

Fredrick Muyia Nafukho, Ph.D., MDP

Vice Provost for the Office for Academic Personnel and Faculty
Professor of Management and Organization, Michael G. Foster School of Business
Presidential Term Endowed Professor
Adjunct Professor, College of Education
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EDUCATION

Doctor of Philosophy (Ph.D.), Louisiana State University, December 1998

- Leadership and Human Resource Development – (*Fulbright Scholar*).

Master of Education (M.Ed.), Kenyatta University, Nairobi, Kenya, December 1993.

- Economics of Education & Educational Planning

Bachelor of Education (B.Ed.), Kenyatta University, Nairobi, Kenya, May 1988.

- Major: Economics and Business Studies and Education

PROFESSIONAL EXPERIENCE

University of Washington, Seattle, Washington
Vice Provost for the Office Academic Personnel and Faculty – February 1, 2023 – Present
Professor of Management and Organization, Foster School of Business - February 1- Present
Presidential Term Endowed Professor – February 1 - Present
Adjunct Professor of Higher Education Leadership, College of Education

Texas A&M University, College of Education and Human Development
Senior Associate Dean for Faculty Affairs and Professor, Co-Director
Educational Leadership Research Center, September 2021 – January 2023
Associate Dean for Faculty Affairs and Professor, August 2017 – August 2021.
Department Head and Professor, July 2009- May 2017.
Associate Professor and HRD Program Chair, August 2007 – June 2009.

University of Arkansas, College of Education and Health Professions
Assistant Department Head/Graduate Programs Director, Associate Professor, July 2006 – July 2007.
Associate Professor, January 2005 – June 2006.
Assistant Professor, August 2001 – July 2005.

Moi University Eldoret, Kenya, School of Education
Department Head, Educational, Admin., Planning & Curriculum Development, January 2001 – August 2001.
Senior Lecturer, August 1999 – August 2001.
Lecturer, Moi University, Kenya, February 1994 – July 1999.
Assistant Lecturer, May 1992 – January 1994.
Graduate Assistant, May 1992.

SIGNIFICANT ADMINISTRATIVE ACCOMPLISHMENTS

Vice Provost, Office for Academic Personnel and Faculty, Professor, February 1, 2023- Present

In my role as Vice Provost for the Office Academic Personnel and Faculty, I partner with academic schools, colleges, campuses and departments to advance the career success of the University of Washington’s more than 23,000 faculty and academic personnel. The role of the Vice Provost for Academic Personnel & Faculty is to serve as a strategic adviser to the provost and foster a responsive, forward looking, and collaborative approach to supporting and enabling the academic units across the university to achieve their priority goals. A commitment to building the highest standards of academic excellence and fostering a welcoming and inclusive environment in research, teaching, mentoring and service, with particular emphasis

on supporting the success of students, faculty and staff from all backgrounds.

Major Achievements

- Successfully reorganized the Academic Personnel and Faculty Office and developed a [strategic plan](#) with an implementation plan through an inclusive and participatory process.
- Successfully recruited through a competitive process, 17 new staff members including Associate Vice Provosts, Assistant Director of AHR, Assistant Director of Communications, ISO Advisor, program specialists, and faculty affairs specialists.
- Successfully introduced offering of visas for qualified professional staff which has been received very well, and the moving of faculty medical leave processing to UWHR.
- Working collaboratively with the faculty senate, and the senate committee on planning and budgeting on budgetary matters in my role as member of the Senate Committee on Planning and Budgeting.
- Made a case to the provost, deans and chancellors on the need to purchase the Review, Promotion and Tenure (RPT) interfolio module, which was approved and purchased, currently used in the review of P&T dossiers and processing of faculty sabbatical leave.
- Co-created and launched new academic leaders and new faculty onboarding year-long programs.
- Assessed, designed and implemented Dean and Chancellor Leadership Development Series, Conflict Engagement Resolution Training for faculty and academic leaders, and Department Chair Leadership Development Series.

Senior Associate Dean for Faculty Affairs and Professor, September 2021- January 2023

Areas of responsibilities included: Provided and led a transformational plan to support faculty from pre-recruitment to retirement, and post-retirement, fiscal management and operations of the School of Education and Human Development college in collaboration with the Dean, and Assistant Dean for Finance, talent management and development including faculty searches, faculty hiring, on-boarding, faculty tenure and promotion, faculty development, faculty wellness, faculty salary equity adjustments, diversity, equity and inclusion initiatives, serving as acting dean whenever the dean is traveling on official duty, representing the Dean at Dean's only and Council of Deans monthly meetings as requested, advancement work in collaboration with the Dean and the Senior Director for Development to raise funds needed to meet the mission and goals of the College, coordinating external constituency partnerships and outreach initiatives.

Major Achievements

- In consultation with the Dean, provided vision and leadership to the College which included four academic departments and 10 centers and institutes, over 7,000 undergraduate and graduate students, 219 full-time and 100 part-time faculty, and over 150 staff members
- Work with the University Vice President for Faculty Affairs Office and other faculty affairs deans to maximize collaborative relationships and encourage and support interdisciplinary efforts across the university

Fiscal Management and Institutional Leadership

- Served as a member of the University Faculty Affairs Council
- In collaboration with the Dean and the Assistant Dean for Finance participated in College Budget decision-making and operation processes. The College had a budget of \$65 million a year, with an additional \$21- \$30 million in grant-funded expenditure
- Participated in facilities planning, oversight and management with proposed budgets and funding needs for the College
- Served on the College leadership team that reviewed and approved all proposals for facility changes
- Served on the College leadership team that conducted long range planning for the college-built environment including remodeling, expansions, and demolitions
- Conducted faculty salary adjustments after every two years

Capital Campaign/Fund Raising and Global Collaborations

- In collaboration with the Dean and the Development Officer, we generated fund raising ideas, the College met capital campaign goals 2 years ahead of schedule and raised over \$42M.

- Successfully planned, funded, and supported a new research support office in the College; external funding for new grants grew from \$14 M/year to \$42M/year in five years; annual research expenditures grew from \$21M to \$30M during same time frame.
- Established successful international collaborations in Bangladesh, Botswana, India, Kenya, Saudi Arabia, Senegal, Singapore, South Africa, Switzerland, and Tanzania. In October 2021, signed an MOU with the Ministry of Education in Kenya.

Faculty Searches, Hires, Reviews, and Faculty Development

- Represent the school on Faculty Affairs Council at the University level
- Coordinate the College STaR mentoring program for new assistant professors in collaboration with the Senior Associate Dean for Academic Affairs.
- Oversee tenure and faculty promotion processes and collaborate with department heads and faculty to provide guidance for faculty annual reviews
- Oversee new faculty on-boarding and participate in tenure and promotion training workshops
- Oversee mid-term, tenure reviews and promotion, tenure upon arrival reviews, periodic reviews, and faculty professional development reviews.
- Review faculty performance evaluations across the college
- Develop and disseminate new and existing faculty guidelines and policies
- Advise on faculty searches, appointments and hiring, and retention
- Oversee the department head and departmental review processes, and assist with the faculty retention processes, review faculty emeritus/emerita applications
- Review and approve all faculty hires requests from the 4 departments
- Consult on faculty grievances, engage in regular meetings such as Deans Development Council, Executive Committee, College Leadership Team, and Department Head's monthly coordination meetings

Associate Dean for Faculty Affairs and Professor, August 2017 – August 2021

In consultation with the Dean, provided leadership for the college, with responsibility related to finance, faculty, staff, departments, and centers. Coordinated peer review of faculty members (annual review, midterm, faculty salary adjustments, promotion and tenure), coordinated 4 department heads and worked collaboratively with the Dean, three associate deans; and three assistant deans on achieving college mission and goals. Collaboratively and through an inclusive process developed and implemented the College's strategic plan (2020-2025).

Major Achievements:

- Improved management operations and business practices in the office of faculty affairs.
- Restructured Faculty Affairs office to improve service, efficiency and effectiveness by aligning resources.
- Improved diversity and conflict management programs:
 - Worked collaboratively with the Dean and the Dean of Faculties to require all faculty and staff serving on faculty search committees to take implicit bias training known as STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence). This training helped the college in moving the needle in terms of diversifying our faculty, our percentage of diverse faculty rose to 30% (from 24% in 2015). Of the 59-faculty hired since 2015, 53% identified as White, 21% as Black, 12% as Hispanic, and 14% as Asian.
 - Suggested to the Dean the need for creating a position of Associate Dean of Diversity and Inclusion which was accepted. Assigned by the Dean to develop job description for the position, provided oversight for the search and successfully hired the associate dean.
 - Provided leadership and oversight of the Promotion and Tenure process. A record 68 faculty earned tenure and promotion between over five years under my leadership.
 - Reviewed department and college guidelines for 4 departments, ensuring guidelines were consistent and transparent while supporting our goals of accountability and performance improvement.
- Improved faculty development:
 - Coordinated the College's Distinguished Lecture Series program by inviting renowned scholars from across the nation.
 - Provided leadership for a significant rewrite of the College and departmental faculty review guidelines.

- Advanced a strategic faculty awards mindset and worked collaboratively with the dean, staff and college leadership to create a world-class awards nomination process as signified by the many awards our faculty and staff received in 2019-2021.
- Jointly with the Dean facilitated faculty tenure and promotion workshops which provided clarity and removed tenure and promotion myths.
- Facilitated major change initiatives – the creation of the guidelines for academic professional track career paths:
 - Created communication strategies and holding meetings to allay new faculty fears by engaging them in conversations on working terms, careers paths and contract renewals.
 - Created opportunities for faculty cross-pollination and sharing of cultures across programs, and departments across the college.
 - Provided oversight for the revision and development of faculty annual, midterm, and promotion and tenure policies and processes in alignment within the university policies, rules, and standard operating procedures.

Professor and Department Head, Educational Administration and Human Resource Development, Texas A&M University, July 2009 - July 2017.

Leadership responsibilities for academic department comprising approximately 32 tenure line and clinical faculty serving 1,049 undergraduate and graduate students enrolled across 5 different academic programs and 28 members of staff serving in the department's, 2 research centers and 1 Educational Leadership Institute. Primary responsibilities included faculty workload assignment; evaluating faculty members including departmental leadership of the promotion and tenure process; administering departmental budget; supporting faculty and staff growth; ensuring fair distribution of department resources across academic programs through consultation and transparency; dealing with student-faculty conflict.

Major Achievements

- Accomplishments include strategic planning and successful implementation of the department's strategic plan, coordinating the external Academic Program Review (APR); initiating and providing oversight of the undergraduate and graduate curricula reviews and restructuring of the Ed. D. Degree; initiating and supporting graduating students to present at peer reviewed conferences; coordinating and supporting the hiring of 16 new tenure track or clinical faculty members and 12 new staff members. Promotion of 16 faculty to Associate or full professor during the 8-year term as department head.
- Strong track record of innovative and collaborative academic program development including the integration of high impact practices. Redesigned undergraduate core curriculum to improve student success rate and retention.
- Assessed, designed, developed, implemented and evaluated two online undergraduate core curriculum and one four online masters degree programs.
- Served as a member of the College of Education and Human Development Leadership Team and a member of the Dean's Council.
- Participated in the development and implementation of the college's strategic plan. The college had over 6,700 undergraduate and graduate students, 200 full-time and over 150 staff members with a budget of \$22 -38 million a year, in addition to \$25-40 million in grant-funded expenditures. EAHR Department had a budget of \$4 million a year, in addition to \$7 – 27 million in grants and contracts.

PROFESSIONAL TRAININGS AND CERTIFICATIONS

- Big Ten Academic Alliance ALP and DLP programs, 2024-2025, 2025-2026, 2026-2027
- Southeastern Conference, Academic Leadership Development Program, 2021-2022.

