



**WORLD ASSOCIATION  
For Academic Doctors**



*WAAD 4<sup>th</sup> Global Academic Conference (Oct 21 – 22, 2020)*

# **4<sup>th</sup> GLOBAL ACADEMIC CONGRESS**

Theme: The Wave of the Future: Perspectives of Entrepreneurship, Education, and  
Technology

# **PROGRAM & BOOK OF ABSTRACTS**

**October 21 - 22, 2020**

**Sponsored by**

**WORLD ASSOCIATION FOR ACADEMIC DOCTORS  
(WAAD) - [www.waadinc.org](http://www.waadinc.org)**

**&**

**COLORADO TECHNICAL UNIVERSITY  
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## Conference Schedule of Presenters – Day 1 Wednesday October 21, 2020

When participating please make sure to

- ✓ Remain muted during all presentations
- ✓ Arrive early; there is a cap for attendees in each room. Once capacity is reached, not further attendees can be admitted

**We hope you enjoy the conference!**

### Presentation Track

CTU Doc Student Poster Session	Education	Entrepreneurship
Health	Leadership	Technology

### DAY ONE

**WEDNESDAY, October 21, 2020 (4:00pm – 8:00pm Central Time, United States)**

4:00pm – 4:05pm [5 minutes]	<b>Presenter: Dr. Rae Denise Madison, WAAD Chair Colorado Technical University</b> <u>Title:</u> Welcome to the 4 <sup>th</sup> Global Conference (Virtual) of the World Association for Academic Doctors (WAAD) sponsored by Colorado Technical University!
4:05pm -4:15pm [10 minutes]	<b>Presenter: Dr. Henrietta Okoro World Association for Academic Doctors Founder and President</b>





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	<u>Title:</u> World Association for Academic Doctors President’s Opening Remarks
4:15pm – 4:40pm [25 minutes] Keynote	<b>Presenter: Dr. Connie Johnson</b> <b>Provost and Chief Academic Officer of Colorado Technical University</b> <u>Title:</u> Research in a Changing Educational Environment Description: This keynote will provide insight about several of the emerging areas of scholarship in higher education and thoughts about the responsibility of scholar practitioners today. Perspectives of college administrators, faculty and students will be included as well as considerations for scholarly research for the next several years. Dr. Johnson will include observations and experiences from over 25 years in higher education with a focus on learning with digital tools.
4:40pm – 4:50pm	<b>BREAK (10 minutes)</b>
4:50pm – 5:10PM [20 minutes]	<b>Presenter: Dr. Ezenekwe Uju Regina &amp; Researchers</b> <b>Nnamdi Azikiwe University; University of Nigeria</b> <u>Title:</u> Migrant Remittance and Growth Outburst in Nigeria: Implication for Social Cohesion  Description: This study examined the nexus between migrant remittances and growth outburst in Nigeria from 1980 to 2019. The large increase in remittances during the last two decades has stimulated a keen interest in understanding the nature and economic consequences of these flows especially where workers’ remittances which consist of goods or financial instruments are transferred by migrants living and working abroad to residents of the home economies of the migrants. Despite that this is limited to transfers made by workers who have stayed in foreign economies for at least one year; yet, money sent home by migrants constitutes the second largest financial inflow to developing countries, exceeding international aid.
4:50pm – 5:10PM [20 minutes]	<b>Presenter: Dawa Sherpa</b> <b>Graduate School of Education TU, Nepal</b> <u>Title:</u> Indigenous Knowledge and School Leadership: A Phenomenological Study of Community Schools  Description: The study found that school leaders can learn how to initiate, collaborate and coordinate with stakeholders as the key person of the school from the practices of the main Lama at Gumba, and leadership selection practices (Nawa custom) of Sherpa ancestor at Khumbu region, which are still very popular in the school. Likewise, the indigenous knowledge of Sherpa is regarded as main source for school head teachers to be honest, collaborative, cooperative and accountable in leadership to deal with the problems of community school building rapport with parents for the improvement and enrichment of overall development of the school by generating ideas.
4:50pm – 5:10PM [20 minutes]	<b>Presenter: Dr. Rajanique Nikki Modeste</b> <b>Vestigia Organizational Strategies, LLC</b> <u>Title:</u> Work Engagement Among Single-Parent African American Woman Government Contractors





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	<p>Description: This case study revealed that resiliency played a significant role in the experiences of the single-parent African American women. Their strong-willed and determined nature prevented them from sharing their struggles with their managers or supervisors. Additionally, their support systems of family, faith, and friends helped them through what could be categorized as a challenging time in their lives as a single parent raising children on their own.</p>
<p>4:50pm – 5:10PM [20 minutes]</p>	<p><b>Presenter: Ramesh Venkatakrishnan</b> <b>Colorado Technical University</b> Title: Exploring the data quality challenges of Big Data Analytics solution implementations for clinical data  Description: Poster Session</p>
<p>5:10pm – 5:20pm</p>	<p><b>BREAK (10 minutes)</b></p>
<p>5:20pm -5:45pm [25 minutes] Keynote</p>	<p><b>Presenter: Dr. Earl Suttle</b> <b>Founder and Chairman of Leadership Success International, LLC</b> <u>Title:</u> How to Reach Your True Potential During Uncertain Times  Description: When so much of your energy is directed at caring for others, these sessions remind participants to also take care of themselves, and, when appropriate, how to pay attention to and nurture those who are part of their team. Key Points: • ABC’s of Reaching Your True Potential • Identify obstacles that hold you back from personal growth and potential • Reinvent yourself to become a world-class performer within your organization Objectives: • Participants will learn factors to reach their potential • Participants will learn how to create a Personal Growth Plan for themselves • Participants will learn 5 ways to raise their game during uncertain times.</p>
<p>5:45pm – 5:55pm</p>	<p><b>BREAK (10 minutes)</b></p>
<p>5:55pm -6:15pm [20 minutes]</p>	<p><b>Presenter: Dr. Henrietta Okoro</b> <b>World Association for Academic Doctors Founder and President</b> <u>Title:</u> Feasibility Analysis as a Synergy for Effective Software Development Project  Description: This presentation analyzes the four feasibility areas and their applicability in the software development business plan. Also, it highlights the possible recommendations as it relates to enhancing the business plans, process improvement, penetrating a new market, and upgrading existing business or product.</p>
<p>5:55pm -6:15pm [20 minutes]</p>	<p><b>Presenter: Dr. Adeela Rehman</b> <b>Fatima Jinnah Women University</b> <u>Title:</u> COVID-19 and Virtual Teaching: Students’ Experiences and Learning Outcomes  Description: This study explored the students’ experiences towards adoption online teaching methodology and their learning outcomes. The study concludes</p>





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	<p>that during the current state of Covid-19 pandemic, where physical distancing is recommended, online teaching is appropriate for running the education system in order to ensure students’ learning journey. This study recommend cheap and quality-based access to the internet may be facilitated by the Telecom organization across the country.</p>
<p>5:55pm -6:15pm [20 minutes]</p>	<p><b>Presenter: Dr. Adeela Rehman</b> <b>Fatima Jinnah Women University</b> <u>Title:</u> COVID-19 and Virtual Teaching: Students’ Experiences and Learning Outcomes</p> <p>Description: This study explored the students’ experiences towards adoption online teaching methodology and their learning outcomes. The study concludes that during the current state of Covid-19 pandemic, where physical distancing is recommended, online teaching is appropriate for running the education system in order to ensure students’ learning journey. This study recommend cheap and quality-based access to the internet may be facilitated by the Telecom organization across the country</p>
<p>5:55pm -6:15pm [20 minutes]</p>	<p><b>Presenter: Ali Wahid</b> <b>Colorado Technical University</b> <u>Title:</u> Prediction Model to Detect influenza Outbreak Using Social media and Official CDC Data</p> <p>Description: Poster Session</p>
<p>6:15pm - 6:25pm</p>	<p><b>BREAK (10 minutes)</b></p>
<p>6:25pm – 6:50pm [25 minutes] Guest Speaker</p>	<p><b>Presenter: Dr. Calvin Nobles</b> <b>Chairman, Cybersecurity and Information Technology Advisory Board for the Maryland Center and Bowie State University; Cybersecurity Advisory Board for Stillman College</b> <u>Title:</u> Good, Bad, and Ugly of Remote Working During Covid-19</p> <p>Description: During the COVID-19 pandemic, the U.S. is experiencing an exponential uptick in remote work arrangements. A Gallup (2020) study indicates that the remote workforce increased from 31% to 65% during the pandemic. Organizations are struggling to transform from conventional operations to working remotely and expanding its information technology capabilities to provide remote workers with technological connections (Bick, Chang, Wang, &amp; Tianwen, 2020). At this time, there is a paucity of research on the impacts of remote work on employees during COVID-19. The purpose of the study is to capture employees’ experiences and viewpoints of remote working during COVID-19 in the U.S.</p>
<p>6:50pm – 7:00 pm</p>	<p><b>BREAK (10 minutes)</b></p>
<p>7:00pm – 7:20pm [20 minutes]</p>	<p><b>Presenter: Charchafa Ilyes</b> <b>University of Setif1</b> <u>Title:</u> The use of E-Learning by University Students in Algeria: An empirical evidence from Setif1 University</p> <p>Description: The study aims to explore the reality of using E-learning by university students in Algeria through a field research. To achieve the aim of the</p>







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	<p>study, students of Setif1 University were chosen as a case study, a questionnaire was developed and a sample of 170 students from the different faculties of the university was randomly selected. Due to the closure of the university that has been caused by the outbreak of the Covid-19 pandemic, the researchers have used social media tools to distribute the questionnaire and gather data. The results of data analysis via SPSS show that students tend to use E-learning, meanwhile, the results reveal a low students' usage level of this type of learning.</p>
<p>7:00pm – 7:20pm [20 minutes]</p>	<p><b>Presenter: Latifa Zhouri</b> <b>Researcher: Biotechnology and Environment</b> <u>Title:</u> Cocksfoots’ hybrids behavior under Mediterranean environment</p> <p>Description: The study results show a large variability between genotypes. Despite irrigation, the morphological analysis revealed differences between genotypes for all measured traits. In the summer, hybrids produced less dry matter than spring for all genotypes and parent. In July, senescence varied among genotypes and 3.95% of hybrids achieved the highest level of senescence than all populations.</p>
<p>7:00pm – 7:20pm [20 minutes]</p>	<p><b>Presenter: Dr. Fonda Na’Desh and Dr. Janet McCollum</b> <b>Colorado Technical University and University of St. Thomas</b> <u>Title:</u> Preparing Students to Succeed in a GIG Economy</p> <p>Description: This study explores the gig work skills and how educators may prepare students for success in the new economy. The skills needed for the gig economy are not only for gig workers; however, employees will benefit from developing interpersonal and consulting skills. Given the rapid development of the gig economy, graduates will need to be prepared to enter the workforce, not as full-time employees, but as freelancers.</p>
<p>07:20 PM – 07:30 PM</p>	<p><b><i>BREAK (10 minutes)</i></b></p>
<p>7:30pm – 7:50pm [20 minutes] Guest Speaker</p>	<p><b>Presenter: Dr. Jaime Sampayo</b> <b>Colorado Technical University</b> <u>Title:</u> Leveraging the Doctorate: Becoming a Scholar Practitioner In the New Era</p> <p>Description: This presentation will provide an overview of four viable options in leveraging the doctoral journey into scholar-practitioner options, applicable to all doctoral concentrations. The options include publishing, teaching, consulting, or working in a specific career field. The presentation will show the practical application of classes taken as well as how to turn assignments into publications or building the student’s work (job) portfolio for future jobs/careers and teaching opportunities.</p>
<p>7:50pm – 7:55pm [5 minutes] Team Wrap-up</p>	<p><b>Communique Team: Dr. Vanessa M. Washington &amp; Dr. Edward Agbai</b> <b>World Association for Academic Doctors</b></p> <p>Description: Day 1 - The communique team will provide a summary of the conference events in relation to the theme The Wave of the Future: Perspectives of Entrepreneurship, Education, and Technology.</p>
<p>7:55pm – 8:00pm [5 minutes]</p>	<p><b>Salutation: Dr. Rae Denise Madison</b> <b>Colorado Technical University</b></p> <p>Description: Thank you for attending; here is preview of tomorrow; don’t forget to complete your feedback and receive your certification.</p>





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## Conference Schedule of Presenters – Day 2

### DAY TWO

**THURSDAY, October 22, 2020 (10:00AM – 02:00 PM Central Time, United States)**

10:00am – 10:05am [5 minutes]	<p><b>Presenter: Dr. Rae Denise Madison, WAAD Chair</b>  <b>Colorado Technical University</b>  <u>Title:</u> Welcome to day two of the 4<sup>th</sup> Global Conference (Virtual) of the World Association for Academic Doctors (WAAD) sponsored by Colorado Technical University!</p>
10:05am -10:15am [10 minutes]	<p><b>Presenter: Dr. Henrietta Okoro</b>  <b>World Association for Academic Doctors Founder and President</b>  <u>Title:</u> World Association for Academic Doctors President’s Opening Remarks</p>
10:15am – 10:40am [25 minutes] Keynote	<p><b>Presenter: Dr. Amine Ayad</b>  <b>Colorado Technical University and Head of Industrial Engineering at Academy Sports + Outdoors</b>  <u>Title:</u> How to Turn Your Job Into Entrepreneurship within Organizations</p> <p>Description: You don't have to start a new business to become an entrepreneur! In this presentation, Dr. Ayad shares his story in transforming his work into laboratories for extracting theory from different work environments and starting new businesses and/or new streams of revenue within organizations such as Walmart, Sears, Home Depot, and Bed Bath &amp; Beyond! This is an invitation for you to maximize your personal revenue and minimize your risk while employed by any organization! Interestingly, Dr. Ayad finds that you may minimize your risk by taking a risk!</p>
10:40am – 10:50am	<b>BREAK (10 minutes)</b>
10:50am – 11:10am [20 minutes]	<p><b>Presenter: Dr. Debra Stewart</b>  <b>Ashford University</b>  <u>Title:</u> The Use of Technology in the Reduction of the Pain Hangover after Chronic Pain Subsides</p> <p>Description: The purpose of this paper is to discuss how technology, when used as complementary alternative medicine (CAMs), may help to alleviate apathy and reluctance to return to therapy or normal activities of Activities of Daily Living (ADLs).</p>
10:50am – 11:10am [20 minutes]	<p><b>Presenter: Hayat Ullah and Research Partners</b>  <b>University of Malaysia</b>  <u>Title:</u> Teacher’s Perceptions about Task-based language Teaching (TBLT): A Case Study of Pakistani Secondary School Students</p> <p>Description: This study analyzed thematically secondary schools for English teachers in the urban area of district of Mardan, Pakistan. Task Based Language Teaching (TBLT) is more effective than a traditional language teaching methodology. The study recommends the use of TBLT for English teachers teaching at secondary school in Pakistan students for English language learning skills.</p>





