

Helen Afang Andow, PhD
Professor of Entrepreneurship Management
Curriculum Vitae

Abridged Citation

Helen Afang Andow is the first female Professor of Entrepreneurship Management from the northern part of the country, an alumnus of the University of Maiduguri (UNIMAID) and a doctoral graduate of the prestigious premier Military University in West Africa, Nigerian Defence Academy (NDA). She started her teaching career in 2006 at the Nigerian Defence Academy Kaduna as an Assistant lecturer and left as lecturer I to Kaduna State University as a senior lecturer in 2014 where she attained the rank of professorship in 2020. She has authored 8 textbooks and over 80 peer-reviewed research articles in national and international journals. She was a former head of the Department, Business Administration from 2014 – 2018; Director, Entrepreneurship Research and Development Centre from 2018 – 2022, Deputy Dean of Postgraduate School 2016 – 2017; Dean, Faculty of Management Sciences in 2023 and a senate member of Kaduna State University from 2014 - Date. She has successfully supervised 5 PhDs and 36 MScs and externally examined 12 PhDs, 18 MPhil and 75 MScs across Nigerian Universities and externally assessed 7 Professors. She has attended workshops, trainings, courses and conferences across the globe.

She currently serves as a member of the Governing Council of Kaduna State University, Board of Advisors (BoA) of MSME Business Development Services Limited; Board Member, the Association of Certified Business Development Service Providers; Board Chair Arewa Entrepreneurship Frontier Network, Patron/Advisor, ENACTUS KASU Branch and Patron, University of Maiduguri Alumni Association Kaduna State Chapter. She is the immediate past president International Institute for Female Entrepreneurship and the Dean of the Faculty of Management Sciences. She is currently the Deputy Vice Chancellor (DVC) Strategy, Innovation and Service Delivery at Kaduna State University. For her academic versatility, she is a certified trainer for Doctoral supervision from Stellenbosch University (African Doctoral Academy), South Africa, A Certified E-Learning expert by Louisiana State University, USA and a Train Trainer on Entrepreneurship by Lagos Business School; External Examiner to various universities (Federal University of Technology, Minna; Nile University, Adamawa State University, Nasarawa State University, Airforce Institute of Technology; Babcock University; Ahmadu Bello University ABU); Resource person for MBA Residency Programme SMC University, Board of examiner and supervision at National Open University of Nigeria (NOUN); a Certified Business Development Service Provider (BDSP) trained by Growbridge Advisors, London, UK and SMEDAN, a Certified TOTFC on MSMEs and a member of NUC Accreditation team and Resource Verification to many universities.

She is a fellow of many institutes/associations: Institute of Human Capital Development of Nigeria (FCIHCDN); Institute of Business Diplomacy and Financial Management (FIBDFM); Kabiru Gombe Centre Religious Diversity, Ethics & Peace Studies (FKGCRDEPS); Institute of Registered Administrative managers of Nigeria (FIRAMN); Institute of Business and Economic Analyst, Nigeria (FBEA); The Global Academy of Entrepreneurship and Innovation (FCGEP); African Council for Small & Entrepreneurship (FCSBE) among others. She is a member of: The Academy of Management Nigeria; National Business Development Service Provider (BDSP) Network; Chartered Institute of Stockbrokers; Capital Market Academics; Association of Entrepreneurship Scholars; Nigerian Institute of Management (Chartered) and Institute of Chartered Economist of Nigeria. She is a recipient of many awards both nationally and internationally.