- Harvard Management Development Program Fellow, Harvard Institutes for Higher Education, Leadership Development Program, (MDP'13).
- Texas A&M University, Fellow, Summer Leadership Institute, 2014.
- QPR Suicide Prevention Gatekeeper Training, Students Services, Texas A&M University, 2012.
- Difficult Dialogues Facilitator, Office of Vice President and Associate Provost for Diversity, 2012.
- Basic Mediation Training (40 hours), Office of Vice President and Associate Provost for Diversity, 2012.
- Kenya Institute of Management Fellow, 2000.
- Fulbright fellowship course for international students, University of Pennsylvania, August, 1996.

UNIVERSITY SERVICE (Recent – full list available)

Big Ten Academic Alliance – Member, Vice Provost for Faculty Affairs – 2024 - present

Big Ten Academic Alliance, Academic Leadership Development Program and Deans Leadership Program, Liaison, 2024 - present

Collaborator, Global Burden of Disease (GBD), Institute for Health Metrics and Evaluation, University of Washington, 2023 - present

Lead, Provost Taskforce to develop a charge for deans and chancellors to review P&T Guidelines – 2025-present

Member, Search Committee, Vice President for Human Resources – Spring 2025

Member, Information and Technology Executive Governance Committee – 2024- present

Member, Provost Council 2025 - Present

Member, UW President's Cabinet, 2023 – July 2025

Member, Academic Leadership Team, 2023- present

Member, Vice Provost Council, 2023 – July 2025

Member, UW Faculty Council on Faculty Affairs, 2023 - present

Member, Board of Deans and Chancellors, 2023 - present

Member, Title IX University Committee, 2023 - present

Member, UW Faculty Dispute Resolution Workgroup, Appointed by President Ana Mari Cauce, 2023 - 2024

Member, Executive Sponsor Group, UW Financial Transformation Mar 2023- Dec 2023

Member, UW Promotion and Tenure Provost's Committee, 2023 – present

Chair, UW Executive Committee, Office of Academic Personnel – present

Member, UW Senate Committee on Planning and Budgeting, 2023 - present

Member, TAMU Fulbright Campus Interview Committee, 2022

Member, TAMU Leading the Function Capstone Simulation Working Group, 2020-2021

Member, TAMU Faculty Senate Ombuds Officer Search Committee, 2021

Member, TAMU Hagler Institute for Advanced Studies Administrative Council, 2018 - present

Member, TAMU Dean of Faculties Operations Council, 2018 – present

Member, CEHD Deans Development Council, 2017- present

Member, TAMU Diversity Leadership Group, 2017 - 2017

Member, TAMU Diversity Operations Committee, 2017 - 2019

Member, Search Committee for the Associate Dean of Faculties, TAMU January 2017

Member, Investigative Authority, Texas A&M University – January – February 2014

Member, Academic Civil Rights Committee – 2012-2014

Member, Center for Teaching Excellence Faculty and Student Advisory Board, 2010 – 2012, Texas A&M, 2011.

COLLEGE SERVICE

CEHD Leadership Team interviewing panel, Associate Dean for Research, 2020.

CEHD Leadership Team interviewing panel, Associate Dean for Diversity & Inclusion, 2020.

Ex-Officio Member, Faculty Advisory Council, 2017 – present.

Chair, Teaching, Learning and Culture Department Head Search Committee, 2015-2016.

Co-Chair, Difficult Dialogue Program, CEHD, 2014.

Member, Dean's Council -2009- present.

Member, College of Education and Human Development Climate Study Team – 2012.

Member, Cyber Learning Conference planning team, Texas A&M University – 2010

Chair, Executive Committee, Department of Educational Administration and Human Resource Development – 2009- present.

DEPARTMENT SERVICE

Chair of the Executive Committee – 2009-2017.
Chair of the Department’s Interdisciplinary Committee, Texas A&M University – 2007-2008.
Member of the Search Committee for Clinical Assistant Professor Position in HRD, Department of Educational Administration and Human Resource Development, Texas A & M University – 2007-2008.
Chair Department’s Promotion Committee for Associate Professor Rank, University of Arkansas 2006-2007.
Chair department’s Tenure Committee, University of Arkansas, 2006 -2007.
Member of the search committee for professor position in the Department - Fall-Summer 2005.
Member of the search committee for 3 Clinical Assistant Professor positions in the department – summer, 2004.
Member of the Search Committee for the position of Program/Project Specialist in the department – fall, 2003.
Member, Graduate Task Force Committee that redesigned the entire masters and doctorate programs – fall, 2003.
Served on the Committee that developed Guidelines for Doctoral Proposal Procedure.
Member of the Human Subjects Committee (2004-2006).
Served on the Committee that revised Teacher Education Program in the department.
Member of RHRC Graduate Admissions Committee (2002-2007).
Member of the Research Incentive Committee (2004-2006).

NATIONAL, INTERNATIONAL AND PROFESSIONAL SERVICE

Editor, International Higher Education Book Series, IAP Inc (Now Emerald Publishing) 2014- present
Member, Higher Education Leadership Initiative for Open Scholarship Executive Council -2024- present
Panel Grant Reviewer, National Science Foundation (NSF) - 2022
Peer Reviewer, Carnegie African Diaspora Fellowship Program - 2022
Project Proposal Reviewer, Carnegie Corporation of New York – 2020-2022
Lead Consultant, Open and Distance Learning – SADC, Gaborone, Botswana – 2010
Consultant with United Nations Development Program 2008-2010
External Examiner, North-west University, Mafeking, South Africa.
External Examiner, University of Cape Town, South Africa.
Member of the Executive Board of the Academy of Human Resource Development- 07-10
Chair, Nominations and Elections Committee, Academy of Human Resource Development (AHRD) - 2009
Program Chair and Proceedings Editor, AHRD International Research Conference - 2007.
Program Chair and Proceedings Editor, AHRD International Research Conference - 2006.
Associate Program Chair and Associate Editor, AHRD International Research Conference – 2005.
Associate Program Chair AHRD International Research Conferences 2002 – 2004.
Consultant with World Health Organization (WHO) – 2005 – 2006.
External Examiner, Royale Melbourne Institute of Technology, RMIT University, Australia.
Reviewer with World Health Organization (WHO), and World Bank -2004.
Country Senior Examination Supervisor Institution of Fire Engineers (based in London, UK). 1999, 2000, 2001.
Coordinator of Academy of Human Resource Development- Africa Region 1999 – 2001.
Member of the Board of Directors, Academy of Human Resource Development– 2007 -2009.
Member of the Publications Committee of the Academy of Human Resource Development 2006-2007.
Associate Program Chair, AHRD Annual Research conference, Austin, TX. February 2003 -2004.
Facilitator of Food and Thought Session, AHRD International Annual Conference- 2003.
Session Chair AHRD International Annual Research Conference – 2003.
Associate Program Chair, AHRD Annual Research conference, Minneapolis, Minnesota. February 2003.
Member, Scholarship and Leadership Committee, AHRD – 2002 - 2004.
External Examiner University of Nairobi, Department of Educational Studies. Faculty of External Studies (Examiner in Educational Planning, Economics of Education and Educational Administration). 1999 – 2000.

SCHOLARSHIPS, AWARDS AND HONORS

Crystal Apple Transformational Leader Award, College of Education & Human Development, Texas A&M University, 2024.
Southeastern Conference (SEC) Academic Leadership Development Program Fellow, 2021-2022.

Outstanding HRD Scholar Award, Academy of Human Resource Development, 2019. (*One of the highest recognitions in the Academy and bestows high honor to its recipient*).

Carnegie African Diaspora Fellowship Award, Kenyatta University, Kenya, 2017.

Outstanding Paper Award ((jointly with graduate student Huyen Van, awarded by the Viettel Academy and Foreign Trade University, Vietnam), 2019).

Academy of Human Resource Development Book of the year award (runners up for the co-edited book: *Handbook of research on innovative technology integration in higher education*. Hershey, PA: IGI Global, 2017).

Outstanding New Faculty Award, College of Education and Human Development Council, Texas A&M, 2008.

Cutting Edge Award – AHRD Conference Proceedings: with my graduate student Graham, C. M., 2005).

Arkansas Business Teacher Educator of the Year Award, 2004.

Business Counseling Excellence Award – Kenya Institute of Management (KIM), Nairobi, Kenya, 1999.

H.C. Sanders Scholarship Award for outstanding academic performance at Louisiana State University, 1998.

Millard Perkins Award for Outstanding Academic Performance at Louisiana State University, 1998.

Fulbright Scholarship for Doctoral Studies at Louisiana State University, 1996.

Distinguished International Scholar Award, Louisiana State University, 1997.

Kenya Government Scholarship for outstanding academic performance, 1990.

Kenya Government Scholarship for excellent academic achievement in the Kenya Advanced Certificate Examination, 1985.

GRADUATE AND POSTGRADUATE RESEARCH SUPERVISION

Chair Masters Committee - 47
Doctoral chair/co-chair -20
Dissertation committee - 32
Postdoc/Fulbright Scholars – 4

FORMAL TEACHING

Courses Taught – Texas A&M

EHRD 690: Educational Statistics 1, EHRD 618: Evaluation Models in HRD, EHRD 601: Foundations of HRD
EHRD 681: Seminar -Portfolio

Courses Taught – University of Arkansas

WDED 5776: Entrepreneurship Education, WDED 5523: Diversity Issues & Globalization, WDED 5575:
Program Evaluation VAED 3403: Employment Law in HRD, VOED 5993: Program Management, WDED 5333:
Performance Improvement, VAED 6993: Research in VAED (Doctoral Course on Research Methods), VAED
5106: Internship (Teacher Interns), VAED 4013: Presentation Techniques, VAED 6403: Special Topics in HRD
(Reframing Organizations), VOED 5113: Lab Business Management, VAED 6993: Workshop: Statistics in
VAED (Doctoral Statistics Course)

Courses Taught – Moi University

PAC 848: Demand for and Supply of Education, PAC 851: Efficiency and Equity in Education, PAC 852:
Financing Higher Education, PAC 821: Advanced Research Design & Methodology, PAC 842: Cost – Benefit
Analysis in Education, PAC 843: Quantitative Analysis in Educational Planning, IRD 902: Managing Human
Resource Function, IRD 903: Program Evaluation, IRD 904: Needs Assessment in Training & Development
PAC 820: Advanced Educational Statistics, IRD 305: Entrepreneurship Development, PAC 412: Planning and Economics of
Education

PROFESSIONAL MEMBERSHIPS

Fulbright Association (Life Member since 2004).
American Educational Research Association, AERA (2009-Present).
Academy of Human Resource Development, AHRD (1996 – Present).
Academy of Management, (2007 -2016)
Kenya Scholars Studies Association (2010 – present)
American Evaluation Association, AEA (2004-2016).
American Vocational Educational Research Association, AVERA (1997- 2009)
Delta Pi Épsilon, DPE (1996- 2007).

Arkansas Business Education Association (2002 – 2007).
 Association for Career and Technical Education, ACTE (2002 – 2009)
 Arkansas Association for Career and Technical Education, AACTE (2002 – 2007)
 National Business Education Association, NBEA (1996 – 2007).
 Association of Third World Studies, ATWS - Secretary, Kenya Chapter, 2000-2001
 Organisation for Social Science Research in Eastern and Central Africa, (1991- 2002).
 Educational Research Network in Kenya, ERNIKE (1992- 2001).
 Associate member - Kenya Institute of Management, KIM (1995-present).
 American Society for Training and Development, ASTD (1996 – 1998).
 Council for the Development of Social Science Research in Africa (2000 – 2007).