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<p>10:50am – 11:10am [20 minutes]</p>	<p><b>Presenter: Suhail Ahmed</b> <b>Mehran University</b> <u>Title:</u> Impact assessment of Improved WaSH services on behavior, perception, and practices of communities of Islampur</p> <p>Description: The study results of the end-line data were compared with baseline data by using statistical tests such as paired T-Test. The findings demonstrated significant improvement in some variables such as perception about water quality, knowledge of water contaminants. Availability of drainage connection change in perception about toilet usage and open defecation, safe disposal of babies’ feces, availability of water storage facilities, and improvement in handwashing at critical times. The p-value was &lt; 0.05. WaSH interventions were successful in changing behavior, perception, and practices of communities.</p>
<p>11:10am – 11:20am</p>	<p><b>BREAK (10 minutes)</b></p>
<p>11:20am – 11:45am [25 minutes] Guest Speaker</p>	<p><b>Presenter: Dr. Maureen Clemmons</b> <b>President of Transformations Consulting Practice</b> <u>Title:</u> Elements of an Intrepreneurial and Entrepreneurial Culture in Organizations</p> <p>Description: This lecture explores the elements of both entrepreneurship and intrapreneurship, and their relevance to innovation and economic development. In addition to reviewing the benefits and the drawbacks of entrepreneurship, it explores models of both independent and corporate entrepreneurship, guidelines for developing an entrepreneurial team and the development of an entrepreneurial culture. As an internationally recognized innovator with a demonstrated professional history of Entrepreneurship and Intrapreneurship, Dr. Clemmons has presented this information to L3 Communications, Wharton School of Business, UND Center for Innovation, UND Business School, Colorado Technical University and more.</p>
<p>11:45am – 11:55am</p>	<p><b>BREAK (10 minutes)</b></p>
<p>11:55am – 12:15pm [20 minutes]</p>	<p><b>Presenter: Sylvester Favor Udeorah, PhD</b> <b>University of Port Harcourt, Nigeria</b> <u>Title:</u> Curriculum Review for Development Economics Program in Nigerian Universities: Implication for an Emerging Economy</p> <p>Description: This presentation discusses the challenges of developing appropriate curriculum for development economics in an emerging economy as the spate of unemployment, poverty, and insecurity in Nigeria has become very alarming. Also, this presentation identifies possible gaps in the curriculum for development economics in particular and explores ways to bridge them.</p>
<p>11:55am – 12:15pm [20 minutes]</p>	<p><b>Presenter: Pawan Thapa</b> <b>Lecturer, Nepal</b> <u>Title:</u> Impacts of COVID-19 Analysis at Kathmandu University</p> <p>Description: This presentation will give an understanding of online education uses and how it impacts social and physical environments. COVID-19 pandemic lockdown resulted in the closure of educational institutes like schools, colleges, universities worldwide. Education activities and institutions have closed and we are having to use online platforms such as Zoom, Google Meet, Google Classroom, Microsoft Teams.</p>





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<p>11:55am – 12:15pm [20 minutes]</p>	<p><b>Presenter: Dr. Rose Ekwuru</b> <b>Alvan Ikoku Federal College of Education</b> Title: Entrepreneurship Education and Gender as Detriments of Students’ Attitudes Towards Learning: A Case Study of Faculty of Education, Abia State University, Owerri</p> <p>Description: The purpose of this presentation is to: (a) to determine the coefficient correlation between entrepreneurship education and students’ attitude towards learning, (b) to ascertain the coefficient correlation between gender of students and their attitude towards learning, and (c) to obtain the multiple relationship between entrepreneurship education, gender and students’ attitude towards learning.</p>
<p>11:55am – 12:15pm [20 minutes]</p>	<p><b>Presenter: Dr. Genevieve O. Ariguzo</b> <b>Alvan-Ikoku Federal College of Education, Owerri, Imo State Nigeria</b> Title: Analysis of Staff Opinion on Causes and Consequences of Organizational Conflict in Selected South East Nigeria Tertiary Institutions</p> <p>Description: This presentation discusses conflict as an inevitable friction in school Organizations. Many of the conflicts in Nigerian tertiary institutions have led to anarchy on campuses. Some have disorganized timing of school activities, destructed life and properties and in most cases, rendered school environment completely insecure for serious academic activities.</p>
<p>11:55am – 12:15pm [20 minutes]</p>	<p><b>Presenter: Joseph K. Clotley</b> <b>Colorado Technical University</b> Title: Examining the Relationship Between Gender and Leadership Style in The Retail Industry</p> <p>Description: Poster Session</p>
<p>12:15pm – 12:25pm</p>	<p><b>BREAK (10 minutes)</b></p>
<p>12:25pm – 12:50pm [25 minutes] Guest Speaker</p>	<p><b>Presenter: Dr. Steve Munkeby</b> <b>Colorado Technical University</b> Title: The New Normal</p> <p>Description: Ever since the start of COVID-19, we have heard the continual wish from most for the day when we return “to normal.” Did COVID-19 truly establish a new normal, or have we simply encountered one of many changes we see every day? What has led us to believe that we are no longer normal? Is it a disruption or another emerging change in our global environment? These and other considerations are aligned with entrepreneurship, education, and technology management as we consider the potential changes to what we may believe is the new normal.</p>
<p>12:50pm – 1:00pm</p>	<p><b>BREAK (10 minutes)</b></p>
<p>1:00pm – 1:20pm [20 minutes]</p>	<p><b>Presenter: Dr. Benuprasad Situla</b> <b>Nepal Dayanand Vedic Mission Global Academy and Janta Multiple Campus, Nepal</b> Title: A Study on Corporal Punishment to Children: Effects and Alternatives Description: This study discusses analyzing the morality to personal or cultural value codes of conduct or social values. It analyzes the educational institutions, to identify lack of emphasis on the concept of human development and the nation</p>





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	building process. The study found out that less emphasis was placed on moneymaking and materialism and the findings resulted in the gradual decline of values among people
1:00pm – 1:20pm [20 minutes]	<b>Presenter: Dr. Ijeoma C. Anyakoha</b> <b>Alvan Ikoku Federal College of Education, Owerri, Imo State Nigeria</b> <u>Title:</u> Effects of Student-Teacher Ratio on Academic Achievement of Selected Secondary School Students in Owerri Education Zone  Description: This presentation discusses education at the secondary school level being the bedrock and foundation towards higher knowledge in tertiary institutions. There has been a public outcry over the persistently poor performance of secondary school students in public examinations. Academic performance of students is the yardstick for testing educational quality of a nation.
1:00pm – 1:20pm [20 minutes]	<b>Presenter: Paul Emmanuel Payabyab Dela Rosa, LPT</b> <b>Southern Luzon State University</b> <u>Title:</u> Physical Learning Environment on Academic Achievement of Grade 10 Students in Entrepreneurship  Description: This study aims to find out the relationship of physical learning environment to the academic achievement in Entrepreneurship among Grade 10 students at Siniloan Integrated National High School, school year 2017-2018. Specifically, the study sought to achieve the following objectives to determine the physical learning environment of the respondents in terms of ICT Materials, Furniture and Fixtures, Learning Area, and Lighting and Ventilation.
1:20pm – 1:30pm	<b>BREAK (10 minutes)</b>
1:30pm – 1:50pm [20 minutes] Guest Speaker	<b>Presenter: Dr. Cynthia Calongne</b> <b>Colorado Technical University</b> <u>Title:</u> Are You Ready for the Metaverse? <b>Description:</b> Join us as we explore the mysteries and opportunities that exist today in the Metaverse. In July 2020, Forbes called it 'a very big deal.' During the session, we will sort the hype from the current capability and discuss the promise for future innovation. Are you prepared?
1:50pm – 1:55pm [5 minutes] Team Wrap-up	<b>Communique Team: Dr. Angela Esebede &amp; Dr. Anthony Ogbo</b> <b>World Association for Academic Doctors</b>  Description: The communique team will provide a summary of the conference events in relation to the theme The Wave of the Future: Perspectives of Entrepreneurship, Education, and Technology.
1:55pm – 2:00pm [5 minutes]	<b>Salutation: Dr. Henrietta Okoro</b> <b>World Association for Academic Doctors Founder and President</b> Thank you for attending; don't forget to complete your feedback and receive your certification.
Archive Media	Please enjoy these WAAD <b>archival presentations via YouTube:</b> <a href="#">Highlights: World Association for Academic Doctors 3<sup>rd</sup> Global Academic Conference</a> <a href="#">World Association for Academic Doctors Media Interview, Dec. 28, 2017</a>





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## Conference Chair Welcome Address

Greetings Beautiful People and it is so special to see your smiling faces! Welcome to WAAD’s 4th Global (Virtual) Conference and it’s an honor to spend this time with you! Our theme for this year is: The Wave of the Future: Perspectives of Entrepreneurship, Education, and Technology.

We extend a sincere gratitude to Colorado Technical University for the collaboration opportunity to host and partner with for this special event! More importantly, we would like to thank Dr. Connie Johnson, Chief Academic Officer/Provost and Mr. Andrew Hurst, Colorado Technical University President for communicating and agreeing to allow us to partner with Colorado Technical University, which is known as the “best kept secret” all over the world! Thank you for all you have done to make



**Dr. Rae Denise Madison**

this event possible and we do not take it for granted. We sincerely thank and honor you!!

Also, we must extend our gratitude to Ms. Elizabeth Melvin, Senior Development Specialist with CTU Teaching and Learning Center, Dr. Karen O’Donnell, Program Director, Doctoral Studies, and Dr. Sloane DeBose, Program Chair, Doctoral Studies for their leadership, guidance, and support in assisting with this special event. In attendance today, we have 60 countries represented. We have brought together academic professionals, business leaders, NGO leaders, researchers, and students from around the world to present and share their knowledge and perspectives of entrepreneurship, education, and technology.

Today we have two Keynote speakers: Dr. Connie Johnson and Dr. Earl Suttle! Our Guest speaker for today is Dr. Calvin Nobles.

Tomorrow we have one Keynote speaker: Dr. Amine Ayad. Our Guest speakers are: Dr. Steve Munkeby and Dr. Maureen Clemmons.

On both days, we have Phenomenal Presenters and you are in for a treat!!

We certainly can’t leave out our Attendees, who have joined us to partake in the conference experience! We thank you!

Again, many thanks to everyone attending our 4th Global Virtual Conference!

We hope that each of you and your families are remaining healthy and safe during this very difficult period.

At this time, I would like to welcome our Fearless Visionary Founder of WAAD, Inc., Dr. Henrietta Okoro. Thank you!!

**Dr. Rae Denise Madison**  
WAAD Conference Chair





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## President's Opening Remarks



Dear Colleagues:

Welcome to our 4<sup>th</sup> global academic conference (a virtual conference) jointly hosted by the World Association for Academic Doctors (WAAD) and Colorado Technical University (CTU) - Center for Teaching & Learning (CTL). Entrepreneurship, Education and Technology (EED) challenges are on the increase around the world more especially at this COVID-19 pandemic era. Most people and organizations thrive for EED by upgrading, adopting, and sustaining new levels of innovation, creativity, and change. Others are overwhelmed and facing leadership challenges and security loopholes that threatened the protection of resources, identity, and mission. Interconnections between diverse cultures and technologies through social and other digital media, become more complex. Hence, organizations and communities need to find positive ways to adapt complex systems and respond to these challenges. After our prior successful global academic conferences in 2017, 2018, and 2019 respectively, WAAD continues to strive for excellence in partnering with universities while promoting professional developments, research publications, and developments.

This year 2020, Dr. RaeDenise Madison took the mantle of leadership as the conference chair and attained CTU as one of our partners for this year's conference, which made it possible for us all to be here today in the October 2020 virtual academic conference jointly hosted by WAAD and Colorado Technical University. In this 4<sup>th</sup> WAAD global conference, we have invited practitioners and scholars from different contexts and over 65 countries to share their unique perspectives. The virtual conference provides opportunity to gather collections of professionals, students, instructors, administrators, and professors to spend two days learning about vital topics that are important to our field, while networking with colleagues from around the world. The online world is a center for learning, with numerous opportunities to expand knowledge base. In addition to a learning component, this virtual conference features opportunities for networking of professionals. We encourage you to meet our keynote speakers, guest speakers, and presenters for information sharing as that is our aim of gathering here today! Effective learning and networking! Finally, many thanks to our WAAD's 2020 Conference Chair for working tirelessly to ensure a successful conference, the conference committee members, and the entire WAAD members, you all squared up into a marvelous team! Finally, but not the least, on behalf of WAAD, Inc. we extend our gratitude to the CTU Center for Teaching and Learning team led by Dr. Connie Johnson, Chief Academic Officer/Provost, Mr. Andrew Hurst, and Elizabeth Melvin for their awesome support. The work everyone has done portrays excellence and a great learning experience. Let the learning begin. The zoom chat pod is available for questions. The moderators will try to respond to every question posted in the chat pod. Feel free to learn and share knowledge!

**Henrietta M. Okoro, PhD., CSTE, CDPSE**  
*Founder / President (WAAD Inc.)*



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## Conference Chair Profile

**Dr. RaeDenise Madison** received a Doctor of Management (DM) degree at Colorado Technical University, a Master of Business Administration (MBA) degree at Atlanta University (now known as Clark Atlanta University), and a Bachelor of Science (BS) degree in Management from Virginia Union University. Dr. Madison is a retiree of Delta Air Lines, Inc. Currently, Dr. Madison is an Adjunct Professor at Colorado Technical University with 10 years of service. Her primary research focus is on identifying and solving organizational problems and recommending solutions, streamlining processes and procedures, anything airlines, and management. Dr. Madison volunteers at local nursing homes, facilitates at various hospitality events, reads to kindergartners, and dresses up at holidays and surprises them with treats. She loves singing in the church choir, sculpturing, traveling, and meeting and greeting people from all walks of life. Her distinct honor is to serve!



## Planning Committee

Dr. Rae Denise Madison (Chair)  
Dr. James Hyatt  
Dr. Charles Lagu  
Dr. Adejoke Sheyin  
Dr. Grace Opigo  
Dr. Alexander Onukwugha  
Dr. Margaret Vianna  
Dr. Ope Oluwa Olubela  
Professor Ibeawuchi Frank Amagwu  
Dr. Perry Lyle  
Mrs. Katina Whorton  
Professor Charls Waiswa  
Dr. Ashraf Esmail

Dr. Nneka Chukwurah  
Dr. Njideka Kelley  
Dr. JoAnn Fisher  
Dr. Abioudun Adeleke  
Dr. Victor Ubani  
Dr. Uchenna Ukachukwu  
Dr. Siddharth Tripathi  
Dr. Edward Agbai  
Dr. Francisca Mbanaja-Opara  
Dr. Maureen Onyia  
Dr. Anthony Ogbo  
Dr. Angela Esedebe  
Dr. Henrietta Okoro (Founder/President)



## Day 1 - Communique Team Profile



**Dr. Vanessa M. Washington.** Furthering my education beyond high school started at the University of Nebraska at Omaha, where I earned my B.S. degree in Business Education, and then I attended Bellevue University where I earned a MBA. Next, I wanted to add some technology hours to my resume, so I took 39 hours from Peru State College. I was working on a Master of Science with an emphasis in Technology Track. My latest educational journey took me to Capella University in Minneapolis, MN and I earned a PhD in Organization and Management. The last nine hours of my MBA along with most of my technology hours and all of PhD degree used the online platform.

For the past 40 plus years, I have taught Business on the junior high level, high school level, community college level and university level. During those 40 plus years, I have taught in the classroom as well as online. I retired from teaching on those levels in May 2009. Since I have a passion for teaching, I will continue in my field of expertise; but on the university level to continue sharing my wealth of knowledge. I have been teaching on the University level at Ashford University since November 2009.

At home, my husband and I have an empty nest. Our three children live in two different states. Our daughter, who is the oldest lives in Texas and our son lives in Texas and our youngest daughter, lives in North Carolina. The girls are not married, only our son. Our son has a son, so I am a happy grandmother of a 6-year-old; plus a little girl that did join us in August 2018. Since we have an empty nest, we enjoy traveling. We have been to several countries outside of the United States (France, England, Italy, Spain, Africa, Thailand, Jamaica, Central America and China). In addition, we have visited most states in the United States. My favorite vacation spot is Jamaica (Montego Bay).



**Dr. Edward Agbai** is a dedicated management consultant with backgrounds in leadership, research, change management, and engineering. He is the Resource Partner, Smart Alliance Consulting Services Ltd, Canada and has over 20 years combined experience in leading and managing operations and projects in the public and private sectors. He is the Rep. Canada of the World Association for Academic Doctors (WAAD) Inc, Director of Research with the International Institute for African Research (IIAS), and an Advisory Board Member with the African Journal for

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Engineering and Environmental Research (AJOEER).

He holds a Doctor of Philosophy in Management with specialization in Leadership and Organizational Change, Masters of Science in Project Management both from the Walden University Minneapolis, Minnesota, USA, Postgraduate Certificate in Project Management from the University of Liverpool, United Kingdom, and Higher National Diploma in Electrical/Electronic Engineering from Rivers State Polytechnic Bori, Nigeria.

He is a member of various professional bodies like Project Management Institute (PMI, Saskatoon, Canada), Nigerian Society of Engineer (NSE), and Nigerian Institute of Management (NIM) and a licensed Independent Financial Adviser with the Saskatchewan Insurance Council, Canada.

## Day 2 - Communique Team Profile



### **Anthony Obi Ogbo, PhD.**

Dr. Anthony Obi Ogbo, Publisher of Texas International Guardian is Professor of Communication and Journalism with the Texas Southern University, Houston Texas.

