nigeria, Nigerian Veterinary Medical Association; Fellow of the International Institute of African Scholars; Coordinator of IAS Product Regulations Awareness (PRA) division; Member of the Health Committee of IAS, Adjunct Faculty; Health and Quality, Emmanuel University Raleigh, North Carolina USA.

Bacterial Antibiotic Sensitivity Testing Using Direct Microscopy.

Dr. Kennedy Chukwuka Okonkwo

ABSTRACT:

Objective: Development of a rapid diagnostic bacterial antibiotic sensitivity test technique. The purpose of this development was to reduce the time gap between diagnosis and effective therapy in a cost-effective manner.

Methods: Bacterial cells were studied concerning their structural differences/reactions when interacting with pharmacological and non-pharmacological solutions under a hyper-magnified compound microscope and certain cellular stains. These observed differences and reactions provided a basis for the rapid diagnostic technique. It has now been proposed as a new methodology, providing a time advantage due to its short three-hour duration. No bacterial cultures are required.

Six-typed strains were used post-study for blind confirmatory testing, and twenty-four (24) antibiotic sensitivity experiments were conducted, carefully comparing the results of the new methodology to the gold standard- the “Kirby-Bauer disk method.”

Results: Of the 24 sensitivity experiments conducted for both methodologies, 22 results corresponded. Thus giving the novel rapid diagnostic method a 91.6% accuracy.

Conclusion:

The result of this experiment finds its importance in Clinical Medicine and Emergency/ Intensive Care Unit practice where rapid and accurate therapeutic interventions and techniques are required.

It is reliable, quick, accurate, cost-effective, and capital-friendly. It will reduce the practice of polypharmacy and laboratory negligence in medical practice, consequently alleviating the world’s antibiotic resistance burden as its chain reaction from the practice point of view.

Bio:

Dr. Kennedy Chukwuka Okonkwo is a prospective African medical researcher and scholar making his debut at the 2023 International Institute of African Scholars Conference. He is looking forward to presenting his Doctor of Veterinary Medicine (DVM) thesis topic: “Bacterial Antibiotic Sensitivity Testing Using Direct Microscopy,” which portends a breakthrough in medical sample testing with potential revolutionary outcomes in human bacterial antibiotic testing and treatment. Dr. Okonkwo shall conclude his DVM degree at the University of Nigeria Nsukka this November 2023 and looks forward to presenting his study at the Conference before publication.

The Symphonological Grounded Theory Framework to Decision Making.

Dr. Scholastica A. Iloghalu

ABSTRACT:

Leaders in various organizations, especially in the healthcare system, are challenged by ethical dilemmas and reconciling business, clinical, and operational demands within the bounds of ethical practice. But lack of a model or framework to streamline this problem impeded the progress required in the organizations, particularly in the healthcare system. A grounded theory study was used to develop an actionable model promoting ethics in healthcare leaders’ decision-making processes. Such grounded theory research study used a qualitative data method on healthcare administrators’ dilemmas as seen in scholarly peer-reviewed manuscripts, reports, and public records. The NVivo 10 method was also used to analyze data, identify themes,

build new substantive theories and suggest conceptual models. That model is the symphonological bioethical framework, which provides context to facilitate healthcare administrators' decision-making processes. Such a study contributed to the limited research on healthcare administrators' ethical decision-making. Keywords: Symphonology, Leaders, bioethical principles, ethics, decision-making, dilemma, Grounded Theory, healthcare administrators.

Bio:

Dr. Scholastica A. Illoghalu earned her doctorate in Health Administration. She is a proponent of evidence-based practice, applying ethics in a work setting using a Symphonological Approach, which propels her toward leadership. She is the author of the book *Ethical Leadership in Healthcare and Other Industries* and a Contributing Author in a book chapter: *Leadership and Management for Health Workers: Concepts, Theories, Practice, and published journals*. She is an activist and innovative strategist with over 20 years of experience in various sectors. She has a proven ability to decipher the root cause analysis of a problem, risk management, healthcare resource management, and project cost-effectiveness. She has an MS in Health Science Education, a BS in Community Health, and a minor in Psychology from California State University, Dominguez-Hills, CA.

Cardiovascular Exercise Participation and Obstructive Sleep Apnea among Adults Over Normal Weight in the United States.

Dr. Marytherese Agwara

ABSTRACT:

Obstructive sleep apnea (OSA) is a common type of complicated sleep apnea and a significant contributor to cardiovascular diseases, neurocognitive impairment, and mortality. This disease has additional negative impacts on patients' lives. Several studies have been conducted to assess the relationship between cardiovascular exercises and OSA; however, a definite conclusion is lacking. The study aimed to evaluate the relationship between cardiovascular exercise participation and OSA by examining the relationship between total cardiovascular exercise participation per week and OSA and the relationship between body mass index (BMI) and OSA among adults over normal weight in the United States. The researcher analyzed secondary data from the National Sleep Research Resource (NSRR). Logistic regression was used to test the hypotheses. The findings of the study suggested that doing moderate cardiovascular exercise participation per week (0.1 and 200 minutes) had no statistical relationship with OSA, while doing higher cardiovascular exercise participation (>200 minutes) per week had a statistical relationship with OSA by increasing the odds (AOR = 2.1, CI: 1.048-4.060) of having severe OSA. BMI had no statistical relationship with OSA. This result can

educate individuals with OSA and higher BMI to participate in an exercise program that may improve their health and decrease the symptoms associated with OSA.