RESEARCH FUNDED PROPOSALS, CONTRACTS AND PROJECTS –Over (\$ 20, 304,264)

35. Principal Investigator and Director: Bhimanagouda, Co-Directors: Jesica, Chitwood-Brown, James, Giavannoni, Kevin, Crosby, and Fredrick M. Nafukho, Co-PI. Climate Resilient High Quality Tomato Varieties for Sustainable Production. \$8.4 million (2024-2029) *USDA-NIFA-SCRI-2024-51181-43464. (\$242k Co-PI role).*
34. Principal Investigator: Beverly, Irby, Co-PIs: Fredrick M. Nafukho, Lara-Alecio, R., and Tong, F., Co-Investigators: Carl Fahrenwald, Gwen Webb, Joyce Alexander, and Susan Holley. (2022). Project Research -based strategies and artificial intelligence for school enhancement: Turning around schools (RAISE). US Department of Education. \$14,999,991.007 (2022-2027)- 13% for Co-PI role.
33. Principal Investigator: Beverly, Irby, Co-PIs: Lara-Alecio, R., Tong, F., Fredrick M. Nafukho, and Joyce Alexander (2021). Accelerated Preparation of Leaders for Underserved Schools (A-PLUS): Building Instructional Capacity to Impact Diverse Learners. Project Sponsored by the Supporting Effective Educator Development Grant Program. (SEED), US Department of Education. \$999,679, (2021-2022).
32. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Huyen Thi Minh Van, & Noemi Mendoza. Recognizing Business Opportunity among STEM Majors: The Effects of Cognitive Entrepreneurial Training in Opportunity Recognition (Project E_STEM), CEHD Catapult Grant. \$10,000, (2021 - 2022).
31. Principal Investigator: Fredrick M. Nafukho, PI: Table to Farm: A sustainable, systems-based approach for a safer, and healthier melon supply chain in the U.S. USDA-National Institute of Food and Agriculture. Logic model of evaluation \$139,236, (2017-2021). Interdisciplinary research team of 23 researchers, from 8 universities, 7 states, total grant \$4.3 million.
30. Principal Investigator: Rafael Lara-Alecio, CO-PIs: Fredrick M. Nafukho and Carl Fahrenwald. Building Rural Acme in Secondary Science: Enhancing Science Teaching for High Needs Students in Rural Schools (Project BRASS). CEHD Catapult Grant. \$10,000, (2018 – 2020).
29. Principal Investigator: Fredrick M. Nafukho, Investment in Human Capital Development and Curriculum Development facilitation at Kenyatta University, Kenya. Carnegie Corporation, New York \$17,000), summer 2017.
28. Principal Investigator: Joyce Alexander, CO-PIs: Beverly J. Irby, and Fredrick M. Nafukho. Researchers: Capraro M., Capraro R., Ireland, D., Lara-Alecio, R., Stillisano, J., Taylor, L. Tong, F., Waxman, H., Wijekumar, K. TAMU. School Enhancement Project in an Urban School District: \$1,600,656, TAMU Internal grant. (2015-2016).
27. Principal Investigator: Fredrick M. Nafukho, CO-PI Bitu Kash: Translating UBRICA’s vision for Kenya to evidence-based strategy and funding. Life science and healthcare project. \$120,000. Sponsor, UBRICA Inc. (2015-2018).
26. Principal Investigator: Beverly J. Irby, CO-PI Fredrick M. Nafukho: George Bush School of Government and Public Service, Texas A&M University. Focus Group Meetings with Students from Underrepresented Populations. \$10,000 (2015).
25. Principal Investigator: Beverly J. Irby, CO-PI Fredrick M. Nafukho: Dwight College of Engineering, Texas A&M University. Counselors’ Retreat on Access and Inclusion for Minority Represented Groups (MRG) in Engineering \$ 10,000 (2014).
24. Principal Investigator: Mary V. Alfred, CO-PI Fredrick M. Nafukho: Texas Research-based Adult Instruction Network Professional Development Consortium (TRAIN PD Consortium) at TCALL. Texas Workforce Commission (TWC), sponsor, US Department of Education, primary sponsor. \$4,646,540.00 (2014-2016). -10% of the Grant.
23. Administrative oversight: Provided administrative oversight for HRD International Program, Homer Tolson: PI and HRD faculty who operated a successful Master of Science HRD Saudi Arabia (DE Program). \$1,193,658.26 (2012-2013).

22. Lead Consultant: Fredrick M. Nafukho. Four sector study of Open and Distance Learning in 15 Southern African Development Community (SADC) countries. \$35,000. (2010-2011).
21. Consultant: Fredrick M. Nafukho. Emotional intelligence and employee development. United Nations Development Program (UNDP) Gambia Office, West Africa. \$ 16,951.60 (Spring 2010).
20. Project Leader: Larry M. Dooley; Co-leaders: Fredrick M. Nafukho, Jamie Callahan, Toby Egan, Jia Wang, & Gary McLean. Training and Development Certificate Program in HRD. \$28,000 (April, 2009).
19. Consultant: Fredrick M. Nafukho. Emotional intelligence and employee development. United Nations Development Program (UNDP) Gambia Office, West Africa. \$ 16,951.660 (Spring 2009).
18. Principal Consultant: Fredrick M. Nafukho. Emotional Intelligence and Leadership Development Project for Women Country Resident Coordinators. United Nations Development Program (UNDP), New York. \$ 20,000 (fall 2008 and summer 2009).
17. Principal investigator: Larry M. Dooley; Co-investigators: Fredrick M. Nafukho & Jamie Callahan. Course Conversion for Master of Science Degree in Educational Human Resource Development. Office for Distance Education (ODE). \$129,967 (summer, 2008).
16. Project Leader: Larry M. Dooley; Co-investigators: Fredrick M. Nafukho, Jamie Callahan, Toby Egan, Jia Wang, & Gary McLean. Training and Development Certificate Program in HRD. \$39,000 (April 2008).
15. Principal investigator: Fredrick M. Nafukho; Co- investigators: Carroll M. Graham & Kit Brooks. Evaluation of Arkansas Education Service Cooperatives. \$47,303 (January, 2007).
14. Principal investigator: Fredrick M. Nafukho. Consultant with World Health Organization on the development of a training manual book, \$10,000 (summer, 2006).
13. Principal investigator: Fredrick M. Nafukho; Co- investigators: Kit Brooks, Penina Mungania, Jules Beck, & Greg Fike. Leadership Development program for a non-profit international organization. Awarded a research grant for design of a leadership development program for an international NGO with over 121 projects in 51 countries worldwide. \$129,000 (May 2005, June, 2006).
12. Principal Investigator: Penina Mungania. Co-investigator: Fredrick M. Nafukho. Perceptions of Distance Education Stakeholders: A Benchmark Study of Kenyan Higher Education Institutions. Awarded by the Research Incentive Grant, Department of Rehabilitation, Human Resources and Communication Disorders, College of Education and Health Professions. University of Arkansas. \$6,000. (June, 2005).
11. Principal Investigator: Fredrick M. Nafukho; Co- investigators: Nelson Wawire & Penina Mungania. Awarded a UNESCO grant to finance a book project to be used as a textbook in African universities. *Management of adult education programs in Africa*. Principal investigator: \$15,000 (August, 2005).
10. Principal investigator: Fredrick M. Nafukho. Africa Growth and Opportunity Act: A New Path for Africa's Economic Recovery? Awarded a grant by the Council for the Development of Social Science Research in Africa (CODESRIA) to finance the study and meet travel and accommodation costs to present the paper in Dakar, Senegal. \$5,000. (December, 2003).
9. Principal Investigator: Fred Wills, Co-Investigators: Fredrick M. Nafukho & Brent Williams. External Evaluation of the Arkansas Adult Numeracy Campaign. Awarded a grant to conduct an external evaluation of the Arkansas Numeracy Campaign Project, a statewide professional development in mathematics instruction. \$39,154. (June, 2003).
8. Principal Investigator: Fredrick M. Nafukho. Doctoral Academy Fellowship Grant. Awarded a doctoral fellowship grant which financed Doctoral studies for one student for a period of four years, \$ 60,000. Student successfully completed the doctorate and co-authored several research papers. (May, 2003).
7. Principal Investigator: Fredrick M. Nafukho, Co-investigators: Maurice Amutabi and Ruth N. Otunga. Awarded a book writing grant worth \$15,000, by UNESCO. (August, 2002). Book has been published and is used in over 100 Universities in Africa.
6. Principal Investigator: Fred Wills, Co-investigators: Fredrick M. Nafukho, Kit Brooks. The Arkansas Education Co-operatives Client Satisfaction Survey. Awarded a research grant which involved use of Web-based survey to determine the satisfaction of users of programs and services provided by 16 education co-operatives in the state of Arkansas. \$ 15,979. (January, 2002).
5. Principal Investigator: Fredrick M. Nafukho, Co-investigator: Barbara E. Hinton. A model for predicting tractor-trailer truck drivers' job performance related to highway safety. Awarded a research grant by the US Department of Transportation through Mack-Blackwell Transportation Center. \$107, 326. (July, 2002).
4. Principal Investigator: Dale Thompson, Co-investigators: Cecelia Thompson & Fredrick M. Nafukho. Baum Teaching grant to help develop teaching videotapes to help students write and present their team-teaching lessons. \$1,000. (May, 2002).

3. Principal investigator: Fredrick M. Nafukho. Co-Investigador: Silas A. Omulando. Evaluation of Mature Entrance degree program at Moi University. Awarded a research grant by the Deans Committee, Moi University to conduct this study. Kshs. @ \$76.92, 100,000 = \$1,300. (March, 2000).
2. Principal investigator: Fredrick M. The Forgotten Workers: The case of PSV Vehicle Drivers in Eldoret Town Kenya. Awarded a research grant by the Organization for Social Science Research in Eastern and Southern Africa (OSSREA) to finance the study. Nafukho. \$ 3,800 (May, 1996).
1. Principal Investigator: Fredrick M. Nafukho. Co-investigators: Ruth N. Otunga and Grephas G. Opat. A Study of Socio -Economic Background of Women Entrepreneurs in Eldoret Awarded a grant by Institute of Development Studies (IDS), University of Nairobi and Center for Development Research (CDR, Copenhagen, Denmark). (\$5,000). March, 1995.