His research interests focus on the fields of management and leadership as they apply to all academic disciplines, including human capital, business administration, organizational leadership, health, applied econometrics, and development economics. His motivation is borne out of necessity, to convey the meaning and values of leadership, and facilitate an environment to breed transformational leaders of today for tomorrow's success. His book, "The Influence of

Leadership" for instance, is a replication of one of his research studies - a phenomenological study of Nigerians living through leadership imperfections. The study results uncovered fundamental leadership gaps in management, discussed the implications, and offered constructive mitigation strategies.

Dr. Ogbo is a former president of Houston Association of Black Journalists. With several merit awards to his credit, Ogbo started his media career in 1981 and has worked in various print media companies until 1998 when inaugurated the International Guardian in Houston, Texas. In 2016, he worked as a strategic advisor at the Houston Community College in Houston.

Dr. Ogbo holds a Degree in Fine & Applied Arts, Certificate in Commercial Arts, Master's degree in Human Resources and Human Resources Management (MHRM); Master's in Business Administration (MBA). He earned his Doctorate in Management in Organizational Leadership from the University of Phoenix.



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**Dr. Angela Agboli Esedebe** holds a bachelor's degree in mass communications and a master's degree in international law and diplomacy, both from the University of Lagos in Nigeria, and a Ph.D. from Howard University in Washington, D.C. Dr. Esedebe also completed the master's in business administration with a concentration in management from Strayer University in December 2012. She was presented with the prestigious Strayer University Faculty Award of Excellence at the 120th Annual Commencement Ceremonies in Norfolk, Virginia October 27th, 2012. Prior to joining Strayer University in 2004, Dr. Esedebe worked as the Director of Quality Control for the Real Estate Resource Group and as an Assistant Editor for the Mediterranean Quarterly in Washington D.C. She was also a teaching associate for Howard University and a part-time faculty

member for The George Washington's undergraduate honors program. Dr. Esedebe worked at Strayer University for 13 years and served in various capacities including full-time faculty, Associate Dean for Arts and Sciences and Campus Dean. She is currently Campus President at Stratford University's Alexandria campus. Dr. Esedebe has also served as Executive Secretary of Ogwashi-Uku Association USA Inc., a nonprofit organization dedicated to helping the citizens of her native village in Delta State, Nigeria.

**Chief Editor**



**Dr. Ashraf Esmail** is a Justice Program at Dillard University in New Orleans. His research interests focus upon a variety of criminological, sociological, educational, and multicultural issues. Dr. Esmail serves on the Board of Directors for the National Association for Peace/Anti-Violence Education and serves as the Proposal Review Chair for the National Association for Multicultural Education. He is the senior editor for the Journal of Education and Social Justice

## WAAD Founder's Profile



**Dr. Henrietta Okoro** holds a Doctor of Management in Organizational Leadership with specialization in Information Systems & Technology. A dual master's degree in Accounting and Management, and a bachelor's in business administration. She is a Certified Data Privacy Solutions Engineer (CDPSE) from ISACA, and a Certified Software Test Engineer (CSTE) from Quality Assurance Institute (QAI). She earned Executive Education Certificate, in 2014 from Harvard University, John F. Kennedy School of Government, Cambridge Massachusetts, USA. In April 2016, Dr. Okoro was appointed to serve as a Commissioner, on the Governor's Commission on African Affairs (GCOAA) in the state of Maryland. She is also a licensed Life & Health Insurance Producer. Dr. Okoro is a strategic management consultant with in-depth experience spanning over twenty-six (28) years and proven expertise in management information systems, technology, and research.

Dr. Okoro has been with ComTech Telecommunication Corporation as a Lead Software Test Engineer for about 20 years. Dr. Okoro is a published author and serves as an Adjunct Professor at several Universities. She has presented and published several peer-reviewed articles in the field of management, leadership, cybersecurity, information systems, and technology. Her quest to elevate quality education and research emerged the founding of the Association of Nigerian Women Academic Doctors (ANWAD), Inc. in 2012 and World Association for Academic Doctors (WAAD), Inc. in 2014 to involve global community. Her vision for ANWAD and WAAD are engrossed in initiative driven projects to harness partnership with government, non-governmental agencies, corporations, members, and volunteers in their respective communities to empower women, youth, and the underprivileged.

### Community Involvements:

- Commissioner, Governor's Commission on African Affairs (GCOAA), Maryland, USA
- Founder/President, World Association for Academic Doctors (WAAD), Inc.
- Founder, Association of Nigerian Women Academic Doctors (ANWAD), Inc.
- Technical Adviser, Global Journal of Education (GJE), University of Riverside, California
- Senior Editor, International Journal of Leadership Education & Business Studies (IJLEBS)
- Consulting Editor, Intern. Journal of the Arts & Sciences (IJOTAS), IMT, Enugu Nigeria
- Member, Editorial Board, International Journal of Organizational Analysis (IJOA)
- Member, Advisory Board, University of Riverside, California
- Member, Board of Trustee, African Centre for Food, Agric. & Sustainable Dev. (Afri-CASD)
- Senior Member, American Society for Quality (ASQ), USA
- Senior Member, Quality Assurance Institute (QAI), USA
- Licensed Life & Health Insurance Producer



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## WAAD's MILESTONE: 2014 - 2020

### WAAD 2020 Accomplishments

- October 2020 – In Collaboration with Colorado Technical University, hosted WAAD 4<sup>th</sup> Global Academic Conference (Virtual Conference)

### WAAD 2019 Accomplishments

- June 2019 – WAAD Collaboration with South University, hosted WAAD 3<sup>rd</sup> Global Academic Conference in Tampa Florida
- June 2019 –Governor of Maryland Citation in recognition of leadership excellence.
- June 2019 –Governor of Florida Congratulatory Greeting Letter in recognition of leadership excellence.
- June 2019 - Maryland State Attorney Proclamation
- June 2019 –Prince Georges County of Maryland, County Executive Citation in recognition of leadership excellence.

### WAAD 2018 Accomplishments

- June 2018 – In Collaboration with Ashford University, hosted WAAD 2<sup>nd</sup> Global Academic Conference (A Virtual Conference)
- June 2018 – Provided a Free Training Session for Marylanders and Conference Participants on how to use Technology and Zoom Platform

### WAAD 2017 Accomplishments

- June 2017 – Inaugural World Congress
- June 2017 – IJLEBS Launching
- June 2017 – Citations & Proclamations
- June 2017 – Academic Excellence Award
- June 2017 – Top Team Builder Award Recipients
- June 2017 – Most Dedicated Member Award
- June 2017 – Eminent Leadership Award

### WAAD 2016 Accomplishments

- Collaborated with the Association of Nigerian Women Academic Doctors to host training workshop and 3rd global conference in Nigeria.
- October 2016 – 3rd global conference in Great Wood Hotel, Owerri, Imo State. Theme: “A Road Map for Tomorrow—The Youth Perspective
- October 2016 – Academic Excellence Awards to the five



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students who received a meritorious award for emerging the overall winner in the inter-continental academic event.

- October 2016 – Awards to exemplary leaders in the society
- October 2016 – Motherless Baby Home, Owerri – Foods & Resources Donation
- Collaborated with ANWAD Inc to execute Books Donation Project (ABDP-2016)

### WAAD 2015 Accomplishments

- Fall 2015 – Published the first issue of International Journal of Leadership Education and Business Studies (IJLEBS).
- January 2015 Outreach Event
- Outreach Event with Maryland Governor Larry Hogan, First Lady Yumi, Lt. Governor Boyd K. Rutherford, and his wife Monica Rutherford

### WAAD 2014 Accomplishments

- WAAD Inc. was officially incorporated in the State of Maryland, United States of America.

## WAAD VP Communications Profile

**Dr. JoAnn Fisher** served in the United States Navy Reserves on active duty for 15 years with an



Honorable Discharge. Intense experience speaking and presenting in public as well as program planning and the coordination of activities, events, and projects. Have knowledge, Skills, and Abilities of unique issues and challenges faced by Women Veterans which includes knowledge of local, state, and federal laws and programs related to veterans’ benefits and services, particularly those related to Women Veterans. Knowledgeable regarding organizations that assist Women Veterans as well as the operation of state and federal government. Very knowledgeable of public administration, program planning, and implementation, as well as skilled in developing and maintaining cooperative work relationships with federal, state and community-based organizations, Veteran County Service Officers, and other Veteran organizations.

Exceptional communication skills both orally and in writing with the ability to gather, assemble, correlate, and analyze information; to devise solutions to problems. Review current information, statutes, rules and polices that affect Women Veterans. Provide guidance, technical assistance, and recommendations on Women Veteran’s issues. Attend meetings, conferences, seminars, or hearings, and serves on designated boards, panels, or committees relating to Women Veterans. Prepare and conducts high-level briefings and presentations to legislators, government agencies, Veterans’ organizations, and other business and community leaders related to Women Veterans. Encourage and support recognition of Women Veteran’s contribution to Maryland, Washington, DC, and the nation. Ability to develop and



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evaluate policies and procedures; to prepare reports; to communicate effectively, and to train others. Over 20 years' experience as a Women Veterans Chair for the Maryland and Washington, DC Disabled American Veterans (DAV) and other Veteran Service Organizations.

## WAAD VP Operations Profile



**Dr. James C. Hyatt** is currently teaching at the University of the Cumberlands in the Computer Information Systems (CIS) Executive Master and Doctoral Programs. He is also a business consultant in technology and analytics, Vice President of Operations and on the editorial board of World Association for Academic Doctors (WAAD) and serves as a peer reviewer for multiple journals. He also previously taught at Barton Community College, Ashford University, Forbes School of Business, and Ford Hays State University, Robbins College of Business and Entrepreneurship.

Dr. Hyatt earned a Bachelor of Science degree in Psychology and Interpersonal Communications from Southern Utah University, A Master's degree in Human Resource Management from Fort Hays State University and a Ph.D. in Management, Information Systems Management from Walden University. Dr. Hyatt has consulted

with companies such as Procter and Gamble and Hobby Lobby in the function of predictive analytics and operation management. Dr. Hyatt has been designated as a World Content Expert by the Chinese government in IT Security, has served as committee chair for multiple international conferences and has co-authored a textbook. Dr. Hyatt has worked as a research project coordinator, financial advising assistant for ING, web page designer and a business manager.

## WAAD VP Programs Profile



**Dr. Alexandria Onukwugha** graduated with a BS in Purchasing and Supply and completed two Masters Degrees. His first Master's Degree was in Marketing from University of Ibadan whereas his second Masters Degree was in Economics from University of Maiduguri. In 2011 Dr. Onukwugha completed and obtained a Doctor of Business Administration Degree in Marketing from Argosy University, Washington DC Campus. He has worked for several large organizations such as Elf Oil Nig Ltd, Gottscalks and EMS divisions of UAC, Bauhaus International Ltd. and several other institutions. Dr Onukwugha served in Elf Oil (Nig) Ltd. in various capacities. He joined the company as a Sales Representative (Petroleum Products Sales), and left as Head General Services.

Elf Oil (Nig) Ltd used to be a French owned Petroleum conglomerate, before they merged with TOTAL Oil (Nig) Ltd. In November 1998, he joined Bauhaus International, as a Sales and Procurement Manager and remained with them till June 2001, two months before he relocated to the United States of America. On arrival in US, he has been working with BTC technologies as an IT Consultant between 2001 till present He has a considerable teaching experience having earlier taught Mathematics and Economics for Grades 11 and 12 at Anglican Girls Grammar School Ijebu Ode, Nigeria. He also taught undergraduate and graduate students of Imo state University, Principles of Economics, Fundamentals of Marketing, International



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Marketing, Marketing Management etc. between 1998 till 2000. He is presently an Adjunct Professor of Marketing, University of Riverside, CA and STRAYER University, Arlington/Alexandria Campus. Dr. Onukwugha has so far recorded several publications including his dissertation titled “Relationship between Product branding and purchase decision” He is married with four children and can be reached via email: [Alexander.Onukwugha@Strayer.edu](mailto:Alexander.Onukwugha@Strayer.edu)

## WAAD Members Group Photo







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## ACTIVE WAAD Members LIST

<u>Title</u>	<u>Last Name</u>	<u>First Name</u>
Professor	Okoro	Henrietta
Dr.	Ukachukwu	Uchenna
Dr.	Opigo	Grace
Dr.	Kelley	Njideka
Dr.	Sheyin	Adejoke O.
Dr.	Opigo	Helen
Dr.	Njideka	Kelly
Dr.	Chukwurah	Nneka
Professor	Hyatt	James C.
Dr.	Lagu	Charles
Dr.	Ashraf	Esmail
Dr.	Vianna	Margaret
Dr.	Onukwugha	Alex
Dr.	Fisher	JoAnn
Professor	Adeleke	Abiodun
Professor	Amagwu	Frank Ibewuchi
ABD	Uzochukwu	Grace
Dr.	Siddharth	Tripathi
Dr.	Mbakpuo	Ndidi
Dr.	Azubuike	Ogechi
Dr.	Aderogba	Kofoworola
Dr.	Ikeanyionwu	Chioma
Dr.	Adeleke	Emmanuel
Dr.	Nkadi	Francisca
Dr.	Erugo	Ebere
ABD	Afrah	Hamin
Dr.	Adeyemi	Oluwakemi
ABD	Adefioye	Adeola Titilayo
Dr.	Olubela	Opeoluwa
Dr.	Givan	Aaron Lee
Dr.	Mnyanyi	Cosmas





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Dr.	Ogbo	Anthony
Dr.	Swanson	Andree
Dr.	Parks	Omar
Dr.	Nwadinobi	Evelyn
Dr.	Stewart	Debra
Dr.	Aquino	Carlos
Dr.	Mbanaja-Opara	Francisca
Dr.	Ubani	Victor
Dr.	Bonney	Solomon
Dr.	Marvee	Marr
Dr.	Adewale	Adeboye
ABD	Antwi	Nana Yaw Amponsah
Dr.	Kayode	Alabi
Dr.	Newt	Miller
Dr.	Reed	Rick
Dr.	Azubuikwe	Ogechi
Dr.	Na'Desh	Fonda
Dr.	Chukwueloka	Valentine
Dr.	Sowole	Dapo
Dr.	Abel	Mured
Dr.	Adefunke	Ekine
Dr.	Fereira	Collin
Dr.	Okunji	Pricilia
Dr.	Madison	Rae Denise
Dr.	Mmagu	Victoria
Dr.	Achibong	Mfon
Dr.	Goussak	Gregory
Dr.	Vudriko	Patrick
Dr.	Minnick	Charles
Dr.	Oyewusi	Abosede
Dr.	Fiorillo	Karen
Dr.	Clara	Adeyemi
Dr.	Patrick Chike	Chike
Dr.	Zelihic	Chike
Dr.	Uche	Justice





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Dr.	Roberson	Kerrie
Dr.	Ilouno	Benedicta
Dr.	Washington	Vanessa
Dr.	Oji	Okey
Dr.	Akhtar	Naseer
Dr.	Slaiman	Folasade
Dr.	Moore	James
Dr.	Burgess	Carl
Dr.	Kehinde	Tunde
Dr.	Ndifon	Christopher
Dr.	Ukomadu	Chinyere
Dr.	Mukasa	Christopher
Dr.	Agbai	Edward
Professor	Waisa	Charles
Dr.	Lake	Sandra
Dr.	Agbajeola	R. Oluwakemi
Dr.	Mugasi	Samuel
Dr.	Okwee-Acai	James
Prof.	Fayemi	John Adelai
Dr.	Lyle	Perry
Dr.	Osuagwu	Ebere
ABD	Okafor	Angela
Dr.	Agodu	Israel
Dr.	Linus	Aharauka
Dr.	Angela	Osedebe
Dr.	Alana	Lyles
Dr.	Samuel	Odom
Dr.	Onyia	Maureen
Dr.	Etolue	Ngozi Agatha
Professor	Udeorah	Sylvester
Dr.	Starlene	Hamilton
Dr.	Ebenezer	Mensah
Dr.	Esedebe	Angela
Dr.	Oriade	Michael Ade





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**Governor of Maryland Citation**

*The State of Maryland*



*Governor of the State of Maryland, to*

**WORLD ASSOCIATION OF ACADEMIC DOCTORS**, Greetings:

*Be it Known: That on behalf of the citizens of this State, in recognition of the 3<sup>rd</sup> annual Global Academic Conference and its mission to promote multi-disciplined approaches to organizational problem solving; foster collaborative efforts to share best practices across differing fields of endeavor; creating a platform for universal outreach and engagement; it is with the feeling of tremendous appreciation and respect among the citizens of Maryland, we are pleased to confer upon you this*

*Governor's Citation*



Given Under My Hand and the Great Seal of the State of Maryland,  
the 29th day of June  
Two Thousand nineteen

*W. W. McGraw*  
Governor

*Robert K. Lathrop*  
Lt. Governor

*John C. Wolk*  
Secretary of State

## Keynote Speakers Profile



**Dr. Connie Johnson** is Colorado Technical University's (CTU) chief academic officer and provost, working with both online and ground degree programs. She has oversight of academic affairs, including faculty, curriculum, classroom experience, and accreditation. During her time at CTU, Connie has initiated adaptive learning technology implementation, effective leadership of academics, women's leadership, leading academics through change, and effective technology implementation in the online classroom including the promotion of academics, faculty and student engagement through social media.