Personal Data

Attribute	Details
Name	Andow Helen Afang
SP/NO	KASU/SP/790
Department	Department of Business Administration
Date/Place of Birth	19/11/74 / Mubi
State of Origin	Adamawa
Local Government Area	Mubi
Nationality	Nigerian
Gender	Female
Marital Status	Married
Names and Ages of Children	Jedidah Kyangchat Afang Andow (12) Joshua Adam Afang Andow (2)
Languages Spoken	English, Hausa, Nzanyi, Kilba
Current Contact Address	Department of Business Administration & Entrepreneurship, Faculty of Management Sciences, Kaduna State University, Tafawa Balewa Way, P.M.B 2339, Kaduna.
Permanent Home Address	No.5 Hamidu Yahaya Awai Road, Sabo GRA Layout, Kaduna
Date of First Appointment (with the University)	March, 2006
Present Employment Status	Professor (UASS 7/5)
Date of Last Promotion	1st October, 2020
Telephone Number/ E-mail Address	Telephone: 08033298479 E-mail: haandow@gmail.com; andow.helen@kasu.edu.ng
PROFESSORIAL INAUGURAL LECTURE:	Harnessed Entrepreneurial Latent Engenders Neoliberalism (HELEN) 30th November, 2021

Educational Institutions Attended with Date

S/N	Qualification	Educational Institution	Class of Degree	Date of Award
i.	PhD Management	Nigerian Defence Academy (NDA) Kaduna	Pass	2012
ii.	MBA Bus Admin.	University of Maiduguri (UNIMAID)	Pass	2002
iii.	PGDE	Kaduna Polytechnic, Kaduna (KADPOLY)	Upper Credit	2007
iv.	BSc Bus Admin	University of Maiduguri (UNIMAID)	Second Class (Lower)	1997

v.	External NECO/SSCE	Govt Junior Secondary School, Sabo	-	2019
vi.	SSCE	GTSS Mubi	-	1992
vii.	Primary School Certificate	Yelwa Primary School, Mubi	FSLC	1986

Additional Qualifications

S/N	Qualification	Educational Institution	Class of Degree	Date of Award
i.	Online Collaboration; Digital Marketing & Cyber Security	ICDL Africa: The Digital Skills Standard.	Google Suite/1.0, Generic/1.0 & 2.0	10th – 17th June, 2021
ii.	E-Learning	Louisiana State University, USA.	E-Learning Certification	4th May – 15th June, 2020
iii.	TESSA/Future Learn	The Open University / TESSA	Making Teacher Education Relevant for 21st Century Africa	6th Feb - 27th March 27, 2019
iv.	ADAPTI	Digital Bridge Institute (DBI).	Advanced Digital Appreciation Programme for Tertiary Institutions: Statistical Package for Social Sciences	19th - 23rd March, 2018
v.	ADAPTI	Digital Bridge Institute (DBI)	ADAPTI	17th June, 2016
vi.	Doctoral Supervision	African Doctoral Academy, Stellenbosch University, South Africa	Research Methods	23rd Jan., 2015
vii.	Basic statistics and data analysis using Atlas	African Doctoral Academy, Stellenbosch University, South Africa	Statistician	15th January, 2015
viii.	Certificate in Computer Maintenance & Repairs	Hephzibah Institute of Computer Technology, Kaduna	Computer Maintenance	14th June, 1999

ix.	Certificate in Data Processing & Programming	Orbit Computers Training Centre, Markudi, Benue State	Diploma in Data Processing & Programming	10th December, 1998
-----	--	---	--	---------------------

Working Experience

S/N	Organization	Post Held	Responsibility	Period
i.	Kaduna State University, Kaduna	Professor	Teaching, Research & Consultancy	2020 – Date
ii.	Kaduna State University, Kaduna	Associate Professor	Teaching, Research & Consultancy	2017 – 2020
iii.	Kaduna State University, Kaduna	Senior Lecturer	Teaching, Research & Consultancy	2014 – 2017
iv.	Nigerian Defence Academy (NDA)	Lecturer I	Teaching, Research & Consultancy	2012 – 2014
v.	Nigerian Defence Academy (NDA)	Lecturer II	Teaching & Research	2009 – 2012
vi.	Nigerian Defence Academy (NDA)	Assistant Lecturer	Teaching & Research	2006 – 2009
vii.	Allstates Trust Bank	Supervisor	CSO, Drafts & Reconciliation	2002 – 2005
viii.	Edinburg Consultancy, Abuja	Executive Manager	Marketing	2002
ix.	Rholavision Engineering Ltd, Kaduna	Marketing/Branch Manager	Marketing, Sales & Writing Proposal	1999 – 2001
x.	(NYSC) Meliga & Sons Nig Ltd, Markudi- Benue State	Branch Manager	Financial Analysis & Acct. Reconciliation	1998- 1999