TRAVEL GRANTS

26. Facilitator: Lifelong learning and community learning centers in Africa. Tanzania Open University, Dar es Salaam, Tanzania, UNESCO sponsored. \$4,000 (November, 2019).
25. Facilitator: Research methods and Entrepreneurship Workshop for Faculty College of Business Administration, University of Chittagong and Business Entrepreneurs, Chittagong, Bangladesh, World Bank sponsored project. \$6,000 (June, 2014).
24. Facilitator Quality Teaching Enhancement Workshop for Faculty of College of Business Administration, University of Chittagong, Bangladesh \$ 4,500. World Bank sponsored project (November 2012).
23. United Nations Development Program (UNDP) Gambia Office, Retreat facilitator on Emotional Intelligence and Employee Development, \$3,800 (May 2010).
22. United Nations Development Program (UNDP) Gambia Office, Retreat facilitator on Emotional Intelligence and Employee Development, \$3,800 (March 14-19, 2009).
21. Saudi Arabian Society for Human Resource Development, to teach in the M.S. International HRD Program in Saudi Arabia, \$2,421.37. (November 4-15, 2008).
20. United Nations Educational Scientific and Cultural Organization (UNESCO), To Attend the CONFINTEA VI Seminar on the African Perspectives of Adult Learning. Nairobi, Kenya, \$3,604.00 (November 1-3, 2008).
19. United Nations, to facilitate a leadership development training program for Country Resident Coordinators from over 36 countries. \$4,675.67 New York, 13-18, 2008.
18. United Nations Educational Scientific and Cultural Organization (UNESCO), To Attend the Writers Book writing Coaching session in Hamburg, Germany, \$5,000 (June 9 – 15, 2008).
17. Department of Educational Administration and Human Resource Development, To attend the University Council for Workforce and Human Resource Education, Dallas, Texas, \$804.24 (June 25- 28, 2008).
16. United Nations Educational Scientific and Cultural Organization (UNESCO), To attend a book writing training, at the UNESCO Institute of Lifelong Learning, Hamburg, Germany, \$5,000 (June 9-15, 2008).
15. AHRD Annual International Conference, Panama City, Florida, \$1,376.00 (February, 18 -24, 2008).
14. Department of Educational Administration and Human Resource Development, To deliver a keynote paper at an International Conference organized by Kenyatta University Business School, \$1,716.00 (November 14-17, 2007).
13. Department of Educational Administration and Human Resource Development, To attend AHRD Board Meeting, Panama City, Florida, \$377.00 (November, 2007).
12. AHRD and Department of Educational Administration and Human Resource Development, To attend AHRD Board Meeting, Panama City, Florida, \$750.00 (September, 2007).
11. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Indianapolis, Indiana, to make presentations at AHRD Annual Conference. \$1,140.60 (Feb/March, 2007).
10. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Columbus, Ohio, to make presentations at AHRD Annual Conference. \$1,050. (Feb/March, 2006).
9. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to New Delhi, India to facilitate training. \$3,197 (December 3 – 10, 2006).
8. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Austin, TX to make presentations at AHRD Annual Conference. \$1,569.20. (March, 2004).
6. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Seoul, South Korea to present a paper at an international conference. \$2,806. (May, 2002).
5. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to Hawaii to make presentation at AHRD Annual Conference. \$1, 951.50. (March, 2002).

4. Research Incentive Fund, Department of Rehabilitation, Human Resources and Communication Disorders. Funded my trip to attend a U.S. Department of Education FIPSE Grant Writing Workshop, Chicago. \$778.50. (March, 2002).
3. The market model of financing state universities in Kenya: Some innovative lessons. Awarded a travel grant that enabled me to present a paper at an International Conference on African Universities in the 21st Century held at University of Illinois at Urbana-Champaign, USA. Conference sponsored by Ford Foundation and US Department of Education. \$2,000. (April 25 – 27, (2000)
2. Awarded H.C. Sanders fellowship worth \$800 that enabled me to attend the 14th Annual Meeting of *the International Agricultural and Extension Education*, Tucson Arizona, (April 16-18, 1998). Louisiana State University.
1. Millard Perkins Award for maintaining a GPA of 4.00. The award covered the costs of printing, binding and publishing of a booklet out of my dissertation work (\$1,000). (October, 1998). Louisiana State University.

RESEARCH INTERESTS

- Human and organizational learning – adult learning, lifelong learning, e-learning, transfer of learning
- Educational policy analysis within international and comparative education
- Investment in human capital development
- Emotional intelligence and leadership development
- Organizational development and change

PUBLICATIONS – REFEREED JOURNAL ARTICLES

69. Arghode, V. & Nafukho, F. M., (2026). [Emotionally intelligent and ethically grounded AI: reimagining learning and development in the digital age](#). *European Journal of Training and Development*.
68. Nafukho, F. M., & El Mansour, W. (2025). [Factors determining entrepreneurial opportunity recognition and the significant role of education and training](#), *European Journal of Training and Development*.
67. Nafukho, F. M., Irby, B. J., Pashmforoosh, R., Lockhart, M. E., Mansour, W. E#, Lara-Alecio, R., & Tong, F. (2023). Training Design in Mediating the Relationship of Participants' Motivation, Work Environment, and Transfer of Learning. *European Journal of Training & Development*, 47, 10, 112-132.#
66. Arghode, V., Nafukho, F.M., & Boulder, T. (2022) Higher education institutions as learning organizations during the COVID-19 pandemic. *Human Resource Development International 1-9*. doi:10.1080/13678868.2022.2121018.#
65. Arghode, V., Lakshmanan, G., Nafukho, F. M. (2022). Emotional intelligence, intercultural competence and online instruction: Review and reflection. *European Journal of Training and Development*, *European Journal of Training and Development*, 46, 2, 1-8#
64. Kurian, D., & Nafukho, F. M. (2021). Can authentic leadership influence the employees' Organizational justice perceptions? - A study in the hotel context. *International Hospitality Review*. [https://DOI 10.1108/IHR-08-2020-0047](https://DOI.10.1108/IHR-08-2020-0047).
63. Mkuu, R. S., Gilreath, T. D., Barry, A. E. Nafukho, F. M. Rahman, J., Chowdhury, M. A. B., Wekullo, C., & Harvey, I. S. (2021). Identifying individuals with multiple non-communicable disease risk factors in Kenya: a latent class analysis. *Public Health*, 198, 180-185.
62. Mkuu, R., Barry, A., Yonga, G., Nafukho, F. M., Wernz, C., Gilreath, T., Muhammad, A.B., Harvey, I.S. (2021). Prevalence and factors associate with overweight and obesity in Kenyan adult. *Preventive Medicine Reports*, 1-21. DOI: <https://doi.org/10.1016/j.pmedr.2021.101340>
61. Van, H., & Nafukho, F. M. (2020). Employee engagement antecedents and consequences in Vietnamese businesses. *European Journal of Training and Development*, 44 (2/3), 89-103.#
60. Nafukho, F. M., Wekullo, C. S., & Muya, M. H. (2019). Examining research productivity of faculty in selected leading public universities in Kenya. *International Journal of Educational Development* 66, 44-51.
59. Wang, S. Y., Graham, C. M., Hsia, C.H., Nafukho, F. M., & Wang, H. (2019). Communication climate, organizational learning readiness and job satisfaction in information technology service enterprises, *Journal of Internet Technology*, 20(5), 1637-1647.
58. Mkuu, R. S., Barry, A. E., Swahn, M. H. & Nafukho, F. M. (2019). Unrecorded alcohol in East Africa: A case study of Kenya. *International Journal of Drug Policy*, 63, 12-17.

57. Muya, M. H., Wekullo, C.S., & **Nafukho**, F. M. (2018). Talent development in emerging economies and development capacity building. *Advances in Developing Human Resources*, 20 (4), 498-516.
56. Dirani, K., & **Nafukho**, F. M. (2018). Talent management and development: Perspectives from emerging market economies. *Advances in Developing Human Resources*, 20(4), 383-388
55. Farnia, F., **Nafukho**, F. M., & Petrides, K. V. (2018). Predicting career decision making- difficulties: The role of trait emotional intelligence, positive and negative emotions. *Frontiers in Psychology*, pp. 1-7. IF 2.089.
54. Wekullo, C., Davis, E. **Nafukho**, F., & Kash, B. (2018). Health and human development in Kenya: A review of literature from high income, middle income, and low income countries. *European Journal of Training and Development*, 42, 1/2,5-34.
53. **Nafukho**, F. M. (2018). Investment in health as a form of human capital development. *European Journal of Training and Development*, 42, 1/2, 2-4.
52. **Nafukho**, F. M., Alfred, M., Chakraborty, M., Johnson, M., & Cherrstrom, C. A. (2017). Predicting workplace transfer of learning: A study of adult learners enrolled in a continuing professional education training program. *European Journal of Training and Development*, 41(4), 327-353.
51. **Nafukho**, F. M., Muya, M.H., Farnia, F., Kacirek, K., & Lynham, S. A. (2016). Developing emotional intelligence skills among practicing leaders: Reality or myth? *Performance Improvement Quarterly*, 29(1), 71-87.
50. Farnia, F., & **Nafukho**, F. M. (2016). Emotional intelligence research within human resource development scholarship. *European Journal of Training and Development*, 40 (2), 90-110.
49. Baker, C., **Nafukho**, F.M., McCaleb, K., Becker, M., & Michelle, J. (2015). The tangible and intangible benefits of offering massive open online courses: Faculty perspectives. *Internet Learning Journal* 4 (2), 52-68.
48. Chakraborty, M., & **Nafukho**, F. M. (2015). Strategies for virtual learning environment focusing on teaching presence and teaching immediacy. *Internet Learning Journal* 4(1), 8-21.
47. Williams, R., & **Nafukho**, F. M. (2015). Technical training evaluation revisited. *Performance Improvement Quarterly*, 27, (5), 182-202.
46. Valentin, M., Valentin, C., & **Nafukho**, F. M. (2015). The engagement continuum model using corporate social responsibility as an intervention for sustained employee engagement: research-leading practice. *European Journal of Training and Development*, 39, (3), 182-202. doi/full/10.1108/EJTD-01-2014-0007.
45. Chakraborty, M., & **Nafukho**, F. M. (2014). Engaging students in online courses: What do students want? *European Journal of Training and Development*, 38, (9), 782-802.
44. **Nafukho**, F. M. (2013). Capacity building through investment in people: Key to Africa's development. *European Journal of Training and Development*, 37, (7), 604-614.
43. **Nafukho**, F. M., & Muya, H. M. (2013). The World Bank's Africa virtual university project: A revisit. *European Journal of Training and Development*, 37, (7), 646-661.
42. Yeager, L. K., & **Nafukho**, F. M. (2012). Developing diverse teams to improve performance in the organizational setting. *European Journal of Training and Development*, 36, (4), 388-408.
41. Khayesi, J. & **Nafukho**, F. M. (2011). Entrepreneurship and career development in Africa: State of the Art. *Career Planning and Adult Development Journal*, 27(1) 126-137.
40. Obiero, D., **Nafukho**, F. M., & Tolson, H. (2011). Consequences of employee turnover in the banking industry: A review of selected literature. *International Journal of Vocational Education and Training*, 19(2), 73-85.
39. Hairston, N., & **Nafukho**, F. M. (2011). Determining statistical significance between e-learning training versus traditional training in six different industry settings. *International Journal of Vocational Education and Training*, 19(1),7-22.
38. Wangenge-Ouma, G., & **Nafukho**, F. M. (2011). Responses to conditions of decline: The case of Kenya's public universities. *African Education Review*, 8(1), 169-188.
37. **Nafukho**, F.M., Bonner, F. A., & Nave, F. M. (2010). Career behavior strategies for minority students in adult education, career and technical education, human resource development and STEM disciplines. *International Journal of Vocational Education and Training*, 18(2),48-59.
36. **Nafukho**, F. M., Graham, C. M., & Muya, M.A. H. (2010). Harnessing and optimal utilization of human capital in virtual workplace environments. *Advances in Developing Human Resources*, 12(6), 648-664.
35. Graham, C. M., & **Nafukho**, F. M. (2010). Organizational commitment and workplace outcomes: A conceptual model for truckload transportation carriers. *Human Resource Development Review*, 9(3), 266-284. DOI: 10.1177/1534484310370948.
34. **Nafukho**, F. M. (2010). Disability as a diversity factor: Implications for human resource practices. *Advances in Developing Human Resources*, 12(4), 395-406. DOI: 10.1177/1523422310379209