Connie has served in higher education for over 20 years with extensive experience in online and ground teaching, administration, and leadership. Additionally, Connie has extensive experience in regional accreditation, curriculum implementation, and faculty training and development. She is a trained peer evaluator for the Higher Learning

Commission (HLC), has completed and served as a facilitator in the ACE Chief Academic Officer Institute, and is a member of the CTU Board of Trustees. Her educational background includes a Doctor of Education, organizational leadership emphasis (2010), and a Master of Business Administration in management (1991) from Nova Southeastern University; and a Bachelor of Science with honors in criminal justice from Florida State University.



**Dr. Amine Ayad** is a Scholar-Practitioner and inspirational business leader with extensive experience, nationally & internationally, in developing and implementing strategies, designing and sustaining effective processes, building buy-in and collaboration, and engaging frontline employees, senior field managers, and corporate executives leading to improved top line and bottom line results. Dr. Ayad's papers & research attempt to bridge the gap between academics and practitioners as well as applied management and theoretical management. His research aspires to transform work into a laboratory which in turn is used to develop management theories. As such, Dr. Ayad extensively uses action research as well as qualitative and quantitative methods to benefit both academics and practitioners. Professor, author, and senior member of American Society for Quality.

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**Dr. Earl Suttle** is the Founder and C.E.O. of Leadership Success International, LLC, an international training and consulting company based in Atlanta, GA that specializes in working with corporate and government organizations to increase their profits and productivity through developing their people and strengthening teamwork. As a business consultant and dynamic, entertaining keynote professional speaker, Dr. Suttle delivers numerous presentations throughout the year in the United States and South Africa. Dr. Suttle is a best-selling coauthor of five books with Dr. John Hubbard: “Earl’s Pearls on Enjoying Excellence,” “Preparing for and Managing High-Risk Situations in the Lives of College Athletes (An Athlete’s Guide),” “Preparing for and Managing High-Risk Situations in the Lives of Professional Athletes (A Player’s Guide)”, “Great Life Choices for Teens (Who Want to Make a Difference)”

and next to be released, “Stressed to Blessed”. Dr. Suttle earned his doctorate in Addiction Studies and spent many years working in the healthcare profession. Expertise and camaraderie are the hallmarks of his work in the health care industry with clients such as Arizona Health Care Association, Georgia Health Care Association, American Hospital Association, Iowa Health Care Association, Oklahoma Health Care Association, Oregon Health Care Association, Tennessee Health Care Association, Washington Health Care Association, to name a few.

## Guest Speakers Profile



Dr. Maureen Clemmons holds both an Ed.D in Organization Change and an Executive MBA from Pepperdine University. She is the president of Transformations, a consulting practice located in Reseda, California whose associates specialize in Innovation, Change Management, Entrepreneurship and Intrapreneurship. Her clients include Interorbital Space Systems, US Biofuels, The Traveling Space Museum, and others. She has lectured at NASA, JPL, Caltech, the Museum of Flight, the American Institute of Architects, L3 Communications and various colleges, universities, and centers of innovation. Her documentary “Flying Pyramids, Soaring Stones” airs internationally on the History Channel, profiling her theory and field research demonstrating the ancient Egyptians could have harnessed the wind to build their monuments.



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**Dr. Nobles** is a cybersecurity and information security professional, a cybersecurity scientist, and a practitioner with more than 25 years of experience. He is an adjunct faculty member at several universities teaching cybersecurity and the MBA courses. He is actively involved in the cybersecurity community, volunteering with multiple professional associations, conducting research, and speaking at venues around the country. He authored a book on the integration of technologically advanced aircraft in general aviation. Dr. Nobles' personal story is featured in the book, *Black Men Changing the Narrative Through Education*. He is a Cybersecurity Policy Fellow with the New America Think Tank in Washington, DC.

Dr. Nobles retired from the U.S. Navy and is currently works for Wells Fargo as a Cybersecurity / Information Security subject matter expert supporting Enterprise Access Management. Dr. Nobles serves as the Chairman, Cybersecurity and Information Technology Advisory Board for the Maryland Center and Bowie State University and is currently on the Cybersecurity Advisory Board for Stillman College. Additionally, he serves on the Cyber Council for the Intelligence and National Security Alliance. Dr. Nobles has served in various executive positions. Dr. Nobles led a global Cyber Intelligence Planning Group to align cybersecurity objectives for 12 international entities. He spearheaded a national-level technology prototype project enabling the U.S. to deploy strategic capabilities around the world, which established the precedence of leveraging emerging technologies using agile practices. Dr. Nobles served as an advisor to senior executives to optimize cyber operations, developed business continuity and disaster recovery procedures, enhanced the information security strategies and provided consultancy on big data analytics, machine learning, the internet of things, and artificial intelligence. He earned a Doctor of Philosophy in Management and Engineering Technology, specializing in technology innovation and integration. Dr. Nobles attained graduate degrees in Information Systems Security, Aeronautical Science, Business Administration, and Military Strategy and Operational Art, and an undergraduate degree in Business Management. He has completed several certificates in cybersecurity from Harvard University. He is currently enrolled in the Executive Doctorate in Business Administration Program at Temple University.



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**Dr. Steve Munkeby** has worked and managed high technology, business projects/programs for the federal government and in industry for more than 30 years. Expertise includes the U.S. Army as an Infantry Officer followed by work on the Space Shuttle and payloads for the Shuttle (software developer), earth observing spacecraft (software manager), and on robotic/unmanned ground vehicles (program manager). He recently led the Autonomous Navigation System (ANS) team, which was part of the Army's modernization efforts (technology developer). Unmanned vehicles are \*driven\* by an autonomous navigation system (ANS). He was the ANS Program Manager guiding the integration, delivery, and production planning of ANS technologies for the U.S. Army.

Dr. Munkeby holds a Bachelor of Science in Computer Science from the University of Montana, a Master of Science in Systems Management from the University of Southern California, and a Doctor of Management (specializing in organizational leadership) from the University of Phoenix.



## Presenters Profile



**Dr. Debra Stewart** is an adjunct Instructor at Sinclair Community College and Fortis College and serves as an associate faculty member at Ashford University's Forbes School of Business and Technology. She is an advisory board member for both the Mental Health Technology Program and the College for Lifelong Learning at Sinclair Community College. Dr. Stewart earned an Associate's of Fine Arts Degree from Sinclair Community College, and a Bachelor of Science Degree from Charter Oak State, graduating with honors. She received a Master's in Business Administration and a Master's in Teaching

& Learning with Technology from Ashford University with honors. Debra has also completed a Ph.D. in Organizational Psychology with a specialization in health and wellness from the University of the Rockies. Dr. Stewart working with Dr. Andree Swanson of the Forbes School of Business and Technology recently won the Forbes School of Business and Technology University Fellowship Program Grant to research the topic of preferred learning styles of persons living with dementia and unit productivity. Debra has many awards and presentations to her credit, including being nominated for the Ohio Assisted Living Association Outstanding Activity Director award in 2007 and recognized with the Ohio Health Care Association Professional Achievement Award in 2009. She was also awarded The Great Award by the Association of Private Sector Colleges and Universities in 2012. Dr. Stewart is passionate about improving the quality of life for senior adult care and job satisfaction for those who work in long-term care. She is an avid advocate and consultant for the industry challenges that face today's health care agencies. Dr. Stewart's recent publications and research include The Investigation of the Preferred Learning Styles of Persons Living with Dementia, Caregivers' Attitudes and Beliefs about Pain Medication Administration, Finding the Good in the Workplace Bully, and Bullies do not Work Alone. Debra can be reach via: [debra.stewart@faculty.ashford.edu](mailto:debra.stewart@faculty.ashford.edu)



**Grace Onyebuchi** is a school library leader and consultant, and Children's Centre (UNN) volunteer. She has passion wiin working with (for) children and youths in Enugu State, Nigeria as the coordinator for the Nigerian School Library Association. She has developed Library Period Programme for teaching Information literacy skills among pupils. She also developed school library-based comic writing for improving entrepreneurship of Secondary school students. She is in the Department of Library and Information Science, University of Nigeria Nsukka and can be reached via [grace.onyebuchi@unn.edu.ng](mailto:grace.onyebuchi@unn.edu.ng)

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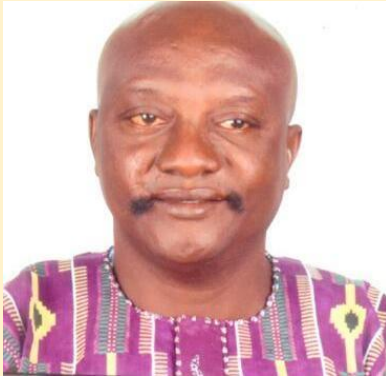
**Dr. Delores Springs** served in healthcare, human services and nonprofit leadership for over twenty years. Her compassion and drive for perfection are her strongest attributes. She specializes in designing competence building strategies and solutions in nonprofit, healthcare, government, academic, for-profit, and human service-oriented sectors. Dr. Springs has a doctorate in Strategic Leadership and Strategic Foresight and a graduate degree in Human Services and Executive leadership, with a Bachelor's degree in Psychology. Along with her education, she has professional certifications in Healthcare

Organization Operations from Rutgers University, Building Foundations in Global Health from John Hopkins University. Additionally, she holds over a dozen certifications that include lean six sigma black belt, diversity & inclusion in the workplace, and a variety of service-based consumer-centric certificates in business and leadership. As the Founder of Springs of Hope Consulting LLC (SOHC), she strives to harmonize workplace cultures, consumer-driven service models, and future-oriented strategic planning. A culmination of her background, education, and experiences energize her commitment to enriching the lives of those serves. Her dedication to civic engagement across 19 countries, demonstrates her commitment to understand the complexity of organizational health and lead social change initiatives to achieve healthier cultures across borders. She is recognized for her national and global volunteerism and philanthropic work.



**ISRAR KHAN** is a pharmacist (final yr student) having excellent academic records. He is dedicated, hardworking and skill to improve patient quality of life. Mr. Khan can be reached via [israrkhan811@gmail.com](mailto:israrkhan811@gmail.com)

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**AUSTIN IKECHUKWU GBASOUZOR**, is a sr. lecturer at CHUKWUEMEKA ODUMEGWU OJUKWU UNIVERSITY ULI NIGERIA/TEACHING under department of Mechanical Engineering. Can be reached via [ai.gbasouzor@coou.edu.ng](mailto:ai.gbasouzor@coou.edu.ng)



**Dr. Rajanique Modeste**, known to most of her family and friends as "Nikki" received her Ph.D. from Capella University in Industrial and Organizational Psychology in the fall of 2019. She has worked in the government contracting space in the Washington D.C. Metropolitan area primarily in HR for more than a decade. She now consults with small and medium sized businesses providing her expertise in performance management, employee well-being, talent development and coaching.



**Babuli Chandra Nayak** is a research scholar from Central University of Jharkhand Ranchi, Department for Far East Language, TIBETAN, RANCHI, in India. Babuli Nayak can be reached via [sumibabuli@gmail.com](mailto:sumibabuli@gmail.com)



**Paul Emmanuel Payabyab Dela Rosa** is a licensed professional Teacher. I obtained my Bachelor in Secondary Education major in TLE at Southern Luzon State University, Lucban, Quezon. Also, I am pursuing a Teacher Accreditation for Open Distance e-Learning Program at University of the Philippines Open University. I am currently working at Laguna State Polytechnic University. Paul Emmanuel can be reached via [delarosapaulemanuelpayabyab@gmail.com](mailto:delarosapaulemanuelpayabyab@gmail.com)

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**Dawa Sherpa**, is from indigenous community. He is a PhD scholar from Tribhuvan University Nepal. His research area is indigenous knowledge and educational leadership. He likes to advocate for marginalized and back warded group. He have study and published paper issues in diversity management, conflict management, Mr. Sherpa can be reached via [dawa084@gmail.com](mailto:dawa084@gmail.com)



**Durga Raj Bhusal** is pursuing his M Phil degree in ELE at Kathmandu University, Nepal. He is also teacher educator and researcher in different ELT fields. He has presented presented different research and papers in national and international face-to-face and virtual conferences. He has also published article in an international journal. His ares of interests are teaching, researching, professional development, and ICT-related issues. He is a life member of Nepal English Language Teachers' Association (NELTA) and Eurasia Research.



**Dr. Udeorah Sylvester Alor Favor**, hails from Illah, Oshimili North Local Govt. Area in Delta State, Nigeria. Born on November 16, 1972, Sylvester was employed into the services of University of Port Harcourt in 2002 as an Administrative Assistant where he rose to the rank of Principal Assistant Registrar in 2013. In 2015, Udeorah moved from Administration to academic cadre in the same University having obtained a PhD in Economics in 2012. Since joining academics, he has taught several courses both at the undergraduate and post graduate Diploma levels. He has also supervised many students' projects and equally contributed to community service in various ways. Dr. Udeorah presently has

some chapters in books and over twenty-two research papers published in learned journals. Udeorah enjoys travelling, meeting people and nurturing ideas for societal benefits. He is married to Florence Ashidimma Udeorah and the marriage is blessed with three children.



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**DR. ADEELA REHMAN** is working as Assistant Professor and In charge Department of Sociology at Fatima Jinnah Women University, Pakistan. Did my PhD in Sociology from International Islamic University Malaysia, My Research areas are Medical Sociology and Public Health. Email: [adeela.rehman@fjwu.edu.pk](mailto:adeela.rehman@fjwu.edu.pk)



**DR. OBILO, IJEOMA PRINCESS** is a lecturer in the department of Curriculum & Instruction, School of General Education of Alvan Ikoku Federal College of Education, Owerri. She was born in Ohanku-Ndoki in Ukwa-East LGA of Abia State and married in Umuezelaji, Alaiyi-ama Obollo in Isiala Mbani LGA of Imo State, Nigeria. She holds BA.Ed in Government from Abia State University Uturu, M.Ed Curriculum Studies from Imo State University, Owerri, BA.Ed Administration and Planning from the National Open University of Nigeria and Ph.D in Curriculum Studies from Abia State University Uturu. She has special interest in curriculum design and development. She belongs to several professional organizations: Curriculum Organization of Nigeria, World Council of Curriculum & Instruction, Phi Delta Kappa International and Teacher's registration council of Nigeria, International Association For Female Academic Doctors, to mention but a few.

She has contributed immensely to over twenty national and international journals and book chapters of academic repute. She holds many posts

within and outside the college, amongst them are:

**Member:** School of Education Journal Editing Committee.

**Member:** Task-force on Teaching Practice and Placement-Verification Committee.

**Member:** Nigeria Institute of Management.

**Member:** Alvan Volunteer Service.

**Member:** Centre for Continuing Education Committee.

**Financial Secretary:** Umunze-Obollo Family Meeting, Owerri Branch.

**Auditing Chairperson:** Umunze-Obollo Family Meeting, Owerri Branch.

**Financial Secretary:** Mother and Guild General Meeting, All Souls Anglican Chapel, AIFCE, Owerri.

**Chairlady:** Obollo Women Wing Owerri Branch.

Dr. Obilo, is happily married to Barr. C.A.N. Obilo, the marriage is blessed with Godly children.