Teaching Experience

S/N	Course	Course Type
i.	Investment Analysis & Portfolio Management	Undergraduate
ii.	Entrepreneurship Development	Undergraduate
iii.	Public Finance	Undergraduate
iv.	Principles of Finance	Undergraduate
v.	Management Theory & Practice	Undergraduate
vi.	Introduction to Marketing	Undergraduate

vii.	Entrepreneurship & Venture Creation	Undergraduate
viii.	Business Finance	Undergraduate
ix.	Management Information System	Undergraduate
x.	International Business	Undergraduate
xi.	Human Resource Management	Undergraduate
xii.	Monetary Theory & Policy	Undergraduate
xiii.	Management Theory	Undergraduate
xiv.	Consumer Buying Behaviour	Undergraduate
xv.	Principles of Business Management	Undergraduate
xvi.	Analysis for Business Decisions	Undergraduate
xvii.	Financial & Investment Analysis	Undergraduate
xviii.	Comparative Banking	Undergraduate
xix.	Research Methodology	Undergraduate
xx.	Investment Banking	Undergraduate
xxi.	Practice of Banking	Undergraduate
xxii.	Imperatives of Globalization	Postgraduate
xxiii.	Management Practice	Postgraduate
xxiv.	Labour/Management Relation	Postgraduate
xxv.	Entrepreneurial Development	Postgraduate
xxvi.	Business Policy & Strategic Management	Postgraduate
xxvii.	Entrepreneurship Development & Small Business Management	Postgraduate
xxviii.	Human Resources Management	Postgraduate
xxix.	Management Information System	Postgraduate
xxx.	Research Methodology	Postgraduate
xxxi.	Marketing Strategic & Management	Postgraduate

xxxii.	Global Economic Environment	Postgraduate
xxxiii.	Managerial Finance	Postgraduate
xxxiv.	Corporate Finance	Postgraduate
xxxv.	Sales Management	Postgraduate
xxxvi.	Investment Analysis	Postgraduate
xxxvii.	Entrepreneurial Sales and Strategy	Postgraduate
xxxviii.	Strategic Management	Postgraduate
xxxix.	Human Resource Training & Development	Postgraduate
xl.	Performance Evaluation & Control	Postgraduate
xli.	Retirement & Pension Administration	Postgraduate
xl.ii.	Micro & Small Business Finance	Postgraduate
xl.iii.	Advanced Marketing Theory	Postgraduate
xliv.	Marketing & Business Management	Postgraduate

Non-Teaching Experience

S/N	Position Held	Organization	Responsibility	Period
i.	Marketing/Branch Manager	Rholavision Engineering Ltd. Kaduna	Direct Responsibility for Managing the Marketing Responsibilities and Management of the Branch	1999 – 2001
ii.	Marketing Executive	Edinburg Consulting Ltd., Abuja	Direct responsibility for marketing and writing of proposals.	2000
iii.	Account Officer, Reconciliation; Credit & Marketing Division	Allstates Trust Bank Plc. Kaduna Branch	Direct responsibility for managing the bank's relationships in the area of reconciliation, credit & marketing.	2002 – 2003
iv.	Customer Service Operator	Allstates Trust Bank Plc. Jos Branch	Direct responsibility for managing the bank's	2002 – 2003

			relationships with customers.	
v.	Head of Operations	Allstates Trust Bank Plc. Jos Branch	Direct responsibility for managing the bank's tellers, drafts, accounts reconciliation, and customer service.	2004 – 2005
vi.	Consultant	Kaduna Business School	Consultancy services	2012 – Date
vii.	Consultant	ECWA Investment, Kaduna Central DCC.	Finance & Investment Consultant	2015 – 2021
viii.	Consultant	Society for Family Health (SFH) as UNICEF Adolescent and Young People (AYP)	Documentation of Value for Money	March, 2016
ix.	BDSP Mentor	Transforming Nigerian Youth/EDC for Master Card Foundation	Mentoring 20 TNY/EDC beneficiaries in their businesses	2021-2023
x.	External Assessor	Kaduna State Government	Kashim Ibrahim Fellowship 5.0 & 6.0	2022 & 2023