33. Wawire, N. H., & Nafukho, F. M. (2010). Factors affecting the management of women groups micro, small and medium enterprises in Kakamega district, Kenya. *Journal of European Industrial Training*, 34(2)128-152.
32. Nafukho, F. M., & Muyia, M. A. H. (2010). Entrepreneurship and socio-economic development in Africa: A reality or myth. *Journal of European Industrial Training*, 34(2), 96-109.
31. Nafukho, F. M. (2009). HRD's role in identifying, measuring, and managing knowledge assets in the intangible economy. *Advances in Developing Human Resources*, 11 (3), 399-410.
30. Nafukho, F. M. (2009). Emotional intelligence and performance: Need additional empirical evidence. *Advances in Developing Human Resources*, 11 (6),671-689.
29. Nafukho, F. M., Graham, C. M., & Kacirek, K. (2009). Education service agency audits: Reinforcing the need for systematic evaluation. *International Journal of Vocational Education and Training*, 17(2), 19-38.
28. Muyia, M., & Nafukho, F. M. (2009). Understanding the educational needs of adult immigrant learners: A reflection from the review of literature. *International Journal of Vocational Education and Training*, 17(1), 74-83.
27. Nafukho, F. M., Graham, C. M., & Muyia, M. H. (2009). Determining the relationship among organizational learning dimensions of a small-size business enterprise. *Journal of European Industrial Training*, 33, (1), 32-51.
26. Graham, C. M., & Nafukho, F. M. (2008, winter). Exploring organizational learning mechanisms in small business enterprises. *New Horizons in Adult Education and Human Resource Development*, 22(1),4-23.
25. Nafukho, F. M. (2008, fall). Consensus building, dialogue and spirituality principles of the learning organization paradigm: Implications for Kenya's public service reform agenda. *Journal of Third World Studies*, XXV, (2), 153-175.
24. Nafukho, F. M. (2007, March). The place of e-learning in Africa's institutions of higher learning. *Higher Education Policy*, 20(1), 19-43.
23. Nafukho, F. M., Hinton, B. E., & Graham, C. M. (2007). A study of truck drivers and their job performance regarding highway safety. *Performance Improvement Quarterly*, 20(1), 61-74.
22. Graham, C. M., & Nafukho, F. M. (2007). Culture, organizational learning and selected independent variables in small-size business enterprises. *Journal of European Industrial Training*, 31(2), 127-144.
21. Graham, C. M., & Nafukho, F. M. (2007). Employee perception toward the dimension of culture in enhancing organizational learning. *The Learning Organization*, 14(3), 281-292.
20. Williams, A., & Nafukho, F. M. (2007). Determining the relationship between student support services, academic performance and retention rates. *International Journal of Vocational Education and Training*, 15(2), 93-108.
19. Nafukho, F. M. (2006). Ubuntu worldview: A traditional African view of adult learning in the workplace. *Advances in Developing Human Resources*, 8(3), 408-415.
18. Brooks, K., & Nafukho, F. M. (2006). Human resource development, social capital, and emotional intelligence: Any link to productivity? *Journal of European Industrial Training*, 30(2), 117-128.
17. Williams, B. T., Nafukho, F. M., Willis, F. A., Ward, J., Agan, J. P., & Najima, H. (2006). Evaluation of Arkansas Adult Numeracy Campaign Project. *International Journal of Vocational Education and Training*, 14(1), 65-84.
16. Nafukho, F. M., Hairston, N., & Brooks, K. (2004). Human capital theory: Implications for human resource development. *Human Resource Development International*, 7(4), 545-551.
15. Nafukho, F. M., Thompson, D., & Brooks, K. (2004). Factors predicting success in a distance learning nontraditional undergraduate degree program. *International Journal of Vocational Education and Training*, 12(2), 82-95.
13. Nafukho, F. M., & Hinton E. B. (2003). Determining the relationship between driver's level of education, training and job performance in Kenya. *Human Resource Development Quarterly*, 14(3) 265-283.
12. Ngware, M. W., & Nafukho, F. M. (2002). The quality and utilization of technical education trainers in Kenya. *Journal of Industrial Teacher Education*, 39(2), 44-57.
11. Nafukho, F. M., & Verma S. (2001). A comparison of the efficiency and equity implications of University Loan Programs in the United States of America and in Kenya. *Journal of Third World Studies*, XVIII (2), 187-208.
10. Nafukho, F. M., Kang'ethe, S., Ombega, J. N., & Muriuki, J. (2000). Evaluation of training programs. *Pharmacotherapy & Drug Information Journal*, 11(5), 13-16.
9. Kang'ethe, S., Nafukho, F. M., Ombega, J. N., & Muriuki, G. N. (2000). Training techniques that work for professionals. *Pharmacotherapy & Drug Information Journal*, 11(5), 2-12.
8. Nafukho, F. M., & Kang'ethe, S. (1999). Conducting needs assessment for professional training in the 21st Century. *Pharmacotherapy and Drug Information Journal*, 10(3), 11-13.
7. Nafukho, F. M., Kang'ethe, S., & Mutema, A. M. (1999). Training effectively: Traditionally and innovatively in the 21st Century; A concern for health professionals. *Pharmacotherapy and Drug Information Journal*, 10(3), 22-28.
6. Nafukho, F. M. (1999). The role of universities in promoting cooperation between social and pure scientists for human development in Kenya. *Journal of Third World Studies*, XVI (1), 87-100.

5. Nafukho, F. M. (1998). Entrepreneurial skills development programs for the unemployed youth in Africa: A second look. *Journal of Small Business Management*, 36(1), 100-103.
4. Hamilton, C., Mupinga, D., & Nafukho, F. M. (1998). Participant perspectives. *Journal of International Agricultural and Extension Education*, 5(2), 21-24.
2. Nafukho, F. M. (1996). Structural adjustment and the emergence of entrepreneurial activities among Moi University students. *Journal of Eastern African Research & Development*, 26, 79-90.
2. Nafukho, F. M. (1995). Determining optimal size of secondary schools: The case of Kakamega District. *Journal of Eastern African Research & Development*, 25, 144-155.
1. Nafukho, F. M. (1994). Education through self-help: The case for Kenyan University Students with the introduction of university fees payment. *Journal of Eastern African Research & Development*, 24, 42-53.

Book Series Editor – International Higher Education with Information Age Publishing

7. Burnett, F. M. (2025). *Mentoring doctoral students: An international perspective*. Emerald Publishing.
6. Dirani, K., Nafukho, F.M., Irby, B. (eds.). (2018). *Global issues and talent development: Perspectives from countries around the world*. Charlotte, NC: Information Age Publishing.
5. Watson, T. N., Etchells, M. J., & Xie, L. (eds.). (2018). *Conflict management and dialogue in higher education: A Global perspective*. Charlotte, NC: Information Age Publishing.
4. Nafukho, F. M., Dirani, K., & Irby, B. (2017). *Talent development and the global economy: Perspectives from special interest groups*. Charlotte, NC: Information Age Publishing.
3. Watson, T. N., Watson, K. L., & Stanley, C. A. (2017). (eds.), (2nd Edition). *Conflict management and dialogue in higher education: A Global perspective*. Charlotte, NC: Information Age Publishing.
2. Watson, T. N., Watson, K. L., & Stanley, C. A. (2016). (eds.). *Conflict management and dialogue in higher education: A Global perspective*. Charlotte, NC: Information Age Publishing.
1. Nafukho, F.M. Muya, M.A. H., & Irby, B. J. (eds.). (2014). *Governance and transformation of universities in Africa*. Charlotte, NC: Information Age Publishing.

Guest Editor of Special Journal Issues – European Journal of Training and Development

3. Nafukho, F. M. (2018). Global health and human development in Africa. *European Journal of Training and Development*, 42, 1/2, 2-56.
2. Nafukho, F. M. (2013). Capacity building through human resources development in Africa. *European Journal of Training and Development*, 37 (6), 604-691.
1. Nafukho, F. M. (2010). HRD and entrepreneurship in Africa. *Journal of European Industrial Training*, 34 (2), 96-183.

Edited Special Refereed Journal Issues – Advances in Developing Human Resources

3. Dirani, K., & Nafukho, F. M. (2018). Talent development in emerging economies. *Advances in Developing Human Resources*, 20(4).
2. Roessler, R. T., & Nafukho, F. M. (eds.). (2010). Disability as a diversity factor: Implications for human resource practices. *Advances in Developing Human Resources*, 12(4). Thousand Oaks, CA: Sage.
1. Nafukho, F. M., Muya, M. H., & Kacirek, K. (2009). Emotional intelligence and performance: A collage of workplace evidence. *Advances in Developing Human Resources*, 11(5). Thousand Oaks, CA: Sage.

Non-Refereed Journal Articles

6. Bonner, F. A., Nave, F. M., Nafukho, F. M., & Green, L. V. (2011). Bridging the “Gap” in regional workforce participation. Houston: The Houstonworks USA Stem Institute.
5. McLean, G. N., Lynham, S.A., Azevedo, R. E., Lawrence, J.E.S., & Nafukho, F. M. (2008). A response to Wang and Swanson’s article on National HRD theory and development. *Human Resource Development Review*, 7(2), 241-258. (Invited).
4. Nafukho, F. M. (2002). The urban working poor: Towards a community development agenda. *Development Policy Management Forum*, IX(2), 30-34.
3. Nafukho, F. M. (2000). Intellectual Capital: The most Critical Asset for Poverty Alleviation and Development in Kenya. *Journal of World Education*, 30(1), 3-6.
2. Nafukho, F. M., & Mupinga, D. (1998). Synopsis of selected papers. *Journal of International Agricultural and Extension Education*, 5, 25-32.

1. Mupinga, D., & Nafukho, F. M. (1998). Synopsis of selected posters. *Journal of International Agricultural and Extension Education*, 5, 33-34.

Review Articles

6. Nafukho, F. M. (2004). Simulations and the future of learning: An innovative and perhaps revolutionary approach to e-learning, by C. Aldrich. (2003). San Francisco CA: John Wiley & Sons. *Human Resource Development Quarterly*, 15(2), 253-257.
5. Nafukho, F. M. (1998). Issues in educational research in Africa, edited by K. Mwiria & S. P. Wamahiu. Nairobi: East African Educational Publishers. *Journal of Third World Studies*, XV(1), 278-281.
4. Nafukho, F. M. (1997). Human development reports (1990-97). A critical review. New York, NY: Oxford University Press. *Journal of International Agricultural and Extension Education*, 4(3), 81-83.
3. Nafukho, F. M. (1996). Economics of education, by T. M., Ayodo, T. M., G. Kiranga, & F. Q. Gravenir. *Maseno Journal of Education, Arts and Science*, 2(2), 231-232.
2. Nafukho, F. M. (1995). Educational planning, edited by R. W. Mutua & G. Namaswa. Nairobi: East African Educational Publishers. *Journal of Eastern African Research & Development*, 25, 210-211.
1. Nafukho, F. M. (1994). A review of UNDP Human Development Report. New York, NY: Oxford University Press. *Journal of Eastern African Research and Development*, 24, 237-239.

PUBLICATIONS – BOOKS

13. Hayes, S., Abdelrahman, N, Irby, B., & **Nafukho**, F. M. (2022). *Training school principals as talent developers: An international perspective*. Information Age Publishing.
12. **Nafukho**, F. M., & Boniface Makulilo, A. (2021). *Handbook of Research on Nurturing Industrial Economy for Africa's Development*. IGI Global. <http://doi:10.4018/978-1-7998-6471-4>.
11. Dirani, K., **Nafukho**, F.M., Irby, B. (eds.). (2019). *Global issues and talent development: Perspectives from countries around the world*. Charlotte, NC: Information Age Publishing.
10. **Nafukho**, F. M., Dirani, K., & Irby, B. J. (eds.). (2017). *Talent development and the global economy: Perspectives from special interest groups*. Charlotte, NC: Information Age Publishing.
9. **Nafukho**, F. M., & Irby, B. J. (eds.). (2015). *Handbook of research on innovative technology integration in higher education*. Hershey, PA: IGI Global.
8. Khayesi, M., **Nafukho**, F. M., & Kemuma, J. (2015). *Informal public transport in practice: Matatu entrepreneurship*. London: Ashgate Press.
7. **Nafukho**, F.M. Muya, M.A. H., & Irby, B. J. (eds.). (2014). *Governance and transformation of universities in Africa*. Charlotte, NC: Information Age Publishing.
6. Bwisa, H. M., & **Nafukho**, F. M. (2012). *Learning entrepreneurship through Indigenous Knowledge*. Oakville, Ontario: Nsemia Inc. Publishers.
5. **Nafukho**, F. M., Wawire, N. H. W., & Mungania, P. (2011). *Management of adult education organizations in Africa*. Cape Town, South Africa: Pearson Education and UNESCO.
4. Mohan D., Tiwari G., Khayesi M., & **Nafukho**, F. M. (2006). *Road traffic injury prevention: Training manual*. Geneva: World Health Organization.
3. **Nafukho**, F. M., Amutabi, N. M., & Otunga, R. N. (2005). *Foundations of adult education in Africa*. Cape Town: Pearson Education and UNESCO.
2. **Nafukho**, F. M., & Kang'ethe, S. (2002). *Training of trainers: Strategies for the 21st century*. Eldoret, Kenya: Moi University Press.
1. **Nafukho**, F. M. (2001). *The forgotten workers: The case of public Service vehicle drivers in Eldoret, Kenya*. Addis Ababa: Organization of Social Science Research in Eastern and Southern Africa (OSSREA).