**RHIDDI RAY MA. IN EDUCATION  
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**Hayat Ullah PhD student**  
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**Dr. Benuprasad Sitaula** is the principal of Nepal Dayanand Vedic Mission Global Academy Nepal has involved in different national and international, social and educational organization and has a keen interest on Research based activities. Currently he is in the position of International advisory committee member, International conference organization members and has presented more than 20 papers in International platforms, has been honoured by different national and international educational institution.



**SUHAIL AHMED** is an MS Student at Mehran University of Engineering and Technology Jamshoro, Pakistan. Ahmed can be reached via: [prince.suhail21@gmail.com](mailto:prince.suhail21@gmail.com)



**VIJAYALAKSHMI VIBHU PRAKASH** is a HR and OD specialist who has worked across industry verticals. Over the past 17 years, my role as a senior consultant, trainer and faculty have exposed me to projects across geographical boundaries. I started my career as a recruiter and progressed into the HR domain as a trainer and assessment consultant. I have supported employees across industries (Automobile, Pharmaceutical, FMCG, Logistics, & Service) to build soft skills through the development and evaluation of 'Train the Trainer' and 360 Assessment programs. I am a certified MBTI Step I & II Assessor, with experience in team building exercises supported with coaching, training and mentoring certifications.

Working within the academia I have coached and guided hundreds of students on a range of projects within Canada and at the international level. With focus on diversity and employment, I have developed entrepreneurial courses for students to explore industry opportunities within a guided environment. I am currently a registered member and tutor with the Indian Society for Training & Development (ISTD), affiliated to the International Federation of Training and

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Development Organizations (IFTDO), and Asian Regional Training and Development Organizations (ARTDO). I started my Doctorate in Business Administration (DBA) in 2014 and my research is focussed on framework for implementation of real time performance management systems within the manufacturing environment. The research has explored the domains of process, structure and people within the performance management framework with the key focus being implementation.



**LATIFA ZHOURI**, is a Ph.D. Researcher at Hassan I University, Faculty of Science and Technology where she got her MSc. degree, in ‘Amelioration of agricultural production ‘. Her current work focuses on the characterization of progeny issued from a cross between two tetraploid varieties of cocksfoot one dormant and other productive. Her thesis project is a part of PRAD project between INRA Lusignan, France, and INRA Rabat, Morocco. She searches a postdoc position or any collaboration.



**PAWAN THAPA** has five years and two months of experience in applying Geographic Information Systems (GIS), GIS models, engineering surveying, geographic analysis and technologies for improved information management and decision support worldwide. Expertise includes, GPS and DGPS handling, land cover mapping and related accuracy assessment; location based services; spatial temporal analysis, Qualitative and quantitative spatial reasoning; land use optimization and allocation model design; hydrological and environmental modelling; participatory environmental risk, vulnerability assessment; spatial decision support model design; web-based mapping application deployment; program reporting, monitoring, and evaluation.



**Dr Rose Ekwuru Kalu** holds a Doctor of Philosophy (Ph.D) in Educational Management with specialization in Educational Planning from University of Port-Harcourt, 2013. She is a Senior Lecturer in the Department of Educational Foundations/Administration at Alvan Ikoku Federal College of Education Owerri, Imo State Nigeria. She is a quality product of Nigerian educational system, and an alumna of University of Port Harcourt Rivers State Nigeria. She holds the following qualifications, Ph.D Educational Management (Planning) 2013. M. Ed, Educational Management (Planning) 2004, B.Ed, History/Curriculum Studies & Educational Technology (1991) all from the same university. She is a member of many

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professional Associations such as the Nigeria Association for Educational Administration and Planning (NAEAP), Common Wealth Council of Educational Administration and Management (CCEAM), Women in Colleges of Education (WICE), Association of Women Academic Doctors (ANWAD), Kappa Delta Pi, Gender Studies Association of Nigeria (GSAN), International Association for Female Academic Doctors (IAFAD). She has authored over 30 publications in reputable National and international Academic Journals. She has also contributed chapters in published books. She lives in Owerri, Nigeria with her husband Chief Emmanuel O. Kalu, a Public Analyst and they are blessed with three lovely children. Her passion is to educate and enable students to develop the knowledge and skills necessary to achieve their goals.



**Dr. Fonda Na'Desh** is an adjunct associate professor at Colorado Technical University in Doctoral studies with a focus on management education and guiding doctoral students in their dissertation research. She is also the principal consultant and coach of her practice. Fonda specializes in working with small business owners and is a certified career coach. Her professional background includes various roles in the technology field. She has volunteered at SCORE, serving as a mentor, workshop presenter, and as a VP on the Board in the Los Angeles chapter. She has also supported various Los Angeles non-profit organizations, including being a current

board member for the Peoples Diabetes Foundation. Her academic experiences range from being an adjunct faculty member, serving on the dissertation committees, and coaching doctoral students to complete their process. Fonda Na'Desh obtained an EdD in Organization Change and an MBA from Pepperdine University.



**Dr. Janet McCollum** is co-author of *The New Roadmap for Creating Online Courses: An Interactive Workbook* (2020) Cambridge University Press, and she is the Director of the Quality Enhancement Plan (QEP) and Core Assessment, Office of Assessment and Institutional Effectiveness, at the University of St. Thomas in Houston. Janet has many years' experience in creating and teaching online and face-to-face courses in business and education and training faculty on creating online courses. In addition, Janet has consulted with and held leadership positions in business and non-profit organizations. She has received awards for her online courses. Her research

interests are organization change and teaching and learning. In addition to the recently published book, Janet has published numerous peer reviewed articles and book chapters on teaching and learning and on organization change.



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**Dr. Anyakoha Ijeoma C**, is a passionate and effective Lecturer, for over 10 years now, a Sunday Scholl Teacher, since 1999 till date. She is a Ph.D holder in Sociology of Education. Ijeoma is a member of other professional bodies and has published over 20 scholarly articles in reputable National and international journals, she has Co-authored two standard text books in Sociology of Education and the author of " Functional parenting " to her credit. Dr. Ijeoma is a member of Alvan Volunteer Service and a Volunteer Teacher to two secondary schools in Imo State Nigeria. Finally, she is married with children.



**Dr. Genevieve Onyekachi Ariguzo** is an erudite scholar that has made significant contributions in Education. She possesses a Ph.D in Educational Management and Planning. She is a member of so many professional bodies and has published over 30 articles in reputable national and international journals. She had a stint with the ministry of Culture and Tourism Owerri as a Cultural Affairs officer and also at Imo Newspapers Limited Owerri as a senior advert representative. Besides her efforts in the academia, she has been outstandingly active in community and church activities. Dr Ariguzo has held so many positions of trust and responsibility in different human endeavors. She has established a non-governmental organization known as Youth Creamers Empowerment Foundation Int'l whose primary focus is on instilling good morals in the youth.

At present she is a Senior Lecturer with Alvan Ikoku Federal College of Education Owerri. She is happily married, and the marriage is blessed with six lovely children.



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**Dr. Uju Regina Ezenekwe** is a Senior Lecturer in the Department of Economics of Nnamdi Azikiwe University, Awka Nigeria. She is the immediate past Head of the Department of Economics from 2017-2019. Coordinator, Information Centre & Library Unizik Business School from 2016 till date. She obtained her B.Sc, M.Sc and PhD (Economics) degree at Nnamdi Azikiwe University, Awka Nigeria and specialized in Development/Health Economics. She also holds an MBA in Management Technology from Federal University of Technology Owerri. She recently concluded a course with HarvardX on Entrepreneurship in

Emerging Economies. She joined Juhel Nig LTD as Depot Manager in 2006 and later moved to Department of Economics Nnamdi Azikiwe University, Awka in 2010. Her teaching and research interests include macroeconomics policy, project evaluation, economics of production and development/ health economics. She has attended many local and foreign conferences and has many local and international publications. She is a member of professional associations such as Nigerian Economic Society, Association for the Advancement of African Women Economist (AAWE), International Association for Female Academic Doctors (IAFAD), Associate Fellow, African Heritage Institute, Enugu State and Fellow, Center for Migration, Nnamdi Azikiwe University, Awka. She is currently the Deputy Director School of General Studies, Nnamdi Azikiwe University, Awka. She is also a consultant with African Development Institute and Afriheritage.



**Cynthia Calongne** is a professor in Doctoral Studies at CTU since 1996 with degrees in Interpersonal Communications, Computer Resources Management, and a Doctor of Computer Science from Colorado Technical University. Prior to teaching, she supported Air Force Space Command as a software engineer. She received the Thinker award at the 2017 Virtual Worlds Best Practices in Education for lifetime achievement in 3D immersive education, taught 52 classes set in a virtual world, and won the \$25,000 Grand Prize in the Federal Virtual World Challenge for the Mars Expedition simulation. With Will Wright, designer of the Sims and SimCity games, she participated in the design of the cable television series Bar Karma. Today, she conducts research in values-based leadership and game simulations to study the mission to Mars.



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**Dr. Jaime Sampayo, DM, JD** currently works as the Employee Management Relations Officer at Schriever Air Force Base (AFB), CO, and is part owner of the management consulting firm—Sampayo & Rushing Consulting Group, and the law firm—Sampayo & Sampayo, Attorneys at Law. He previously served as Acquisitions Program Manager at Schriever AFB, handling satellite and cyber contract issues. Dr. Sampayo has over 30 years of experience working and leading personnel overseas and in the continental United States as an attorney. He taught as an adjunct professor of law and business for several universities, as well as at the United States Air Force Academy, where he taught law, management, and Spanish.

In the Air Force, Dr. Sampayo served as a judge, trial lawyer and mediator, handling a myriad of general civil law cases, as well as complex arbitration hearings and courts-martial. As an Air Force attorney, he specialized in contract, employment and criminal law. Dr. Sampayo holds a Doctor of Management from CTU; an LLM (Master of Laws, International Law) from Katholieke Universiteit Leuven (Belgium); a JD (Creighton School of Law); MBA (Angelo State University, Management); and a BBA (Texas A&M, Accounting). His research interests are in business process management and training in addition to conflict resolution.



**Dr. Susmita Dey Pinky**, currently serving as Intern Doctor at Chittagong Medical College Hospital after pursuing her MBBS degree from the very same Institute. During her Undergraduate years, she worked as a voluntary medic in various volunteer organisations namely 'Sandhani', 'Health School'. In addition to practising medicine, she shares great enthusiasm in creating new insight through Research and her area of expertise lies in Public health, Evidence based medicine, psychological well-being and so

on. She worked as the 'Coordinator of COVID Research team ' under the project of ' We the dreamers' group. At present, she is working as 'Research Assistant' in Bk School of Research and associated with three different projects. She can be reached at -  
Susmitadeypinky00191@gmail.com



## Book of Abstracts

### SESSION CATEGORIES:

#### KEYNOTE DAY 1

### Research in a Changing Educational Environment

**DR. CONNIE JOHNSON** (Keynote)  
[cjohnson@coloradotech.edu](mailto:cjohnson@coloradotech.edu)

#### **ABSTRACT**

This keynote will provide insight about several of the emerging areas of scholarship in higher education and thoughts about the responsibility of scholar practitioners today. Perspectives of college administrators, faculty and students will be included as well as considerations for scholarly research for the next several years. Dr. Johnson will include observations and experiences from over 25 years in higher education with a focus on learning with digital tools.

### How to Reach Your True Potential During Uncertain Times

**DR. EARL SUTTLE** (Keynote)  
[earl@earlsuttle.com](mailto:earl@earlsuttle.com)

#### **ABSTRACT**

When so much of your energy is directed at caring for others, these sessions remind participants to also take care of themselves, and, when appropriate, how to pay attention to and nurture those who are part of their team. Key Points: • ABC's of Reaching Your True Potential • Identify obstacles that hold you back from personal growth and potential • Reinvent yourself to become a world-class performer within your organization Objectives: • Participants will learn factors to reach their potential • Participants will learn how to create a Personal Growth Plan for themselves • Participants will learn 5 ways to raise their game during uncertain times.



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GUEST SPEAKERS DAY 1

## Good, Bad, and Ugly of Remote Working During Covid 19

**DR. CALVIN NOBLES** (Guest Speaker)  
[cn8972@gmail.com](mailto:cn8972@gmail.com)

**ABSTRACT**

During the COVID-19 pandemic, the U.S. is experiencing an exponential uptick in remote work arrangements. A Gallup (2020) study indicates that the remote workforce increased from 31% to 65% during the pandemic. Organizations are struggling to transform from conventional operations to working remotely and expanding its information technology capabilities to provide remote workers with technological connections (Bick, Chang, Wang, & Tianwen, 2020). At this time, there is a paucity of research on the impacts of remote work on employees during COVID-19. The purpose of the study is to capture employees' experiences and viewpoints of remote working during COVID-19 in the U.S. This qualitative study will use journaling to capture the remote workers' experiences based on research questions about COVID-19. The remote workers wrote daily journal entries for 30 days to answer the research questions based on their daily experiences. The researcher will use the journal entries and existing literature to identify the major themes using qualitative content analysis. The findings could provide insight into shaping remote working strategies for the betterment of employees and organizations.

KEYNOTE DAY 2

## How To Turn Your Job Into Entrepreneurship Within Organizations?

**DR. AMINE AYAD** (Keynote)  
[aayad@coloradotech.edu](mailto:aayad@coloradotech.edu)

**ABSTRACT:**

Abstract: You don't have to start a new business to become an entrepreneur! In this presentation, Dr. Ayad shares his story in transforming his work into laboratories for extracting theory from different work environments and starting new businesses and/or new streams of revenue within organizations such as Walmart, Sears, Home Depot, and Bed Bath & Beyond! This is an invitation for you to maximize your personal revenue and minimize your risk while employed by any organization! Interestingly, Dr. Ayad finds that you may minimize your risk by taking a risk!



GUEST SPEAKERS DAY 2

## Elements of an Intrapreneurial and Entrepreneurial Culture in Organizations

**DR. MAUREEN CLEMMONS** (Guest Speaker)

[mclemmons@trans4formations.com](mailto:mclemmons@trans4formations.com)

### **ABSTRACT**

This presentation explores the elements of both entrepreneurship and intrapreneurship, and their relevance to innovation and economic development. In addition to reviewing the benefits and the drawbacks of entrepreneurship, it explores models of both independent and corporate entrepreneurship, guidelines for developing an entrepreneurial team and the development of an entrepreneurial culture. As an internationally recognized innovator with a demonstrated professional history of Entrepreneurship and Intrapreneurship, Dr. Clemmons has presented this information to L3 Communications, Wharton School of Business, UND Center for Innovation, UND Business School, Colorado Technical University and more.

## The New Normal

**DR. STEVE MUNKEBY** (Guest Speaker)

[drstevemunkeby@gmail.com](mailto:drstevemunkeby@gmail.com)

### **ABSTRACT**

Ever since the start of COVID-19, we have heard the continual wish from most for the day when we return “to normal.” Did COVID-19 truly establish a new normal, or have we simply encountered one of many changes we see every day? What has led us to believe that we are no longer normal? Is it a disruption or another emerging change in our global environment? These and other considerations are aligned with entrepreneurship, education, and technology management as we consider the potential changes to what we may believe is the new normal.



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**LEAD PRESENTER**

**FEASIBILITY ANALYSIS AS A SYNERGY FOR EFFECTIVE SOFTWARE DEVELOPMENT PROJECT**

**DR. HENRIETTA M. OKORO** (Lead Presenter)  
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**ABSTRACT**

Most organizations face the challenges of sustaining competitive advantage while trying to adopt a constant dynamic work environment and advancement in technology. Feasibility analysis plays a significant role in integrating various business plans in terms of process improvement, penetrating a new market, and upgrading existing business or product. In trying to address any of the performance or improvement strategies, the need for feasibility analysis becomes imperative in the following four areas of economic feasibility, technical feasibility, operational feasibility, and scheduling feasibility. This paper aims to analyze the four feasibility areas and their applicability in the software development business plan. The article will highlight possible recommendations as it relates to enhancing the business plans, process improvement, penetrating a new market, and upgrading existing business or product.