PROFESSORIAL CADRE ASSESSMENTS FOR TERTIARY INSTITUTIONS

S/N	University	Cadre	Year
I.	Taraba State University, Taraba State (1)	Professor	2019
II.	Nasarawa State University Keffi (NSUK) (1)	Associate Professor	2021
III.	Federal University Lafia, Nasarawa State (1)	Associate Professor	2021
IV.	University of Jos, Plateau State (1)	Associate Professor	2022
V.	National Open University of Nigeria (NOUN) (1)	Professor	2022
VI.	Federal University Dutsinma (FUDMA)	Professor	2024
VII.	Edo State University, Benin	Professor	2024

EXTERNAL EXAMINER:

Undergraduate Education

S/N	Institution	Period
I.	Adamawa State University, Mubi.	2016 – 2021
II.	Board of Examiner & Moderation of Projects NOUN.	2015 – Date
III.	Airforce Institute of Technology (AFIT), Kaduna.	2021

Postgraduate Education

S/N	Institution	Period
I.	Nasarawa State University, Keffi (NSUK).	2021-2023
II.	Federal University of Technology (FUT) Minna	2021
III.	Nile University of Nigeria (Honoris United Universities), Abuja.	2021-2023
IV.	Babcock University	2022-2023
V.	Nigerian Defence Academy (NDA)	2023
VI.	Federal University Dutsin-Ma Katsina	2023
VII.	Ahmadu Bello University (ABU) Zaria	2023

Postgraduate Examination:

1. PhD Business Administration Babcock University, Ogun State

S/N	Name	Topic	Registration Number	Date of Examination
I.	Ologunagba Oluwakemi	Bootstrapping and performance of Small & Medium Enterprises (SMEs) in South-West, Nigeria	PG/16/0122	30-06-2022
II.	Abdullahi Anuoluwapo Olivia	Entrepreneurship Education & Business Start-up Performance Amongst Youth Corp Members in Lagos State, Nigeria	PG/16/0413	30-06-2022
III.	Ibikunle Titilayo Doris	Entrepreneurial Orientation, Value Creation & Performance of	PG/18/0323	04-07-2023

		Quoted Pharmaceutical Companies in Nigeria		
IV.	Okoronkwo Grace Ijeoma	Entrepreneurial Ecosystem & Firm Sustainability of Selected Manufacturing SMEs in South-West, Nigeria	PG/19/0187	04-07-2023

2. PhD Business Administration Ahmadu Bello University (ABU) Zaria; Kaduna State

S/N	Name	Topic	Registration Number	Date of Examination
V.	Martina Igashi	Moderating Effect of Information Technology Capability on Supply Chain Management Practices and Performance of SMEs in Kaduna State	P18ADBA9112	05-09-2023
VI.	Abubakar Sadiq Abdullahi	Moderating Effect of Religiosity on the Relationship Between Organizational Cynicism and Workplace Deviant Behaviour of Academic Staff in Bauchi State Tertiary Institutions	P19BSA9003	05-09-2023
VII.	Hauwa Abdullahi Mustapha	Mediating Role of Brand Image on the Relationship Between Celebrity Endorsement and Customers Loyalty of Telecommunication Firms in Nigeria	P18ADBA9112	06-09-2023
VIII.	Zainab Faruk Yunusa	Moderating Effect of Entrepreneurial Motivation on the Relationship Between Entrepreneurial Orientation and Performance of Smes in Gombe State	P18ADBA9112	06-09-2023
IX.	Yusuf Abdulrahim Otori	Behaviour Finance Factors and Individual Investment Decision in the Nigeria Stock Market: Moderating Effect of Self Control	P18BSBA9004	06-09-2023
X.	Richard Mosimabale Apata	Moderating Effect of Systematic Risk on the Relationship Between Financial Risk and Financial Performance of Deposit Money Banks (DMBs)	P18ADBA9108	06-09-2023