PUBLICATIONS – BOOK CHAPTERS

29. **Nafukho**, F. M., El Mansour, W., & Van, H. (2024). The 4th and 5th Industrial Revolutions: HRD's Role in Preparing Graduates for Future Work. In L. Morris, T. Rocco, & B. Shuck (Eds.), *The handbook of Human Resource Development Handbook*. Sage Publications.
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36. Jie, K., Nafukho, F. M., & Tolson, H. (2009). Perceptions of online versus Face to Face Professional Continuing Education. Academy of Human Resource Development, the Americas, Annual Conference.
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 5. Nafukho, F. M. (1999). The place of lifelong Learning in Kenya: Need to build bridges between private agencies, public agencies and universities. In Skidmore-Hess & Jones (1999). *Conference Proceedings of the 16th Annual Meeting of the Association of Third Studies, Inc. On the theme Rhetoric versus Action: The Challenge of Policy Implementation*. Georgia Southern University: ATWS.
 4. Nafukho, F. M. (1998). The role of universities in Africa in the knowledge explosion era. In Jones W. M., & Shumaker N. (1998). *Conference Proceedings of the 15th Annual Meeting Association of Third World Studies, Inc., Georgia Southern University: ATWS* (pp. 80-87).
 3. Nafukho, F. M. (1996). The need for optimal mix of theoretical instruction and practical work experience in Kenyan public universities. *Proceedings of Kenya DAAD Scholars National Conference on Strengthening the Relationship between the Universities and Industry*. Nairobi: DAAD, Germany.
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 1. Nafukho, F. M. (1995). Economic growth and its effect on the environment: The Kenyan experience. In J. O. Shiundu & J. Orodho (Eds) *Proceedings of National workshop on Social Science Research for Environmental Improvement in Kenya*. Organized by Organization of Social Science Research in Eastern and Southern Africa. Held at Kenyatta University, Nairobi, Kenya.

International presentations outside US

REFEREED PRESENTATIONS¹

134. Nafukho, F. M. (2024). Incentivizing and empowering women faculty scholarship in Kenya. **Keynote** presentation at Kenyatta University Women Economic Empowerment Hub 2nd International Conference, July 23-24.
133. Nafukho, F. M. (2023). Digital learning and the urgent need for meaningful collaboration among African Universities and intellectual diaspora. **Keynote** presentation at the Association of African Universities Biennial conference for Rectors and Vice Chancellors, Windhoek, Namibia, July 4-7.
144. Nafukho, F. M. (2024). Incentivizing and empowering women faculty scholarship in Kenya. **Keynote**
132. Nafukho, F. M. (2020). Emotional Intelligence and its Relevance to Higher Education during COVID-19, **Keynote** presentation at an international webinar organized by the Embassy of the Republic of Indonesia in Washington DC, the Indonesian Endowment Fund for Education (LPDP) of the Ministry of Finance of the Republic of Indonesia and the Chancellor Council of State Universities of Indonesia. Held on August 19, 2020. Attended by over 500 participants.
131. Nafukho, F. M. (2019). Addressing grand challenges during the 4th Industrial Revolution. **Keynote** paper presented at the University of Dodoma, Tanzania, November 7, 2019.
130. Nafukho, F. M. (2019). The role of universities in addressing grand challenges facing humanity, **Keynote** presented at the 9th Annual International Interdisciplinary Conference held at Multimedia University, Nairobi, Kenya.
129. Nafukho, F. M. (2017). Lifelong learning and quality education for Africa's sustainable development. **Keynote** presented at the Association for the Development of Education in Africa (ADEA), Education and Training Triennial Conference. Dakar, Senegal, March 14 -17 2017.
128. Nafukho, F. M. (2016). Making the case for lifelong learning and quality education for Africa's sustainable development. **Keynote** to be presented at the Association for the Development of Education in Africa (ADEA), Triennial Regional Conference. Nairobi, Kenya, August 30 – September 3, 2016.

127. Nafukho, F. M., Khayesi, M. & Alke, E. (2006). *What are we measuring in road safety education impact research?* Presented during the 8th World Conference on Injury Prevention & Safety Promotion. Durban, South Africa, April 1-5, 2006. #
126. Mungania, P. & Nafukho, F. M. (2005). E-learning in higher education institutions in developing countries: Human resource policy implications. Paper presented during the European Conference of the Academy of Human Resource Development. Leeds University, May 25 – 29, 2005.
125. Nafukho, F. M., & Park, O. D. (2003). *An investigation into business educators' perception of the importance of resources used in self-directed learning.* Presentation made during **The Learning Conference held at the London Institute of Education, London, July 12 –15, 2003.**
124. Nafukho, F. M., & Park, O. D. (2002). *Teaching hands-on computer skills for lifelong learners.* Presented at the Pacific Circle Consortium 26th Annual Conference on the theme: Diversity and Unity in Schooling. Organized by Korean Educational Development Institute. Held in Seoul, South Korea. May 1-3, 2002.
123. Nafukho, F. M. (1995). *Economic growth and its effect on the environment: The Kenyan experience.* Paper presented at the Organization for social science research in Eastern and Southern Africa (OSSREA) Conference on the theme: Social Science Research for Environmental Improvement held at Kenyatta University Bureau of Educational Research. August 7-8, 1995.
122. Nafukho, F. M. (1995). *Need for optimal mix of theoretical instruction and practical work experience in Kenyan public universities.* Paper presented at the Kenya DAAD Scholars Association 1st Conference on the Theme: Strengthening the Relationship between universities and Industry Held at Lenana Mount Hotel, Nairobi, Kenya. November 27th - December 1, 1995.

National (US Presentations)

121. Nafukho, F. M. (2021). Promoting digital learning in Africa's public universities during and after COVID-19 pandemic. Paper presented at the Carnegie African Diaspora Fellowship Program Alumni Convening: A Vision for the Future. Washington, DC, USA. October 7-8, 2021.
120. Nafukho, F. M. (2021). Promoting faculty research productivity and impact: The case of selected leading public universities in Kenya. **Keynote paper** presented at the Kenya Scholars Association annual research conference. Dallas, Texas, September 10-11, 2021.
119. Lara-Alecio, R., Irby, B. J., Tong, F., Qin, L., Gaytan, R., Geng, Z., Wang, C., Chen, Z., Cajiao-Wingenbach, L., Nafukho, F. M., Lunenburg, F. C. & Ford-Jackson, K. (2020, Apr 17 - 21) *The Effectiveness of Leadership Interventions in Turnaround Schools* [Symposium]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/sqwlsno> (Conference Canceled)#
118. Van, H. T. M, & Nafukho, F. M. (2020, June 10-12). *Organizational learning and citizenship behavior in small and medium enterprises in Vietnam: The mediating effect of employee engagement.* European Human Resource Development Conference: The 21st International University Forum on Human Resource Development (UFHRD) Conference, Budapest, Hungary. <https://ufhrd2020.com/> (Conference cancelled)#
117. Patil, B., Nafukho, F. M., & Van, H. T. M. (2020, May 31-June 2). *Application of the logic model of evaluation to food safety multidisciplinary research –The case of the melon project* Association for International Agriculture and Rural Development 56th Annual Conference (AIARD), Washington, DC, United States. <http://www.aiard.org/2020-annual-meeting.html> (Conference cancelled) *
116. Irby, B. J., Elfarargy, H., Lara-Alecio, R., Tong, F., Nafukho, F. M., Green, R. L., Cajiao-Wingenbach, L., & Gaytan, R. (2019). *Understanding turnaround schools' challenges for improvement using root cause analysis.* International Council of Professors of Educational Leadership (ICPEL). Aliso Viejo, California, USA.
115. Elfarargy, H., Irby, B. J., Lara-Alecio, R., Tong, F., Nafukho, F. M., Cajiao-Wingenbach, L., & Gaytan, R., Echelles, M. (Accepted, 2019). *Investigating campus improvement plans for informing leadership decisions in Texas high-needs schools.* International Council of Professors of Educational Leadership (ICPEL). Aliso Viejo, California, USA.
114. Nafukho, F. M., Wekullo, C. S., & Muyia, M. H. (2019). Empirical research on faculty productivity in selected leading public universities in Kenya. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.
113. Van, H. T. M., & Nafukho, F. M. (2019). A critical review of employee engagement in