## SESSION PRESENTERS ABSTRACTS

- ❖ Technology (3)
    - ❖ Health (4)
  - ❖ Entrepreneurship (6)
    - ❖ Education (12)
    - ❖ Leadership (9)
  - ❖ CTU Doctoral Students Poster Session (3)
- Total = 37

- ❖ \*\*\* Technology (3)

### THE USE OF TECHNOLOGY IN THE REDUCTION OF THE PAIN HANGOVER AFTER CHRONIC PAIN SUBSIDES

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Abstract: The purpose of this paper is to discuss how technology, when used as complementary alternative medicine (CAMs), may help to alleviate apathy and reluctance to return to therapy or normal activities of daily living (ADLs). Research suggests that after a chronic pain event, patients may be exhausted and feel anxious, guarded, and worried about any action that may cause the pain to return. When the sympathetic nervous system is activated by stress and chronic pain, the system may create a physiological cascade of responses. These responses may drive unhealthy choices and behaviors, which may increase resistance to any form of non-pharmaceutical pain management. The use of technology as a CAM may enable the parasympathetic nervous system to engage and help the patient's pain and suffering by providing a critical level of control over chronic pain and its pain imprint on the nervous system. Bio: Dr. Debra Stewart Debra is an adjunct Instructor at Sinclair Community College and Fortis College







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and serves as an associate faculty member at Ashford University's Forbes School of Business and Technology. She is an advisory board member for both the Mental Health Technology Program and the College for Lifelong Learning at Sinclair Community College. Dr. Stewart earned an Associate's of Fine Arts Degree from Sinclair Community College, and a Bachelor of Science Degree from Charter Oak State, graduating with honors. She received a Master's in Business Administration and a Master's in Teaching & Learning with Technology from Ashford University with honors. Debra has also completed a Ph.D. in Organizational Psychology with a specialization in health and wellness from the University of the Rockies. Dr. Stewart working with Dr. Andree Swanson of the Forbes School of Business and Technology recently won the Forbes School of Business and Technology University Fellowship Program Grant to research the topic of preferred learning styles of persons living with dementia and unit productivity. Debra has many awards and presentations to her credit, including being nominated for the Ohio Assisted Living Association Outstanding Activity Director award in 2007 and recognized with the Ohio Health Care Association Professional Achievement Award in 2009. She was also awarded The Great Award by the Association of Private Sector Colleges and Universities in 2012. Dr. Stewart is passionate about improving the quality of life for senior adult care and job satisfaction for those who work in long-term care. She is an avid advocate and consultant for the industry challenges that health care agencies face today. Dr. Stewart's recent publications and research include The Investigation of the Preferred Learning Styles of Persons Living with Dementia, Caregivers' Attitudes and Beliefs about Pain Medication Administration, Finding the Good in the Workplace Bully, and Bullies do not Work Alone.

## LATEST TRENDS IN EDUCATIONAL TECHNOLOGY BY MS. NUTAN AND MR. KETUL KUMAR

**MS. NUTAN AND MR. KETUL KUMAR**

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### **ABSTRACT**

This study aims to evaluate key technological trends within the education sector and explore the advantages of their use, further as a number of the considerations institutions have to make before their implementation. Horizon scanning techniques were used to identify suitable sources, and trends identified by reviewing state-of-science reports, academic articles, media articles, and blog posts by institutions commentators, and research scholars working within the field. Academic articles and reports were taken to the study using Google scholar and LSE Library's catalog, while media articles and blogs were taken into the study using search engines and hashtag searches on Twitter and different social media handles. Key technological trends were identified through this method; Massive Open Online Courses (MOOCs), Data Privacy, Virtual reality, Artificial intelligence, Bring Your Own Devices (BYOD), Gamification, Games-based learning, Learning Analytics, and Collaborative learning. The employment and impact of social media on instruction are going to be considered separately during a future report. Also, I explore the shifting idea of the Digital Divide in the modern classroom and investigate the new and developing causes of this separation between man and machine. In today's classrooms, teachers must work in a state of constant change and adjustment when it comes to technology. However, in the face of all of this change, has the teaching of literature shifted for good or for ill?



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## SOUND RECOGNITION SYSTEM USING CLASSIFICATION BASED ON MFCC AND ARTIFICIAL NEURAL NETWORK

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**Abstract:** The analysis of sound signals become a challenging field of research in signal processing domain. The paper presents a new method of classification applied to sound signals using artificial neural network. The proposed approach is based essentially on feature extraction known as MFCC (Mel-Frequency Cepstral Coefficients) extracted from audio recordings that will be used for the purpose of the identification and classification of the existing sounds in the signal.

The role of the extracted feature is to make a decision about the useful information obtained of the signals and lead the system to be able to distinguish between multiple sounds by identifying them according to their different features. The MFCC feature vectors derived from the speech samples are used as input for the Neural Network for training and testing. The figure below shows the general architecture procedure adopted by the system.

Figure1: The procedure of classification method

After the creation of the proposed Neural Network model, the MFCC are used as input for the first layers of the network. The output of the model will be the classified patters result obtained after multiple iteration of the determined number of epochs. The expected results confirm a good performance accuracy in the classification of sound signals.

Keywords: Classification, MFCC, Neural Network, sound recognition, deep learning and Convolutional neural Network.

❖ \*\*\* Health (5)

## KNOWLEDGE AND AWARENESS ABOUT HEPATITIS-B AND PREVALENCE OF HBV VACCINATION AMONG MEDICAL STUDENTS OF NORTHERN BANGLADESH

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**Abstract:** Hepatitis is one of the alarming communicable disease in the world which is spread through the blood semen, saliva of an infected person. The agent is Hepatitis-B virus which is a DNA virus family of Hepadnaviridae. Hepatitis-B is a preventable disease by vaccination and has total four doses (first or initial dose, one and two months later from first dose and the last



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dose is taken after 1 year from initial dose which is named as Booster dose). In EPI schedule total six vaccine preventable diseases namely measles, tetanus, polio, diphtheria, pertussis and tuberculosis are covered where hepatitis is not included. A cross sectional study was conducted among the medical students of northern Bangladesh in January 2020 using a pretested self-administrated structured questionnaire. <sup>2</sup> test was used to identify the knowledge about hepatitis and awareness of taking HBV vaccine. Total 502 medical students from different medical colleges under MBBS and BDS course participated. Among them 50.6% was male and 40.4% was female and 74.1% was from town and 25.5% was from village. From all participants 57.37% was vaccinated with full dose completed, 26.29% didn't complete dose (Booster dose) and 13.15% never received vaccine. From the Unvaccinated persons 16.33% didn't know about the organization from where vaccine is received and who knew about the organization form where vaccine can take, more than 90% mentioned the name of SHANDHANI (A free blood donating and vaccination organization). Along with HBV vaccination 53.78% could mention that they also completed EPI schedule, 20.32% couldn't remember and 23.9% didn't complete EPI. Before taking vaccine 64.94% was go through screening procedure and 15.54% didn't know about screening. From our study we can say that we need more awareness for taking vaccine and government should include HBV in EPI. And also need to organize awareness program among the community people and students of all sectors.

**SMART CITY SOCIAL INITIATIVES IMPROVE QUALITY OF LIFE AND CREATE COMMUNITY HEALTH**

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Community Health Initiatives Improve Quality of Life

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**ABSTRACT**

The quality of life for marginalized residents is threatened when health care imbalances, socio-cultural bias, and economic privileges increase inadequate community health provisions. Community health program's funding reductions as a rise in health care needs for low-income residents ensues unveils culturally biased practices leading to outcomes of poor health, social divisions, and inequities. Leaders, practitioners, and residents involved with forming initiatives, gain buy-in and implement community health programs to address diminished quality of life for vulnerable populations. Community health initiatives, including socio-cultural and economical best practices begin to formalize solutions to improve equality, inclusion, and good governance. Initiatives increase funding, interdependent networks, and community member decision-making reconcile objectives to meet community health, marginalized resident, and socio-cultural priorities. Advance diverse and inclusive community health service provisions: (1) increase funding for marginalized community need-specific health services; (2) implement cultural-competent governance standards and inclusive program networks; and (3) cultivate civic and marginalized resident engagement in community health program decision-making. Provisions add value and access to services improving quality of life with economic balance, social health, and cultural-competent services, creating inclusive services and healthier residents.

**Key words:** social initiatives, urban populations, human services, marginalize, socioeconomic,





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cultural, smart cities

**RISK FACTORS AND PREVALENCE OF SPINA BIFIDA IN CHILDREN REPORTED AT CHILDREN  
HOSPITAL, LAHORE**

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&

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**ABSTRACT**

Spina bifida is a type of neural tube defects emerging in children of Pakistani population. Folic acid deficiency during first 3 weeks of pregnancy is considered as an important causative factor. While other factors and their affect is different depending on geographic area, maternal pregnancy history, child sex and races. This cross-sectional study was conducted to investigate the factors which enhance the spina bifida incident rate in Lahore, Pakistan. 200 cases of neural tube defects were studied reported from October 2012 to August 2013 at Children Hospital Lahore. Different factors were studied like mothers of age group from 26 to 36 years were having 50% of their babies with neural tube affects. On the basis of gender Spina bifida prevailed in 59% of boys and 41% of girls. Hydrocephalous occurrence was more in boys (51%) as compare to girls (14%). While spina bifida cystica occurrence frequency was 38% in girl as compare to 33% in boys. In this study group 161 women out 200 did not use or properly use folic acid during pregnancy. According to this study 119 spina bifida childs were born in winter which means seasonal affect was also present. Along with other risk factors this study highlights that awareness about folic acid use before baby conception and during pregnancy especially first 3 weeks after conception is very important. As spina bifida is prevailing in Pakistan therefore medical facilities and awareness of disease can greatly help to control the incident rate of spina bifida.



## THE POTENTIAL ROLE OF CLINICAL PHARMACIST IN MANAGEMENT OF HYPERTENSION

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### **ABSTRACT**

Clinical pharmacist is an integral component of a health care system. The presence of clinical pharmacists in medical rounds could assist physicians in optimizing patients' pharmacotherapy and may reduce adverse effects and medication errors insofar as they contribute significantly to the detection and management of drug-related problems, as with cardiovascular diseases, who have the highest rank in the frequency of medication. Hypertension remains a vital, modifiable risk factor in the prevention of cardiovascular disease. However, many patients do not achieve their therapeutic goals for numerous reasons which can include poor disease insight and nonadherence. Pharmacists can be key players in controlling hypertension, given their medication knowledge and patient counseling skills, yet they remain an underutilized resource in the management of chronic disease states.

❖ \*\*\* Entrepreneurship (5)

## ASSESSMENT OF NIGERIAN SECONDARY SCHOOL STUDENTS' NEED FOR SCHOOL LIBRARY-BASED COMIC WRITING AND DESIGNING FOR ENTREPRENEURSHIP AND WEALTH CREATION

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### **ABSTRACT**

This study was carried out to assess the need for school library-based comic writing skills by Nigerian public secondary school students for entrepreneurship and wealth creation. Global population and unemployment have been on a simultaneous increase, prompting many organizations to continue to search for ways of facilitating skills development among all citizens. While UNESCO recommends entrepreneurship education as a strategy for encouraging self-reliance and wealth creation, research still shows a persistent increase in the number of citizens that are jobless in Nigeria. The root of this challenge could be blamed on the failure to





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effectively teach entrepreneurship skills in schools. To realize the aim of the study, the descriptive survey research design was adopted for the study with a sample of 250 senior secondary school [SSS] students selected from ten public secondary schools which were drawn across five states of South East, Nigeria. Purposive sampling was used for selecting students based on their availability and active participation in the comic writing briefing. The study made use of both quantitative and qualitative (comprising of 10 students from 5 selected schools in each state) techniques in data collection and analysis with questionnaires and focus group discussion as the instrument for data collection. Results showed that there was a general low average in performance on the basics knowledge of comics; comic characters and expressions; developing storylines for comic books; designing comic stories of relevant issues in the neighborhood, current events in a newspaper, magazine or online, superheroes, and providing solutions and giving hope to the world; as well as creating comics using technological tools/computer software, and locating publishers and strategies for marketing comics among the secondary school students (Overall performance showed that was Mean Importance (XI) was 4.54, Mean Performance (Xp) was 1.71, resulting in Need Gap (NG) of 2.83). It becomes an issue of concern for school librarians to integrate relevant technology and hands-on activities of students through comic writing and designing. The study recommends, amongst others, the development of school library-based comic writing and designing for entrepreneurship and wealth creating in schools as this will inculcate in students' opportunities for becoming self-reliant and wealth creators.

**Keyword:** Entrepreneurship, Secondary School Students, School Library, Comic Writing, Wealth Creation, Nigeria

## THIN LAYER DRYING EXPERIMENT OF GINGER RHIZOME SLICES IN CONVECTIVE ENVIRONMENT

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### ABSTRACT

This study is an extension of the previous work done with ARS-680 Environmental Chamber for the drying while TD 1002A – Linear Heat Conduction Experimental equipment were used in measuring the thermal conductivity of the ginger samples blanched, unblanched, Peeled and Unpeeled at 6 varied temperature levels ranging from 10oC – 60oC and their drying times of 2 – 24 hours. The result of this experiments shows that the average moisture content for 2 hours drying at 60oC was 70.6% while at 24 hours drying was an average of 7.55% which is close to the range of 4 – 7%. The drying rate at higher drying times (24 hours) was 0.889/oC and 0.4437/oC for 2 hours drying, giving 50% by moisture reduction rate. While the lowest moisture content (5.98%) is obtained for unpeeled ginger and the highest (9.04%) at 24 hours drying at 60oC, the analysis shows the variation in the temperature varied as the ginger shrinks when subjected to heat.

**Keywords:** Blanched, Convective environment, Moisture content, peeled, Drying ginger rhizomes, Thermal conductivity, unblanched, unpeeled.





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**WORK ENGAGEMENT AMONG SINGLE-PARENT AFRICAN AMERICAN WOMAN  
GOVERNMENT CONTRACTORS**

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**ABSTRACT**

Government contractors provide outsourced human capital; the individuals the contractors represent offer an array of skills, abilities, and subject matter expertise. Government contracting is very volatile, because it is dependent on the bipartisanship of Congress to operate on a continual basis. At times, there can be economic uncertainty in the form of a government shutdown or sequestration; when this happens, employees can be furloughed due to a lack of work. Such uncertainty can be stressful on government contractors, and this especially affects single-parent African American women who work as contractors when they are faced with the added stress of not knowing whether or not they will have a job if the government is at an impasse on allocation of funding for the next fiscal year. For scholar-practitioners in the field of industrial and organizational (I/O) psychology, it is essential to understand how these external stressors impact this population because it drives their ability to focus, perform, and be engaged in their work. The findings of the case study revealed that resiliency played a significant role in the experiences of the single-parent African American women. Their strong-willed and determined nature prevented them from sharing their struggles with their managers or supervisors. Additionally, their support systems of family, faith, and friends helped them through what could be categorized as a challenging time in their lives as a single parent raising children on their own.

**IMPACT ON GLOBAL TOURISM INDUSTRY DISTURBING ON INDIAN ECONOMIC AND THE  
COVID-19 PANDEMIC**

**BABULI CHANDRA NAYAK**

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**ABSTRACT**

This paper represented and explores the impact on the global tourism sector affecting Indian economy issues in the coronavirus pandemic, Tourism is a very familiar affair in human life. It has been an industry of vast dimensions and this paper aim to illustration the present scenario of the tourism industry in India and ultimately supports commerce growth and social-economic development. However, the COVID-19 pandemic has placed the tourism industry under immense financial strain. What has extended around the world in the past combine months is unprecedented. In this time of uncertainty, all industries are reeling but the tourism sector and





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hospitality sector has been hit the most given all the border closures, travel restrictions, and lockdowns. Airlines, cruise operators, and hotels are seeing instant effects of the pandemic. However, the economic impact of the 2019-20 coronavirus pandemic in India has been enormously disruptive. World Bank and credit rating agencies have reduced India's growth for the fiscal year 2021 with the lowest figures India has seen in three decades since India economic liberalization in the 1990s. The former Chief Economic, the Government of India has said that India should formulate for a negative growth rate in FY21 and that the country would need an Indian rupee 70 present lakh (US\$980 billion) incentive to overcome the contraction. However, the International Monetary Fund projection for India for the Financial Year 2021-22 of 1.9 present GDP growths is the highest among G-20 nations. However, Government responses to the new coronavirus pandemic are disrupting civil society. Lockdown is a bodily distancing measure are confining people to their home and upending their ability to meet organizational and advocate, police, doctor and health workers, and civil society. However, December 31, 2019, in China informed the World Health Organization (WHO) of a cluster of the case of pneumonia of an unknown case in Wuhan city in Hubei province. On January 9, 2020, the WHO issued a statement saying chines researchers have made the primary determinant of the virus as a novel corona vinous. Since then more than two lakh, death has reported due to COVID-19 across the world until April last week 2020, case has reported from more than 125 countries including India. The WHO officially changed its designation of COVID-19 the illness caused by a coronavirus from an epidemic to a pandemic. However, this virus has had a negative effect on the Indian economy and more specifically on the tourism sector.