Bio:

Dr. Marytherese Agwara holds a PhD in Public Health -Epidemiology. She is a Dissertation Mentor and a Mental Health Intern Therapist. Among other career aspirations, she is in the process of transitioning to Psychiatric Epidemiology, which sparked her interest in pursuing a second Master's degree in Clinical Mental Health Counseling. Her professional goal is to make a difference in people's lives through counseling and bringing awareness by researching diseases and mental illnesses. Her topic for today's presentation is on Obstructive Sleep Apnea (OSA) which has been proven through research as an etiology of some mental illnesses. The awareness of OSA is paramount.

Misuse and Abuse of Prescription Drugs: An Overview.

Drs. Chekwube N. Ifeadi and Frank Agodi

ABSTRACT:

Misuse and Abuse of Prescription drugs is of increasing global concern as lots of death and incapacitation have been associated with this menace. Globally, the prevalence of misuse and abuse of prescription drugs ranges from 4.7%-67% among the youths, with over 1 million deaths attributed to overdose of these prescription drugs. This overview will examine the definition of prescription drug misuse and abuse, the most commonly misused and abused prescription drugs, the predisposing factors why people use drugs globally, the health implications of abusing these prescription drugs, users, and the socio-economic impact of this trend in society. To tackle this challenge requires a collaborative effort between health professionals and regulatory agencies.

Bio.

Frank Agodi, Ph.D., MPH., MSc., BSc., and a Fellow of the International Institute for African Scholars, North Carolina, United States of America. Lab Operations Principal Engineer with Dell Technologies. Director Institutional Advancement / Adjunct Faculty, Emmanuel University, Raleigh, North Carolina. Board Member, Computer Academy Advisory Board, Oakland Unified School District; He is the current Secretary-General of the African Scholars Health Organization with Headquarters in Accra, Ghana. Southgate University Council as an Executive Member of International Director, Corporate Investments and Digital Technologies. He is also the Executive President Emeritus of All ARO USA/UMU ARO USA Inc., and was supervising the AAUSA medical health clinic in Arochukwu, Abia State, Nigeria.

Bio:

Dr. Chekwube Nkemjika Ifeadi (Dr. Hope for short). She is a Veterinary Doctor, animal health and husbandry specialist, Pharmacologist, Assistant Director at NAFDAC, and a writer. Published and co-authored research journals and presented many papers at seminars, workshops, and symposiums locally and internationally. Dr. Ifeadi is married with three kids. Also, she is a member of the Veterinary Council of Nigeria, Nigerian Veterinary Medical Association; Fellow of the International Institute of African Scholars; Coordinator of IIAS Product Regulations Awareness (PRA) division; Member of the Health Committee of IIAS, Adjunct Faculty; Health and Quality, Emmanuel University Raleigh, North Carolina USA.

Title: Type 2 diabetes mellitus (T2DM) or non-insulin dependent diabetes (NIDDM).

Dr. Francisca Obiora

ABSTRACT:

Type 2 diabetes mellitus (T2DM) or non-insulin dependent diabetes (NIDDM) is a chronic disease, and more than a quarter of the U.S. population aged 65 years and above have diabetes, and one-half of older adults have prediabetes. According to most surveillance data, the prevalence of diabetes among this age group varies from 22 to 33%, depending on the diagnostic criteria used. Generally, the aging population is a significant driver of the diabetes epidemic. While the burden of diabetes affects working-age adults, diabetes in older adults is also associated with reduced functional status, higher mortality, and increased risk of institutionalization. Adults with diabetes are in considerable danger of acute and chronic microvascular and cardiovascular complications. These complications include premature death, functional disability, accelerated muscle loss, coronary heart disease, stroke, and end-stage renal disease (ESRD) compared to those without diabetes. Using the A1C or fasting plasma glucose (FPG) diagnostic criteria, as is currently done for national surveillance, one-third of older adults with diabetes are undiagnosed. Type 2 diabetes (diabetes) is a common, costly, and deadly disease. However, there is evidence that diabetes mortality has declined in the United States over the past two decades, but that improvements in mortality vary considerably by place. Management of diabetes to prevent and control the development of complications can be complex and challenging. This research will focus on proven strategies to manage and avoid Type 2 diabetes mellitus care for the older population.

Bio:

Dr. Obiora-Ike has been a certified primary care physician Assistant/medical provider for over 25 years, serving the more excellent Los Angeles, California, area. She believes that patient care

should be a physician's priority. Dr. Obiora-Ike also served as a COVID-19 adversary board member at the Incode Tech. She obtained a master's degree in Public Health from Charles Drew University of Medicine & Science, Los Angeles, California, and a Doctor of Philosophy in Public Health/ Epidemiology from Walden University, Minneapolis, Minnesota. Dr. Obiora-Ike has been featured in print, including public health Journals, and co-authored a public health textbook. She is a philanthropist who has led several medical mission trips to Nigeria.

Closing Remarks by the Conference Chairman.

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