- Vietnam SMEs: Antecedents and consequences. Proceedings of the 2018 Academy of Human Resource Development Conference. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.
112. Mkuu, R., Palma, M., Nafukho, F. M., & Patil, B. (2019). Consumers and industry representatives' perceptions of quality, safety and attributes of melons for improved health outcomes. Paper presented at the Academy of Human Resource Development International Research Conference, held at Louisville, Kentucky, February 13 – 16, 2019.
111. Elfaragy, H., Nafukho, F., Irby, B. J., Lara-Alecio, R., Green, R., Gaytan, R., & Lunenburg, F. (2019). Investigating an External Root Cause Analysis for Guiding School Transformation in Texas Turnaround Elementary Schools. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.
110. Elfaragy, H., Irby, B. J., Nafukho, F., Tong, F., de Marin, S., Gaytan, R., & Abdelrahman, N. (2019). Investigating Campus Improvement Plans for Informing Leadership Instructional Decisions in Turnaround Elementary. Paper presented at the annual meeting of the American Educational Research Association (AERA), Toronto, Canada.
109. Nafukho, F. M., Muyia, M.A., & Wekullo, C. S. (2018). Investment in lifelong learning and quality education for human development in Africa. Academy of Human Resource Development Conference. Held in Louisville, Kentucky, Florida, February 14 - 17, 2018.
108. Nafukho, F. M., Alfred, M. V., Johnson, M. A., Chakraborty, M., & Cherrstrom, C. A. (2017). Predicting workplace transfer of learning: A study of adult learners enrolled in a continuing professional education training program. Developing emotional intelligence skills among leaders: Where is the evidence? Academy of Human Resource Development Conference. Held in Jacksonville, Florida, February 18-20, 2017.
107. Nafukho, F. M., Muyia, H.M.A., Farnia, F., Kacirek, K., & Lynham, S. A. (2016). Developing emotional intelligence skills among leaders: Where is the evidence? Proceedings of the 2016 Academy of Human Resource Development Conference. Held in Jacksonville, Florida, February 18-20, 2016.
106. Backer, C., Nafukho, F.M., McCaleb, K., & Becker, M. (2016). Faculty perceptions of the effectiveness of MOOCs continuing professional education courses. American Educational Research Association Conference. Held in Washington D. C. April 2016.
105. Chakraborty, M., & Nafukho, F. M. (2015). Learners' perception of engagement in online courses: Strategies to promote quality learning. American Educational Research Association Conference. Held in Chicago, April 2015.
104. Chakraborty, M. & Nafukho F. M. (2015). Strategies for Virtual Learning Environment Focusing on Teaching Presence and Teaching Immediacy. (Ed.). Proceedings of the 2015 Academy of Human Resource Development Conference. Held in Chicago, April 2015.
103. Chakraborty, M., & Nafukho, F. M. (2014). Strengthening student engagement: What do students want in online courses? Presented during the *Academy of Human Resource Development International Research Conference*. Houston, TX, USA, February 17-22, 2014.#
102. Nafukho, F. M., & Muyia, M. A. H. (2013 – accepted pending publication). Emotional intelligence and its critical role in developing human resources. In Julie Gedro and Diane D. Chapman (Eds.). *Refereed Proceedings of the 2013 Academy of Human Resource Development International Research Conference* (pp. xxx-xxx). St. Paul, MN: Academy of Human Resource Development.
101. Graham, C. M., & Nafukho, F. M. (2013 – accepted pending publication). Conceptualizing a framework for investigating consequences of job satisfaction, commitment and turnover in early learner environments. In Julie Gedro and Diane D. Chapman (Eds.), *Refereed Proceedings of the 2013 Academy of Human Resource Development International Research Conference* (pp. xxx-xxx). St. Paul, MN: Academy of Human Resource Development.
100. Nafukho, F. M., Muyia, H., Lynham, S., & Kacirek, K. (2012). Leadership development training and its impact on emotional intelligence skills. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.
99. Obiero, D., Nafukho, F. M., & Tolson, H. (2012). The cost of employee turnover in a banking institution in Kenya. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.
98. Njenga, J., & Nafukho, F. M. (2012). A randomized control study to assess the effectiveness of collaborative learning structures in improving learner performance. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.
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96. Wang, S., Graham, C. M., Wang, H., Ko, T., Chiu, H., & Nafukho, F. M. (2012). Information technology services in Taiwan: Investigating connections augmenting organizational learning readiness. Presented during the *Academy of Human Resource Development International Research Conference*. Denver, Colorado, USA, February 29-March 3, 2012.
95. Nafukho, F. M., Muiya, H. M. A., Kacirek, K., & Lynham, S. (2011). Emotional intelligence and leadership development training in an international organization. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.
94. Obiero, D., Nafukho, F. M., & Tolson, H. (2011). The consequences of turnover on organizational performance in the banking industry. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.
93. Sepuvela, C., & Nafukho, F. M. (2011). Exploring differences, similarities, and relationships between HRD and HRM disciplines. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.
92. Wang, S. Y., Graham, C. M., & Nafukho, F. M. (2011). Organizational communication climate and learning readiness: An exploration of connections in small and middle-sized enterprises in Taiwan. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.
91. Sepuvela, C., & Nafukho, F. M. (2011). Emotional intelligence as a predictor of athletic success. Presented during the *Academy of Human Resource Development International Research Conference*. Schaunburg (Chicago), Illinois, USA, February 23-26, 2011.
90. Ouma, G. W., & Nafukho, F. M. (2010). Responses to conditions of decline: The case of Kenya's public universities. Presented at the annual meeting of the America Educational Research Association, Denver, Colorado, April 20-May 4, 2010.
89. Ke, J., Nafukho, F. M., & Tolson, H. (2010). A Study of the effectiveness of online vs. face-to-face continuing professional education (CPE). Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.
88. Ke, J., Tolson, H., & Nafukho, F. M., & (2010). An empirical study of the perceptions of continuing professional education (CPE). Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.
87. Mathis, R., Egan, T. M., & Nafukho, F. M. (2010). A training fantasy: An exploratory study examining perceptual "chaining-out" of messages concerning training. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.
86. Sepulveda Jr., C., & Nafukho, F. M. (2010). Exploring the differences, similarities, and relationships between HRD and HRM disciplines. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.
85. Sultan, M. I., & Nafukho, F. M. (2010). Product marketing strategies: Lessons for HRD practice. Presented during the *Academy of Human Resource Development International Research Conference*. Knoxville, Tennessee. February 18-22, 2010.
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81. Nafukho, F. M., & Turner, F. (2009). Assessing the learning needs of adult learners enrolled in a distance learning human resource development program. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.
80. Muiya, M. A., & Nafukho, F. M. (2009). HRD educators' role in promoting understanding of educational needs of adult immigrants. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.
79. Hairston, N., & Nafukho, F. M. (2009). No Significant Differences: E-Learning versus Traditional Training in Six Different Industry Settings. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.

78. Hairston, F. M., & Nafukho, F. M. (2009). Determining employee attitude and satisfaction in an E-learning and traditional training in selected industry settings. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.
77. Ke, J., Tolson, H., & Nafukho, F. M. (2009). Participants' perspectives on the effectiveness of online continuing professional education (CPE) in the banking industry. Paper to be presented during the *Academy of Human Resource Development International Research Conference*. Washington, D.C., February 18-22, 2009.
76. Ke, J., Tolson, H., & Nafukho, F. M. (2009). Banking professionals' perceptions of the effectiveness of online continuing professional education (CPE). Paper presented during the 7th Annual Hawaii International Conference on Education. January 4-7th 2009.
75. Nafukho, F. M., Graham, C. M., & Brooks, K. (2008). *Client perspectives of a state's education service cooperative: Evaluation implications for human resource development*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Panama City, Florida, February 20-24, 2008.
74. Banks, H. C., & Nafukho, F. M. (2008). Career transitions across and within organizations: Implications for human resource development. Paper presented during the *Academy of Human Resource Development International Research Conference*. Panama City, Florida, February 20-24, 2008.
73. Graham, C. M., Aaron J. Scott, & Nafukho, F. M. (2008). Work climate, turnover, and highway safety in the trucking industry: Performance challenges for human resource development practitioners. Paper presented during the *Academy of Human Resource Development International Research Conference*. Panama City, Florida, February 20-24, 2008.
72. Nafukho, F. M. (2007). *Financing higher education in Kenya: The critical role of Africans in Diaspora*. Paper presented at the International Conference on The Role of the Kenyan Diaspora in Kenya's Development. Institute of Global Initiative, Kennesaw State University, March 22-24, 2007.
71. Graham, C. M., & Nafukho, F. M. (2007). *Perception toward organizational learning culture in small-size business enterprises*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Indianapolis, Indiana, February 28-March 4, 2007.
70. Graham, C. M. & Nafukho, F. M. (2007). *In leadership and organizational learning: Accounting for variances in small-size business enterprises*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Indianapolis, Indiana, February 28-March 4, 2007.
69. Brooks, K. Beck, J., Nafukho, F.M., & Mungania, P. (2007). *Defining the leadership challenges to growth of an international non-governmental organization*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Indianapolis, Indiana, February 28-March 4, 2007.
68. Nafukho, F. M., & Park, O. (2006). *Design and successful delivery of online courses: A revisit*. Jointly presented with Ok Park at the Hawaii 4th Educational International Conference. Honolulu, Hawaii, January 6 -11, 2006.
67. Nafukho, F. M., Hinton, E. B., Graham, M. C., & Yang, G. H. (2006). *A study of work conditions, selected demographic variables and employee job performance*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Columbus, Ohio, February 22 – 26, 2006.
66. Graham, M. C., & Nafukho, F. M. (2006). *Analysis of a small business enterprise's culture as a dependent variable in predicting organizational learning readiness*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Columbus, Ohio, February 22 – 26, 2006.
65. Wawire, N. W., & Nafukho, F. M. (2006). *Investment in human capital through institutions of higher education for the revival of Kenya's economy*. Paper presented during the *Academy of Human Resource Development International Research Conference*. Columbus, Ohio, February 22 – 26, 2006.
64. Nafukho, F. M., Hinton, E. B., & Yang, G.H. (2005). *The professionalization process of the Academy of Human Resource Development: Lessons from the current members for improvement*. Paper presented during the *Academy of Human Resource Development Annual Research Conference*. February 24-27, 2005 Estes Park, Colorado.
63. Graham, C.M., & Nafukho, F.M. (2005). *Organizational learning mechanisms of a small business enterprise in the Midwestern United States*. Paper presented during the *Academy of Human Resource Development International Annual Research Conference*. February 24-27, 2005 Estes Park, Colorado.
62. Brooks, K., Nafukho, F.M., & Forrester, J. (2005). *Partnerships in on-line Learning: Development of an On-line Course for Application in a banking Organization and an Undergraduate Human Resource Development Degree Program*. Paper presented during the *Academy of Human Resource Development International Annual Research Conference*. February 24-27, 2005 Estes Park, Colorado.
61. Nafukho, F. M., & Hinton, B. E. (2004). *A survey of current and former members of the Academy of Human Resource Development*. Paper presented during the *Academy of Human Resource Development International Annual Research conference* held in Austin Texas, March 2-7, 2004.

60. Nafukho, F. M., Brooks, K., & Herrington, M. (2004). *Human resource development in newspaper recruitment advertisements: A resource for curriculum design*. Paper presented during the Academy of Human Resource Development International Annual Research conference held in Austin Texas, March 2-7, 2004.
59. Nafukho, F. M., Hairston, N., & Brooks, K. (2003). *Human capital theory, HRD and economic growth*. Presentation made during the Academy of Human Resource Development Annual Conference held in Minneapolis, MN, February 26 – March 2, 2003.
58. Nafukho, F. M., Thompson, D., & Brooks, K. (2003). *Factors predicting success in a distance learning undergraduate HRD degree program*. Presentation made during the Academy of Human Resource Development Annual Conference held in Minneapolis, MN, February 26 – March 2, 2003.
57. Nafukho, F. M., Lutta-Mukhebi, M. C., Keng'ethe, S. (2003). *Challenges of innovative training techniques: The experience of Moi University, College of Health Sciences, Kenya*. Presentation made during the Academy of Human Resource Development Annual Conference held in Minneapolis, MN, February 26 – March 2, 2003.
56. Nafukho, F. M. (2002). *The market model of financing state universities in Africa: Some innovative lessons from Kenya*. Paper presented at the International conference on African Universities in the 21st Century, jointly organized by the Center for African Studies, University of Illinois, and CODESRIA. Sponsored by The Ford Foundation, The Carnegie Corporation, Association of African Universities and the U.S. department of Education. Held at University of Illinois April 25-27, 2002.
55. Nafukho, F. M., & Burnett, F. M. (2002). *College choice: The state of marketing and effective student recruitment strategies*. Paper presented during the Academy of Human Resource Development Annual Conference held in Honolulu, Hawaii February 27 – March 3, 2002.
54. Nafukho, F. M., & Ngware, M. (2002). *Determinants of supply of technical training opportunities for human capital development in Kenya*. Paper presented during the Academy of Human Resource Development Annual Conference held in Honolulu, Hawaii February 27 – March 3, 2002.
53. Nafukho, F. M. (1999). *The place of lifelong learning in Kenya: Need to build bridges between private agencies, public agencies and universities*. Paper presented at the 16th Annual Meeting of the Association of the Third World Studies. North Carolina Central University. October 8-11.
52. Nafukho, F. M. (1997). *The role of universities in Africa in the knowledge explosion era*. Paper presented at the 15th Annual Meeting of the Association of the Third World Studies. Central Connecticut State University, Hartford, Connecticut, USA. October 9-11.
51. Nafukho, F. M. (1995). *The dependency syndrome and the role of universities in Africa*. Paper presented at the 13th Annual Meeting of the Association of Third World Studies, Jacksonville, Florida, October 12-14, 1995: Panel No.20 (Education, Political Reform, Agriculture and the Mass Media in Africa).