3. PhD Business Administration Federal University Dutsin-Ma (FUDMA) Katsina; Katsina State

S/N	Name	Topic	Registration Number	Date of Examination
XI.	Muhammad Lukman Lawal	Mediating Effect of Customer Satisfaction on the Relationship Between Service Quality and Customer Retention in Jaiz Bank Plc, North West, Nigeria	PG9/MGT/2019/0246	05-09-2023
XII.	Dembele Mary	Environmental Leadership & Employees Pro Environment Behaviour in Nigerian Public Service: Mediating Role of Communication and the Moderating Effect of Self-Reflection	PG9/MGT/2020/0771	

4. MPhil Management Candidates, Management Studies NDA (19 -5-2023).

S/N	Name	Topic	Registration Number
I.	Caroline Dan-Ebbah	Effect of Incentives on the Performance of Employees at FIRS, Abuja	NDA/DLC/PGS/FASS/MPMS/001/21
II.	Joseph Oyinye Blessing	Social Responsibility Disclosure and Profitability of Listed DMBs in Nig	NDA/DLC/PGS/FASS/MPMS/007/21
III.	Ibrahim Negedu Adamu	Impact of Service Quality on Customers Satisfaction: A Study of Selected Hotels in Kaduna Metropolis	NDA/DLC/PGS/FASS/MPMS/015/21
IV.	Joy Adiya Apollo	Impact of Leadership Styles on Employees' Performance: A Study of GTBank Plc, Kaduna	NDA/DLC/PGS/FASS/MPMS/027/21
V.	Joy Okwofu	Impact of Contributory Pension Scheme on the Welfare of Retirees in FCT	NDA/DLC/PGS/FASS/MPMS/028/21

VI.	Bilkisu ZB Ibrahim	Impact of Employees' Motivation on Workers' Productivity in Abuja Electricity Distribution Company	NDA/DLC/PGS/FASS/MPMS/032/21
VII.	Mohammed Abubakar Idris	An Assessment of Service Delivery in Pre and Post Covid-19 Pandemic in Selected DBMs in Kaduna	NDA/DLC/PGS/FASS/MPMS/026/21

5. MPhil Management Candidates, Management Studies NDA (16 -3-2023).

S/N	Name	Topic	Registration Number
VIII.	Okpanachi Audu Jeremiah	Transformational Leadership and Employee Performance of NNPC Ltd Kaduna	NDA/DLC/PGS/FASS/MPMS/008/21
IX.	Charity Oliver	Effect of Production Planning on Defective Product in DICON	NDA/DLC/PGS/FASS/MPMS/013/21
X.	Lina Saadatu Jibrin	Work Environment and Job Satisfaction in Kaduna Electricity Distribution Company, Nigeria	NDA/DLC/PGS/FASS/MPMS/014/21
XI.	Abu Elijah Abu	Impact of Incentives on Employee Performance in Manufacturing Industries: A Study of NOCACO Ltd Kaduna	NDA/DLC/PGS/FASS/MPMS/018/21
XII.	Amira Kabir Faruk	Total Quality Management (TQM) Implementation and Organizational Effectiveness	NDA/DLC/PGS/FASS/MPMS/019/21
XIII.	Malik Mary Fatima	Corporate Attributes and Dividend Pay-out of Listed DMBs in Nigeria	NDA/DLC/PGS/FASS/MPMS/025/21
XIV.	Abdulrahim Umar Faruk	Effect of Risk Management on Financial Performance of Listed DMBs in Nigeria	NDA/DLC/PGS/FASS/MPMS/030/21

6. MPhil Management Candidates, Business Administration NILE (16 -9-2023).

S/N	Name	Topic	Registration Number
XV.	Akanni Emmanuel Olawole	Impact of Cost Control on the Profitability of Manufacturing Companies in Nigeria	20222459
XVI.	Mariam Shehu Usman	Effect of Benefit and Reward System on Employee in Public Hospitals Abuja, Nigeria	20222482
XVII.	Adigwue Tochi Jeniffer	Effect of Motivation on Employee Performance in Selected Real Estate Firms in Abuja	20220527
XVIII.	Yadua Joy Chinaka	Effect of Investors' Behavioural Factors on Investment Performance in Nig. Capital Mkt	211348030