**PHYSICAL LEARNING ENVIRONMENT ON ACADEMIC ACHIEVEMENT OF GRADE 10  
STUDENTS IN ENTREPRENEURSHIP**

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**ABSTRACT**

High Academic Achievement of students is the aim of the Philippines to have a globally competitive individual. The descriptive research aimed to find out the relationship of the physical learning environment on the academic achievement of students in Entrepreneurship. The respondents of the study are the Grade 10 students of Siniloan Integrated National High School in Siniloan, Laguna. The study was delimited only to three (3) section from eleven (11) sections, the 150 respondents were selected as a sample using the cluster sampling and the fishbowl technique. The study was descriptive in nature and therefore the checklist questionnaire was used. However, the instrument used was a modified questionnaire by Ahmad, Yahata, Abdullah, Noh and Adnan (2015) to assess the physical learning environment of the respondents. The previous grade in Entrepreneurship of the respondents was used as the data of the academic





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achievement of the respondents. To find out the correlation and significance of the physical learning environment and academic achievement in Entrepreneurship the Pearson's r correlation was used. Based on the results of the study it was concluded that ICT Materials has a low correlation and considered as 2 significant, while the furniture and fixtures, lighting and ventilation, and learning area has a negligible correlation and considered as not significant. Based on the findings of the study, it was recommended that ICT Materials are significant in students' academic achievement in Entrepreneurship, classrooms should be designed in such a way that various technologies should be used effectively. In addition, schools must provide updated and functioning computers and LCD projectors in the learning environment.

**Keyword:** Academic Achievement and Physical Learning Environment.

❖ \*\*\* Education (12)

## INDIGENOUS KNOWLEDGE AND SCHOOL LEADERSHIP: A PHENOMENOLOGICAL STUDY OF COMMUNITY SCHOOLS

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### ABSTRACT

Nepal is a land of diversified people in terms of caste and ethnicity, language, religion and cultural practices. The Sherpa community, a tribal group of Nepal, has their own indigenous knowledge, culture, language, religion, tradition, and leadership practices since ancient times. In this study I have explored the leadership practice in community school through indigenous knowledge of the Sherpa community. For this purpose, I engaged in social and religious functions of Sherpa community for a long duration as a member of their society. Open-ended questionnaires, in-depth interviews, and interactions with participants were conducted with purposively selected participant for target aims of the study. Lived experiences of the community while in engaged participant related to leadership were noted and interviews were recorded. Recorded data were transcribed and coded. From the code a basic theme has developed and from the basic theme an organize theme was developed. Finally, Global themes were developed from the organize theme. Global themes were described based on global and basic theme linking with indigenous leadership theory. This study found that school leaders can learn how to initiate, collaborate and coordinate with stakeholders as the key person of the school from the practices of the main Lama at Gumba, and leadership selection practices (Nawa custom) of Sherpa ancestor at Khombu region are still very popular in school. Likewise, the indigenous knowledge of Sherpa is regarded as main source for school head teachers to be honest, collaborative, cooperative and accountable in leadership to deal with the problems of community school building rapport with parents for the improvement and enrichment of overall development of the school by generating ideas.





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## ENVIRONMENTAL EDUCATION AND ELT: FROM THE PERSPECTIVES OF NEPALESE CLASSROOMS

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### **ABSTRACT**

This paper explores the different techniques of integrating environmental education in Nepalese English language classrooms. It aims to equip learners with the skills to identify and take action against ecological problems like deforestation, global warming, greenhouse effect, habitat destruction, air and water and soil pollution, intensive farming, water crises. English language learners need to have critical thinking and critical reading skills on these issues. It further helps to incorporate global environmental issues and environmental education in teaching-learning activities in the context of Nepal. This study is qualitative in nature and based on a phenomenological study to explore the participants' lived experiences concerning environmental issues like global warming, greenhouse effect, ozone layer depletion, endangered species, habitat destruction, air and water pollution, nuclear fallout, excessive use of pesticides and herbicides, intensive farming, soil pollution and desertification, soil erosion and contamination, water crises, deforestation, etc. UNESCO (2005) states that the teacher has a special role in reorienting teacher education in addressing sustainability to fulfill a vital role in the global education community that will shape the knowledge and skills of future generations. Participants were selected purposively, and interviews were taken as a data collection tool. The findings show that teachers lack environmental issues and give more priorities to linguistic and grammatical features. Thus, this paper suggests responsibly teaching or drawing the attention of students how natural environment functions and human beings can manage and protect them.

## EXAMINING THE CURRICULUM FOR DEVELOPMENT ECONOMICS IN AN EMERGING ECONOMY: THE NIGERIAN EXPERIENCE

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### **ABSTRACT**

This paper discusses the challenges of developing appropriate curriculum for development economics in an emerging economy. The spate of unemployment, poverty and insecurity in Nigeria has become very alarming. This is an indication that the economy is burdened. With a population of 198 million people (National Population Commission, 2018) which comprises about 70% youths, who are either unemployed or underemployed, researchers suggests that the unemployment situation is largely due to the declining educational system (Takerhi, G., Okeke,



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C., Alalade, O., 2018). There is a strong correlation between the variables- unemployment, poverty and insecurity. The researcher undertook the study to determine the link between poor educational system and graduate employability in Nigeria. As part of its findings, it is noted among other things that most graduates of Nigerian higher institutions lack relevant skills that give them confidence and competitive edge in the labor market. The study further noted that in order to bring the graduates up to date and be industry-ready, the current curriculum for development economics in Nigerian institutions would have to be re- examined. This is because, a school of thought believes that it is the obsolete nature of the curricular that has made most graduates from Nigerian higher institutions unemployable. Thus, the paper identified possible gap(s) in the curriculum for development economics in particular; and explores ways to bridge them. The study relied mainly on secondary data sourced from published works-world; including journals, texts and other publications.

## TEACHING AND LEARNING SCIENCE THROUGH SONG-BASED STRATEGY: EXPLORING THE EXPERIENCES OF STUDENTS AND TEACHER

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### **ABSTRACT**

This qualitative, multi-case study explored the use of song-based strategy for teaching and learning in middle school science classrooms. The researcher sought to understand how teachers made use of content-rich songs for teaching science, how they impacted student engagement and learning, and what the experiences of these teachers and students suggested about using songs for middle-school classroom science instruction. Thirty (30) teachers of Golden Gate Colleges are the respondents of the study.

The data from each unit of analysis were examined independently then synthesized in a multi-case analysis, resulting in a number of merged findings, or assertions, about the experience. The results of this study indicated that teachers used content-rich music to enhance student understanding of concepts in science by developing content-based vocabulary, providing students with alternative examples and explanations of concepts, and as a sense-making experience to help build conceptual understanding. These students overwhelmingly found that their teachers' use of science-content songs engaged them by providing both situational and personal interest, and as a mnemonic device for remembering key concepts in science. The use of songs has relevance from a constructivist approach as they were used to help students build meaning; from a socio-cultural perspective in terms of student engagement; and from a cognitive viewpoint in that in these cases they helped students make connections in learning. What is interesting is the difference in how teachers and students saw the purposes for learning in science, based on how songs were used for teaching and learning science in this study. The results of this research have implications for science teachers and the science education community in developing new instructional strategies for the middle school science classroom.

**Keywords:** Science education, Instructional strategies, science songs, sense making activities





COVID-19 AND VIRTUAL TEACHING: STUDENTS' EXPERIENCES AND LEARNING OUTCOMES

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**ABSTRACT**

Outbreak of COVID-19 in Pakistan, just like in other countries caused a massive blow to normal life leaving everyone perplexed. The global pandemic created social chaos and dread among the public particularly in education system which is transformed into online mode. The current study explored the students' experiences towards adoption online teaching methodology and their learning outcomes. The qualitative study was conducted to gather students' experience. The information was collected through email and call from 65 Students taking online classes in various regions of Pakistan. Thematic analysis technique was used to describe the data. The findings of the study demonstrated that online teaching by using various technologies is the best solution during current pandemic and lock down where physical access to the educational institution is restricted. Despite some challenges encountering by some of the participants with respect to internet connectivity, they appreciated institutional efforts to establish online teaching system to avoid delays in completion of their degree. Access to online reading material and live interaction with the instructors, easy communication were the highly satisfied experiences of the students which also have positive impact on their learning outcomes. Their learning is enhanced due to various modes of online resources are adopted by the institutions. It is concluded the during the current state of Covid-19 pandemic where physical distancing is recommended, online teaching is appropriate for running education system in order to endure students' learning journey. It is recommended cheap and quality-based access to the internet may be facilitated by the Telecom organization across the country.

**Keyword:** Online Teaching, Covid-19, Pandemic, Virtual learning.



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**STUDENTS' TEACHING PRACTICE PROGRAMME: A PANACEA FOR EFFECTIVE TEACHER  
PREPARATION IN NIGERIA**

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**ABSTRACT**

The paper examines the utilization of teaching practice for effective teacher preparation in Nigeria. The problems of teaching practice exercise such as dearth of qualified supervisors (teacher educators); inadequate facilities', duration of courses; high mobility of teachers; inadequate funds; conservatism; non-availability of microteaching materials; absence of initial visits; and administrative problems were highlighted and discussed. The roles of teaching practice which include the bridging of gap between theory and practice were noted. Based on the findings, the paper recommended among other things that regular and routine supervision should be encouraged; funds from donations, aids from PTA and communities should be used; adequate and appropriate teaching facilities as classrooms, laboratories should be provided; increment of duration of teaching practice exercise from 6 weeks to 3 months should be adopted; teaching practice should be made compulsory in all teacher- education programmes and institutions. The paper established that teaching practice is the pivot upon which teacher education training revolves. Effective teacher preparation, therefore, revolves around effective teaching practice exercise.

**Key Words:** Student, Teaching practice, Effective, Teacher, preparation.

**AWARENESS AND ATTITUDE TOWARDS THE USES OF SOCIAL NETWORKING SITES OF THE  
SECONDARY SCHOOL STUDENTS IN PURBA MEDINIPUR DISTRICT**

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**ABSTRACT**

Social Networking Sites (SNS) are a medium communication. At present day million users have SNS and also students are influence by social networking sites may be Whatsapp, Messenger and Facebook. Adolescence is a time of struggle to find a balance between autonomy and connectedness. Social networks such as Facebook, We Chat, Whatsapp and Messenger are mostly use by the students. So, I want to know that, the view of the students and how much they aware about SNS and also to know that whether they use SNS positively or negatively. The study was carried out with the “Descriptive Survey” method to collect the data.60 secondary students from 2 schools, 30 from each school in Purba Medinipur District. Statistical technique



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used to analyze the collected data as Mean, SD, and 'Z' scores method have been used by the researcher several graphical representations have been describe other information. After studying the phenomena that are of interest to the study, and transcribing the various responses of the participants, even though some of the responses were not transcribed because they were all communicating same idea, the results reveals that SNS is widely used by adolescent students of secondary school, they aware about SNS and their attitude is maximum positive about SNS.

## TEACHERS' PERCEPTIONS ABOUT TASK-BASED LANGUAGE TEACHING (TBLT): A CASE STUDY OF PAKISTANI SECONDARY SCHOOL STUDENTS

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### ABSTRACT

Task-based language teaching is an acceptable method of teaching-learning process proposed by Prhabu in 1987 and has been effectively used since then. However, in order to see the applicability of this method in English language learning in the Pakistani context, research is needed to know the perceptions of teachers' teaching at secondary school level in the government schools of District Mardan, Khyber Pakhtunkhwa, Pakistan. The objectives of this research paper were to explore the general perceptions of the English teachers, the effectiveness of TBLT and their opinions. To achieve the objectives of this study open-ended questionnaire was administered to 16 English teachers at secondary schools in the urban area of district Mardan, a city in Pakistan. Data were analyzed thematically. It was found that TBLT is more effective than a traditional language teaching methodology. The study recommends the use of TBLT for English teachers teaching at secondary school in Pakistan students for English language learning skills.

**Keywords:** Task-based Language Teaching; Traditional Language Teaching Methodology; English Language Learning Skills; Secondary Schools English Teachers; Perceptions of English Teachers; Pakistan



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## ANALYTICAL STUDY ON ETHICAL MORAL VALUES AND INDIAN EDUCATION

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### ABSTRACT

Morality Refers to personal or cultural value codes of conduct or social values. It is fact that morality play important role in an individual life as well as society, we learn moral values from family and education. These are the two important institutions, where we learn how to behave in a society. In the pre-independence era, when few people had access to formal education and it was known that educated persons would display civilized behavior, decency, good manners and ethical conduct, on the other hand, Uneducated persons would display uncivilized behavior and mostly crimes were committed by them. However, with a huge expansion of the education system, there is a marked decline in the characters, ethical moral values. Today most of the crimes are committed by students coming out of schools and colleges and well-educated people. In most of the educational institutions, there is lack of emphasis on the concept of human development and nation building process. Their emphasis instead is on moneymaking and materialism. This has resulted in the gradual decline of values among people.

**Keywords** - Ethics, Indian education system, decline, Moral & Values.

## ARE YOU READY FOR THE METAVERSE?

**Dr. Cynthia Calongne**

Colorado Technical University

### ABSTRACT

Join us as we explore the mysteries and opportunities that exist today in the Metaverse. In July 2020, Forbes called it 'a very big deal.' During the session, we will sort the hype from the current capability and discuss the promise for future innovation. Are you prepared?



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## PHYSICAL LEARNING ENVIRONMENT ON ACADEMIC ACHIEVEMENT OF GRADE 10 STUDENTS IN ENTREPRENEURSHIP

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### **ABSTRACT**

High Academic Achievement of students is the aim of the Philippines to have a globally competitive individual. The descriptive research aimed to find out the relationship of the physical learning environment on the academic achievement of students in Entrepreneurship. The respondents of the study are the Grade 10 students of Siniloan Integrated National High School in Siniloan, Laguna. The study was delimited only to three (3) section from eleven (11) sections, the 150 respondents were selected as a sample using the cluster sampling and the fishbowl technique. The study was descriptive in nature and therefore the checklist questionnaire was used. However, the instrument used was a modified questionnaire by Ahmad, Yahata, Abdullah, Noh and Adnan (2015) to assess the physical learning environment of the respondents. The previous grade in Entrepreneurship of the respondents was used as the data of the academic achievement of the respondents. To find out the correlation and significance of the physical learning environment and academic achievement in Entrepreneurship the Pearson's r correlation was used. Based on the results of the study it was concluded that ICT Materials has a low correlation and considered as significant, while the furniture and fixtures, lighting and ventilation, and learning area has a negligible correlation and considered as not significant. Based on the findings of the study, it was recommended that ICT Materials are significant in students' academic achievement in Entrepreneurship, classrooms should be designed in such a way that various technologies should be used effectively. In addition, schools must provide updated and functioning computers and LCD projectors in the learning environment.

Keyword: Academic Achievement and Physical Learning Environment.

## LEVERAGING THE DOCTORAL JOURNEY AS AN ENTREPRENEUR IN THE NEW ERA

**DR. JAIME SAMPAYO**

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### **ABSTRACT**

The presentation will provide an overview of four viable options in leveraging the doctoral journey into scholar-practitioner options, applicable to all doctoral concentrations. The options include publishing, teaching, consulting, or working in a specific career field. The presentation will show the practical application of classes taken as well as how to turn assignments into publications or building the student's work (job) portfolio for future jobs/careers and teaching opportunities. There will be discussion on how to take a dissertation topic and turn it into a





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practical business venture, using skills obtained in the doctorate program. There will be a focus on the importance of publishing with colleagues and peers, building one's resume/CV to establish teaching opportunities, and taking a scholastic and/or practical idea and turning it into a consulting niche; plus using doctoral work and writing to help build practical work experience.