INVITED PRESENTATIONS

International

50. Nafukho, F. M. (2013). Analysis, design, implementation and assessment of E-learning curriculum for learners with diverse learning needs. Invited as a **keynote speaker** at the International Conference on E-Learning, Safari Park Hotel, Nairobi Kenya, July 30, 2013.
49. Nafukho, F. M. (2012). Quality teaching and learning in higher education. Facilitator of a World Bank funded Quality Enhancement Project, College of Business Administration, Chittagong University, Dhaka, Bangladesh. November 22 – 30, 2012.
48. Nafukho, F. M. (2012). Education policy challenges and opportunities in the 21st century. Invited as a **keynote speaker** at the International Conference on Educational Reform and Innovation, Kenyatta University, Nairobi, Kenya, February 20-22, 2012.
47. Nafukho, F. M. (2008). African perspectives on adult learning. Presentation made at a conference organized by UNESCO on African Perspectives of Adult Learning. Nairobi, Kenya, November 2-4, 2008.
46. Nafukho, F. M. (2008). Management of adult education organizations in Africa. Presentation made at a book writers coaching workshop organized by UNESCO. Hamburg, Germany, June 11 – 13, 2008.
45. Nafukho, F. M. (2007). *Entrepreneurship education and micro small and medium size enterprises*. Invited as a **keynote speaker** by the Center for Entrepreneurship Education, School of Business, Kenyatta University during the International Conference on Micro and Small Business Enterprises, Kenyatta University, Nairobi Kenya, November 14 – 17th, 2007.
44. Nafukho, F. M. (2006). *Public policy for transportation safety*. Invited by World Health Organization (WHO) to facilitate a transportation safety training workshop. New Delhi, India, December 4- 10, 2006.

43. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2006). *Leadership development program for a non-profit International NGO*. April 24-28, 2006. Kiev, Ukraine.
42. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2006). *Leadership development program for a non-profit International NGO*. Designed and jointly facilitated a workshop, in Accra, Ghana, January 30 – February 4, 2006.
41. Nafukho, F. M. (2005). *The place of E-learning in Africa's institutions of higher learning*. **Keynote** paper presented during the 6th Annual meeting of the Association of Third World Studies, (Eastern Africa chapter). Western University of Science and Technology, Kakamega, November 22-24, 2005.
40. Nafukho, F. M. (2005). *Access, efficiency and equity considerations of the World Bank's African Virtual University project: A case study of Kenya*. Paper presented during the 11th Association of African Universities Conference on the theme: Cross-border provision and the future of higher education in Africa, Cape Town South Africa, February, 19-22, 2005.
39. Nafukho, F. M., Wawire, N., & Mungania, P. (2005). *Management of adult education in Africa*. Proposal presented at a UNESCO sponsored book writers' workshop. Cape Town, South Africa. June 25- 28, 2005. Proposal funded. Book writing in progress.
38. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2005). *Leadership development program for a non-profit International NGO*. September 24 –October 1, 2005. Honduras.
37. Nafukho, F. M., Hinton, B. E., & Mungania, P. (2005). *Design and Successful delivery of E-Learning Courses*. Presented at Kenyatta University during the E-Learning Faculty Workshop. Held August 9 – 10, 2005. Nairobi, Kenya.
36. Hinton, B. E., Nafukho, F. M., & Mungania, P. (2005). *Design, delivery and administration of e-learning programs*. Presented at Kenyatta University during the E-Learning Faculty Workshop. Held August 9 – 10, 2005. Nairobi, Kenya.
35. Mungania, P., Hinton, B. E., & Nafukho, F. M. (2005). *Barriers to the delivery of e-learning courses*. Presented at Kenyatta University during the E-Learning Faculty Workshop. Held August 9 – 10, 2005. Nairobi, Kenya.
34. Nafukho, F. M., Mungania, P., & Hinton, B. E. (2004). *Building a collaborative e-learning project between Kenyatta University and the University of Arkansas*. E-Learning workshop for Kenyatta University Executive Management and Deans of Colleges. December 18, 2004.
33. Nafukho, F. M. (2003). *Africa growth and opportunity Act: A New path for Africa's economic recovery?* Invited to make a presentation by the Council for the Development of Social Science Research in Africa (CODESRIA) during her 30th Anniversary on the topic: Dakar, Senegal. December 8-12, 2003.
32. Nafukho, F. M., Amutabi, M., & Otunga, R. N. (2002). *Foundations of adult education in Africa*. Proposal presented at a UNESCO sponsored book writers' workshop. University of Botswana, August 9-17, 2002. Proposal funded. Completed writing the book.
31. Nafukho, F. M. (2001). *Managing change as a university administrator*. Resource person for University Administrators' section Heads Workshop. Held at Margaret Thatcher Library Moi University, Kenya. July 3, 2001.
30. Nafukho, F. M. (2001). *Innovative teaching and training strategies for the 21st Century*. Resource Person to the Faculty of Engineering Staff Seminar, (Moi University, Kenya. Sirikwa Hotel, Eldoret. February 26 - March 2, 2001.
29. Nafukho, F. M. (2000). *Innovative marketing strategies for Kenyan universities: Examples from the US*. Presented at the 1st Annual conference of the Association of Third World Studies Kenya Chapter held at Sirikwa, Hotel Eldoret and Hosted by Moi University. Served as the first, Secretary of the Association. November 15-17, 2000.
28. Nafukho, F. M. (2000). *National Anti-corruption plan*. Attended on invitation of the Director, Kenya Anti-corruption Commission (KACC) and facilitated a session several sessions. Held at Kenya School of Monetary Studies November 2-4, 2000.
27. Nafukho, F. M. (2000). *Leadership roles, responsibilities and planning*. Resource person for Moi University Student Leaders Workshop Organized by Moi University Alumni. Held at Margaret Thatcher Library, Moi University. August 17, 2000.
26. Nafukho, F. M. (2000). *Time management, developing your own rewards at the workplace*. Facilitated a Total Quality Management workshop for Eldoret Aviation Training Institute. July 23-25, 2000.
25. Nafukho, F. M. (2000). *Efficiency in the operation of secondary schools*. Resource person for Teachers, PTA members and Members of Board of Governors of Umoja Secondary School, Eldoret, Wagon Wheel Hotel, June 16, 2000.
24. Nafukho, F. M. (2000). *The role of knowledge assets in managing change in learning based organizations*. Paper presented at Kenyatta University International Conference on the theme: The Role of Higher Education in Human Development. April 17 - 20, 2000.
23. Nafukho, F. M. (2000). *Efficiency and equity implications of university loan programs in Kenya*. Presented at a National Conference Organized by Egerton University and Ministry of Education on the theme: Education for Sustainable Development which Way forward for Kenya. April 11 -16, 2000.

22. Nafukho, F. M. (1999). *Employee motivation and productivity*. Resource Person for Kenya Institute of Management Eldoret Branch during Executive Administrators Course on the topic: "Employee Motivation and Productivity" Held at Sirikwa Hotel November 4, 1999.
21. Nafukho, F. M. (1999). *Effective costing and pricing, successful debt collection*. Facilitator PERT Consultants' Business Growth Training. Held at Asis Hotel, Eldoret, October 2, 1999.
20. Nafukho, F. M. (1999). *Rangeland management and poverty alleviation in Northern Kenya*. Paper presented during an International conference organized by Action Aid Kenya and Association of World Education on the theme: Community Education and Poverty Alleviation in Northern Kenya. Held in Isiolo. August, 24- 29th, 1999.
19. Nafukho, F. M. (1999). *Business planning and visioning*. Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. June 17- 18, 1999.
18. Nafukho, F. M. (1999). *Gaining control over your time*. Facilitator Training of Trainers Workshop for Eldoret Aviation Training Institute Staff. Held at Wagon Wheel Hotel, Eldoret - June 11, 1999.
17. Nafukho, F. M. (1999). *Total Quality Management (TQM)*. Facilitator of Training for Eldoret Aviation Training Institute Staff. Held at Wagon Wheel Hotel, Eldoret - June 4, 1999.
16. Nafukho, F. M. (1999). *Business counseling techniques*. Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. June 2- 3, 1999.
15. Nafukho, F. M. (1999). *The place of universities in Africa in the knowledge explosion era*. Delivered a Public Lecture at University of Eastern Africa-Baraton on the theme, May 25, 1999.
14. Nafukho, F. M. (1999). *Coordinator regional workshop on the theme: Learning and teaching in higher education in Africa*. Sponsored by UNESCO, Held at Moi University May 18th - 22nd 1999.
13. Nafukho, F. M. (1999). *How to computerize your small business*. Facilitator K-MAP sponsored workshop. Held at K-MAP offices Eldoret, Kenya. April 29-30, 1999.
12. Nafukho, F. M. (1999). *Human resource management, designing employee job descriptions, leadership and employee recruitment*. Facilitator Human Resource Development Workshop for Moi University Senior Management Staff (Academic and Non-Academic). Held at Margaret Thatcher Library, Moi University, April 1- 9.
11. Nafukho, F. M. (1995). *The role of universities in promoting cooperation between social and pure scientists for human development in Africa*. Paper presented at the 3rd Historical Association of Kenya Symposium on the theme: The Future of Social Sciences and Humanities in Africa. Held at Egerton University. August 5-6 1995.
10. Nafukho, F. M. (1995). *Structural adjustment and the emergence of entrepreneurial activities among university students in Kenya*. Paper presented at the INFO NOVA Education Conference 1995: Education for the Transformation of Africa 2-5 October.

State Level

10. Baker, C., Nafukho, F., Becker, M., McCaleb, K., & Johnson, M. (2015) "Faculty Perceptions of the Benefits of MOOCs in Higher Education," poster presented at Chancellor's Summit, Austin TX.
9. Chakraborty, M., & Nafukho, F. M. (2014). Online learner engagement. Poster presentation. Chancellor's Summit on Academic Technology and Learner Engagement. Held June 25, 2014. TAMU, College Station, TX.
8. Dooley, L., Nafukho, F. M., McLean, G., Callahan, J., Egan, T. M., & Wang, J. (2008). Training and Development Professional Certification Training. March 30- April, 4, 2008. Courtyard, Marriott, College Station, TX.
7. Nafukho, F. M., Mungania, P., Brooks, K., Beck, J., & Fike, G. (2005). *Leadership development program for a non-profit International NGO*. December 14, 2005. Little Rock Arkansas, USA.
6. Nafukho, F. M. (2004). *Design and successful delivery of on-line courses*. Twenty first Annual Ozark Mountain Business/Marketing Education Conference on the theme "Taking Care of Business." July 9, 2004, Clarion Inn, Fayetteville, Arkansas.
5. Nafukho, F. M. (2003). *The use of web-based survey for research: A researcher's perspective*. Resource person during the Arkansas Business Education Association Annual meeting. Hot springs Arkansas, August 5-6, 2003.
4. Nafukho, F. M., Hairston, N., Brooks, K. (2003). *Human capital theory: Implications for HRD and economic growth*. A presentation at the Research in Progress Seminar (RIP) organized by the Public Policy Program and College of Education and Health Professions. September 17, 2003. #
3. Nafukho, F. M. (2003). *Self-directed learning among business educators*. Presentation made during the Twentieth Annual Ozark Mountain Business/Marketing Education Conference on the theme "OMBEC 20 Years Still Going Strong". Clarion Inn, Fayetteville, Arkansas, July 11, 2003.

2. Greenwood, R. Hinton, B., Nafukho, F. M. Standridge, G., Yang, H. (2003). *Arkansas Education Services Cooperative Client Satisfaction Survey*. Presented to Education services cooperative directors meeting in Little Rock, Arkansas. January, 8, 2003.
1. Nafukho, F. M. (2002). *Effective strategies for recruitment and retention of college students*. Made a presentation to the Student Affairs Cabinet meeting. At the invitation of Dr. Johnetta Cross Brazzell, Vice-Chancellor for Student Affairs. September 4, 2002.