7. MSc Entrepreneurship: Federal University of Technology (FUT) Minna, Niger State (22-6-2021).

S/N	Name	Topic	Registration Number
I.	Abdulrahaman Jimada Gana	Street Vending and Poverty Reduction in Minna Metropolis, Niger State	MTECH/SEMT/2017/7042
II.	Aminu Ali Abdulrahaman	Impact of Entrepreneurial Negotiation on Employees Productivity in Maizube Farm Group of Companies, Niger State, Nigeria	MTECH/SEMT/2017/6899
III.	Musa Fatimah Ozioha	Impact of Entrepreneurial Orientation on Financial Performance of Construction Companies in FCT, Abuja, Nigeria	MTECH/SEMT/2017/6887
IV.	Abubakar Ahmed Musa	Socio Economic Characteristics and Performance of SMEs: Evidence from Niger State, Nigeria	MTECH/SEMT/2017/7466
V.	Agboola Olufemi Butler	Effect of Green Entrepreneurship on the Performance of SMEs in FCT, Abuja, Nigeria	MTECH/SEMT/2017/7480

8. MSc Entrepreneurship: Nasarawa State University Keffi (NSUK) Nasarawa (16 & 17 -12-2021).

S/N	Name	Topic	Registration Number
VI.	Daboh Obadiah Ayok	Effect of Innovation Capability on Internationalization of Small and Medium Scale Enterprises (SMEs) in Nigeria	NSU/MSc/ENT/0018/18/19
VII.	Amesi Bulus Gladys	Effect of Skill Acquisition on Entrepreneurship Development Among Students of Nasarawa State University Keffi, Nigeria	NSU/MSc/ENT/0014/18/19
VIII.	Abiodun Tope Samson	Effect of Entrepreneurial Orientation on Export Performance of Manufacturing Small and Medium Scale Enterprises in Kano, Nigeria	NSU/MSc/ENT/0020/18/19
IX.	Abdullahi Adamu	Effect of Covid-19 Pandemic on the Growth of Small and Medium Scale Enterprises in Nasarawa West Senatorial District	NSU/MSc/ENT/0011/17/18
X.	Orisaremi Joseph Omeiza	The Effect of Agriculture Promotion Policy on the Performance of Agripreneurship in Ogun State, Nigeria	NSU/MSc/ENT/0013/18/19
XI.	Uloma Ifeanyi Hippolite Joseph	Effect of Entrepreneurship Education on Propensity for Business Start-ups Among Graduates Selected Higher Institutions in Nasarawa State	NSU/MSc/ENT/0034/18/19
XII.	Ibrahim Mohammed Umar	Effect of Socia Media on Small and Medium Enterprises Performance in Nasarawa State	NSU/MSc/ENT/0021/17/18
XIII.	Njoku Chukwuemeka Nnamdi	Enterprise Risk Management and the Growth of Small and Medium Scale Enterprises in FCT Abuja, Nigeria	NSU/MSc/ENT/0001/17/18
XIV.	Aruwa Hayatu Attai	The Effect of Relationship Marketing on the Performance of Small and Medium Enterprises Performance in Keffi LGA, Nasarawa State	NSU/MSc/ENT/0009/17/18