**ENTREPRENEURSHIP EDUCATION AND GENDER AS DETERMINANTS OF STUDENTS'  
ATTITUDES TOWARDS LEARNING: A CASE STUDY OF FACULTY OF EDUCATION, ABIA STATE  
UNIVERSITY, UTURU, ABIA STATE**

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**ABSTRACT**

The study investigated the entrepreneurship education and gender as determinants of students' attitude towards learning in faculty of education, Abia State University, Uturu, Abia State, Nigeria. The aim was to determine the relationship between entrepreneurship education, gender and students' attitude towards learning. Two hypotheses were formulated to serve as guide to the study. Three hundred (300) Abia State University students were randomly selected for the study. A questionnaire titled entrepreneurship education scale and students' attitude towards learning questionnaire was administered and used for data collection. The hypotheses were tested using multiple regression tested at 0.05 level of significance. Findings revealed that the criterion variable (students' attitude towards learning) correlated positively and low towards entrepreneurship education. Also, gender was not a determinant factor to both students' attitude towards learning and their interest in entrepreneurship education. The result also showed that only students that are disposed to entrepreneurship education with the regression coefficient (b) of .258, and a beta weight of .592 significantly have good attitude towards learning, while gender was not a significant factor in predicting students' attitude towards learning. Based on these findings the following recommendations were made; that students should be encouraged to be interested in entrepreneurship education irrespective of gender, the university should make entrepreneurship education compulsory for all students irrespective of faculty, discipline, family background, interest, self-concept, personal interest and culture. Entrepreneurship education should expose students to skills that can make them independent, self-reliant, and self-employed after graduation, different entrepreneurial skills including carpentry, baking, car repairs, hair dressing, electric gadgets repairs and so on training should be given to students. It is also important to note that entrepreneurship education and gender have no influence on each other. Also students irrespective of gender can acquire any entrepreneurial skills without restrictions or bias.

**Keywords:** Entrepreneurship education, Gender, Students' Attitude and Learning.





❖ \*\*\* Leadership (9)

**IMPACT ASSESSMENT OF IMPROVED WASH SERVICES ON BEHAVIOR, PERCEPTION, AND PRACTICES OF COMMUNITIES OF ISLAMPUR MOHALA, THATTA, PAKISTAN**

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**ABSTRACT**

Informal settlements, commonly known as urban slums in the developing world, are mostly deprived of better WaSH services. Various NGO's are working on WaSH services projects in slums and rural areas of Pakistan. This study aimed to assess the impacts of the Improved WaSH services project implemented by NRSP and its partners in a slum area (Islampur Mohalla) of Thatta city, Pakistan. This cross-sectional study is consisting of household surveys. A total of 87 households were selected based on systematic random sampling criteria. A Structured questionnaire was used for the collection of data. Twelve drinking water samples were collected from different locations. Results of end-line data were compared with baseline data by using statistical tests such as paired T-Test, Wilcoxon related samples signed-rank test. Results demonstrated significant improvement in some variables such as perception about water quality, knowledge of water contaminants. Availability of drainage connection change in perception about toilet usage and open defecation, safe disposal of babies' feces, availability of water storage facilities, improvement in handwashing at critical times, the p-value was  $< 0.05$ . WaSH interventions found successful in changing behavior, perception, and practices of communities. Follow-up interventions should be made for the sustainability of WaSH interventions.

**FRAMEWORK DEVELOPMENT FOR IMPLEMENTATION OF REAL-TIME PERFORMANCE MANAGEMENT SYSTEM WITHIN MANUFACTURING ENVIRONMENT**

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**ABSTRACT**

Purpose - Managing change and evolving business practices are some of the most common challenges faced by Organisations. They are continuously under pressure to adapt to global, economic and technological changes. Performance management is a vital component, helps assess individual performance and strengthen job clarity and outcomes in the ever evolving and changing environments. A common trend that is noted is the shift of organisations from traditional models to innovative processes taking into account the need for survival,



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competitiveness and maximizing workforce performance.

Boxall and Purcell (2011) work complements the need for organisations to critically restructure their internal systems including processes, policies, and management practices to effectively manage change. Researchers have been focussing on the need for organisational practitioners to review HR practices focusing on employee motivation and engagement. The terms ‘high performance work system and high performance workplace’ (Dorenbosch, 2009) are gathering attention, but research also raises questions on the lack of clarity on the elements and or constructs that encompass ‘high performance work system and high performance workplace’ (Dorenbosch, 2009).

**Key Workplace problem** - This action research paper was undertaken to address issues of ineffectiveness of performance management systems currently being faced within a manufacturing environment. The issue is the result of misalignment between goals and outcomes, shortcoming in cascading organisational goals, long gaps, frequency between appraisals, and shortcoming in training, coaching, and engagement strategies.

**Approach** - The approach used has been to first understand the problem, followed by study of evolution of constructs and framework models in the area of performance management through an extensive review of literature. The study used multi-stage data collection applying mixed methods strategy. Data collection through quantitative and qualitative tools and triangulation of outcomes helped understand and examine alternatives for developing a framework that supports implementing effective performance management systems within a manufacturing setting (Hales et al., 2016).

**Outcomes and recommendations** - The purpose of this research was to examine and discuss major elements and constructs with regards to successful implementation of a performance management system with specific focus towards real time assessment and feedback in the area of performance management (PM). The project concluded outlining the interdependence of eleven constructs with a framework for systematic process implementation to achieve real time performance management objectives.

**Conclusion** - Globalization and changing business environments have required management and HR practitioners to continuously work towards strategies that improve organisational effectiveness, and performance management is a critical component, being one of the most concerning areas. Some of the issues and suggestions detailed in the following chapters are not conclusive or exhaustive, there can be more that can be listed, but this project intends to focus on present issues through futuristic strategies while attempting not to repeat what has been researched earlier.

**Keywords:** Performance management system, Real time performance management, Issues, aligning objectives, SMART Goal Settings, high performing organizations, transformations in performance management



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**MIGRANT RREMITTANCES AND GROWTH OUTBURST IN NIGERIA: IMPLICATIONS FOR  
SOCIAL COHESION**

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**ABSTRACT**

This study examined the nexus between migrant remittances and growth outburst in Nigeria from 1980 to 2019. The large increase in remittances during the last two decades has stimulated a keen interest in understanding the nature and economic consequences of these flows especially where workers' remittances which consist of goods or financial instruments are transferred by migrants living and working abroad to residents of the home economies of the migrants. Despite that this is limited to transfers made by workers who have stayed in foreign economies for at least one year; yet, money sent home by migrants constitutes the second largest financial inflow to developing countries, exceeding international aid. Using time series data, results from the study shows that remittances have contributed to growth in recent times although its response to shocks, expenditure and development in Nigeria is minimal. Migrant remittances exert significant influence on economic growth outburst. The study suggests for the implementation of policy based frameworks to stimulate remittance inflow and at the same time checkmate the problem of excessive skilled migration or brain drain.

Keywords: growth, migrant, Nigeria, remittances.

**COCKSFOOT'S HYBRIDS BEHAVIOR UNDER MEDITERRANEAN ENVIRONMENT**

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**ABSTRACT**

*Dactylis glomerata* L. (Orchardgrass or cocksfoot) is one of the most important forage, long-lived and resistant to summer drought. Under the Mediterranean climate, one way to produce without irrigation is to use plants resistant to drought, summer dormant such as some perennial grasses. The current study was conducted during 2011/2012 to evaluate some physiological traits of progeny generated between a summer dormant genotype from the variety Kasbah (*Dactylis glomerata* ssp *hispanica*) and a summer active genotype from the variety Medly (*Dactylis glomerata* ssp *glomerata*) under Mediterranean climate. Measurements concerned dry matter yield, heading date, plant height, and the summer dormancy, among 229 hybrids F1. This study was carried out to improve dry matter production and summer dormancy for orchardgrass hybrids.

Results show a large variability between genotypes. Despite irrigation, the morphological analysis revealed differences between genotypes for all measured traits. In summer, hybrids produced less dry matter than spring for all genotypes and parents, in July senescence varied among genotypes and 3, 95% of hybrids achieved the highest level of senescence than all populations, 35, 37% of hybrids were named as highest productive in spring. Variation among genotypes was high for spring biomass (CV=75, 38%) and low for heading date (CV= 9, 27%). A very highly significant correlation ( $P < 0.0001$ ) was marked between all traits except the correlation between heading date and senescence.

**Keywords:** perennial grasses, *Dactylis glomerata* L., hybrids, productivity, summer dormancy, senescence



## REASONING PERFORMANCE OF GRADE VI PUPILS IN GEOMETRY: AN ENHANCEMENT ACTIVITY

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### ABSTRACT

This study was conducted to develop an enhancement activity in empowering the skills of Grade VI pupils in geometry. This study aimed to assess the performance of Grade VI pupils in terms of their critical thinking, complex analogy and spatial visualization. The researcher used descriptive method. The respondents composed of forty (40) Grade VI pupils from Ibaba Elementary School who were purposively chosen. The researcher developed a 15 open-ended type of questions which is 100 points in every parameter that is equivalent to 300 points since it has three parameters and divided into part A for the first day of administration and part B for the second day. The respondents' responses gained a mean of 72.90 in critical thinking and standard deviation of 14.30 which falls under the satisfactory description, the respondents' responses gained a mean of 64.15 in complex analogy and standard deviation of 16.43 which falls under the fairly satisfactory description and the respondents' responses gained a mean of 68.30 in spatial visualization and standard deviation of 16.33 which falls under the satisfactory description. The level of the acceptability of the enhancement activity was evaluated in terms of learning content, originality, accuracy, and layout of the material by the teachers in Grade VI. The level of the acceptability of the enhancement activity in terms of learning content gathered a weighted mean of 3.78, originality with the weighted mean of 3.85, accuracy with the weighted mean of 3.85 and layout of the material with the weighted mean of 3.88. Furthermore, based on the result found, the developed enhancement activity is strongly acceptable to increase the performance of the learners. This material can be used to aid the difficulties of the pupils in reasoning in terms of critical thinking, complex analogy and spatial visualization in geometry.

**Keywords:** Abstract Reasoning, Enhancement Activity, Geometry, Grade VI pupils



**SUMMER DORMANCY AND PRODUCTIVITY IN COCKSFOOT POPULATION UNDER  
MEDITERRANEAN CLIMATE IN MOROCCO**

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**ABSTRACT**

Climate variability is projected to amplify existing climate-related risks and create new risks for natural and human systems. Perennial forage species may represent a valuable alternative to annual forage crops, by improving the environmental and economic sustainability of Mediterranean agro-pastoral farming systems through a reduction in soil erosion and conservation of soil water. *Dactylis glomerata* L. (Cocksfoot or orchardgrass) is one of the most important perennial grasses characterized by its good productivity in pure and mixed crops. Our research is focused on the characterization of hybrids generated by crossing a summer dormant genotype from the variety Kasbah (*Dactylis glomerata* ssp *hispanica*) from Morocco and a summer active genotype from the variety Medly (*Dactylis glomerata* ssp *glomerata*) from France under Mediterranean climate. Even with irrigation, summer dormancy is adaptive, it's a means for plants to survive the hot and dry summer season and happens under increasing photoperiods and temperatures. The objective of this study is to characterize hybrids for their summer dormancy and productivity for three years especially for dry matter, heading date, senescence, and plant height. Results are promising which showed different results to each genotype.

**Keywords:** Cocksfoot, hybrids, summer dormancy, productivity



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**ASSESSING THE IMPACTS OF LAND USE AND LAND COVER CHANGE ON LAND SURFACE  
TEMPERATURE AND PRECIPITATION: A CASE STUDY IN KATHMANDU**

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**ABSTRACT**

Five years and two months of experience in applying Geographic Information Systems (GIS), GIS models, engineering surveying, geographic analysis and technologies for improved information management and decision support worldwide. Expertise includes, GPS and DGPS handling, land cover mapping and related accuracy assessment; location based services; spatial temporal analysis, Qualitative and quantitative spatial reasoning; land use optimization and allocation model design; hydrological and environmental modelling; participatory environmental risk, vulnerability assessment; spatial decision support model design; web-based mapping application deployment; program reporting, monitoring, and evaluation.

**AN ANALYSIS OF INSURANCE FRAUD IN THE UNITED STATES**

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**DR. KATHLEEN MITCHELL**

**DR. KIM MILLER**

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**ABSTRACT**

Insurance fraud is an international problem impacting government agencies, corporate entities, and private consumers. Despite the prevalence and high cost of insurance fraud, there is limited research on this topic which has likely contributed to varying insurance fraud sanctions from state to state and inconsistent sentencing guidelines across the country. The purpose of this research was to examine the Coalition Against Insurance Fraud's database of insurance fraud cases from 2005-2018 to examine the types, levels, punishments, and overall cost of insurance fraud. This research examined fraud in five separate geographic regions in the United States: Northeast; Southwest; West; Midwest; and Southeast. The research findings suggest that there is little uniformity in sentencing for insurance fraud cases, and that insurance fraud is a national problem in the United States costing billions of dollars every year. Policy implications include a greater governmental and corporate focus on tracking fraud cases and implementing laws and policies which reduce insurance fraud.

**Keywords:** insurance fraud; fraud; sentencing guidelines; white collar crime; fraud prosecutions





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**ANALYSIS OF STAFF OPINION ON CAUSES AND CONSEQUENCES OF ORGANIZATIONAL  
CONFLICT IN SELECTED SOUTH EAST, NIGERIA TERTIARY INSTITUTIONS**

By

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**ABSTRACT**

The study is a survey of the opinions of stakeholders of tertiary institutions in South East Nigeria on the causes and consequences of organizational conflicts in their institutions. Using Cluster Sampling Technique, a total of 840 respondents comprising 140 administrators, 200 union executives, 240 staff and 260 students were sampled from randomly selected six tertiary institutions in South East zone of Nigeria. Data were collected using a researcher made questionnaire titled: Organizational Conflict Tertiary Questionnaire (OCTQ). This was face validated and test-re-tested to have reliability co-efficient of 0.82. Data were analyzed using percentages and t-test. In the opinions of respondents, (85% of administrators; 93.53% of staff, 96.53% of students and 100% of union executives) findings indentified welfare inadequacy as the major cause of organizational conflict in the institutions. Following this was school leadership style (33.57% of administrators; 87.5% of staff, 81.15% of students and 84.5% of union executives). However, national insecurity was found to be insignificant in causing organizational conflict in the institutions. Similarly, majority of respondents (80% of administrators; 89.58% of staff, 91.15% of students and 89% of union executives) believed conflict tensed organizational relationship among school members (staff, students and parents). Similarly, 95.71% of administrators, 92.91% of staff, 100% of students and 93.5% of union executives agreed that conflict could disrupt academic programs. Hypothetically, however, significant differences were found in administrators and union executives' opinions on causes (t-test cal. value 17.22 > table value 1.96 @ 0.05 sig. level) and consequences (t-test cal. value 28.2 > table value 1.96 @ 0.05 sig. level) of organizational conflict. The implication of this is that the opinions of the stakeholders would vary depending on their cadre as school members. It was therefore recommended that irrespective of the cadre of school members, conflict should be eradicated in Nigerian tertiary institutions.



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❖ \*\*\* CTU Doc Student Poster Session (3)

EXPLORING THE DATA QUALITY CHALLENGES OF BIG DATA ANALYTICS SOLUTION  
IMPLEMENTATIONS FOR CLINICAL DATA

By

**RAMESH VENKATAKRISHNAN**  
Colorado Technical University  
Poster Session

PREDICTION MODEL TO DETECT INFLUENZA OUTBREAK USING SOCIAL MEDIA AND  
OFFICIAL DATA

By

**ALI WAHID**  
Colorado Technical University  
Poster Session

EXAMINING THE RELATIONSHIP BETWEEN GENDER AND LEADERSHIP STYLE IN THE RETAIL  
INDUSTRY

By

**JOSEPH K. CLOTTEY**  
Colorado Technical University  
Poster Session