9. MSc Entrepreneurship: Nasarawa State University Keffi (NSUK) Nasarawa (21 & 22 -02-2023)

S/N	Name	Topic	Registration Number
XV.	Maryam Mohammed	Effect of Entrepreneurship Development on Women Economic Empowerment in Nasarawa State	NSU/MSc/ENT/0004/17/18
XVI.	Danjuma Nungala Usman	Comparative Analysis of Culture Influence on Entrepreneurial Intention in Enugu and Jalingo Metropolis	NSU/MSc/ENT/0002/17/18
XVII.	Suleiman Babale	Effect of Insecurity on the Performance of Small-Scale Business in Yobe State	NSU/MSc/ENT/0042/18/19
XVIII.	Musa Ibrahim	Effect of Entrepreneurial Orientation on the Performance of Small and Medium Enterprises (SMEs) in Benue State, Nigeria	NSU/MSc/ENT/0030/18/19
XIX.	Audu Esther Sam	Effect of Rural Women Empowerment on Entrepreneurial Outcomes in Karu LGA of Nasarawa State	NSU/MSc/ENT/0003/17/18
XX.	Kalu Chukwuma Nwankwa	Effect of Corporate Entrepreneurship on Performance of Selected Manufacturing Firms in FCT- Abuja, Nigeria	NSU/MSc/ENT/0037/18/19
XXI.	Akutson Liatu	Assessment of Factors that Determines SMEs Success in Kaduna Metropolis, Kaduna State	NSU/MSc/ENT/0010/17/18
XXII.	Sakanau Hindatu Muhammad	Effect of Women Entrepreneurship Engagement on Poverty Reduction in FCT, Abuja	NSU/MSc/ENT/0035/18/19
XXIII.	Aruwa Hayatu Attai	Assessment of Factors Determining Entrepreneurial Opportunities in Rice Value Chain in Kuje Area Council Abuja, Nigeria	NSU/MSc/ENT/0022/18/19
XXIV.	Micheal, Sabo Favour	Effect of Work-Life Balance on Women Agripreneurs' Performance in FCT, Abuja	NSU/MSc/ENT/0006/17/18

10. MSc Business Administration: Federal University Dutsin-Ma , Katsina (30-3-2023).

S/N	Name	Topic	Registration No
XXV.	Mustapha Badamosi	Entrepreneurial Orientation and Small & Medium Sized Enterprises Performance in Katsina State: A moderating Role of Transformational Leadership Behaviour	PG8/MGT/2019/0195
XXVI.	Holo Matthew Aker	Green Human Resource Management Practices and Environmental Sustainability of DMBs in Katsina State	PG8/MGT/2019/0492
XXVII.	Muhammad Ibrahim Yusuf	Islamic Business Ethics and SMEs Performance in Kaduna Metropolis Nigeria	PG8/MGT/2019/0295
XXVIII.	Sonny Emmanuel Braide	Entrepreneurship Education and Youth Entrepreneurial Competencies among Graduates of Nigerian Tertiary Institutions	PG8/MGT/2019/0347
XXIX.	Pere Abinobo	Total Quality Management and Customer Satisfaction of DMBs in Katsina State, Nigeria	PG8/MGT/2019/0295

11. MSc Entrepreneurship: Nasarawa State University Keffi (NSUK) Nasarawa (13th & 14th -06-2023)

S/N	Name	Topic	Registration No.
XXX.	Liman, Muhammad Sani	Effect of Microcredit on Agribusiness Development Among Agripreneurs in Katcha LGA of Niger State, Nigeria	0619185006757
XXXI.	Tanko Abdultukur	Effect of Entrepreneurship Education on Post-Retirement Entrepreneurial Intention of Potential Retiree in Keffi LGA, Nasarawa State	0619185013872
XXXII.	Haruna Muhammad Awwal	Effects of Planned Behaviour on Entrepreneurial Intention Among Students of Nasarawa State University	0619185008764
XXXIII.	Bugaje Ruqayyah Bello	Effect of Emotional Intelligence on the Performance of Women Owned-Family Businesses in Jos Metropolis, Plateau State, Nigeria	0619185002190
XXXIV.	Ogunjide Adeniyi Oladele	Effect of Entrepreneurship Development on Employment Generation in FCT, Abuja	0619185009345
XXXV.	Abdullahi, Ummulkusulm Gambo	Effect of COVID 19 Pandemic on Access to Finance: A Moderating Role of Micro Credit on SMEs in Nasarawa State, Nigeria	06191850088913

XXXVI.	Yusuf, Abdulkabir Omonubi	Effect of Entrepreneurial Financing on the Performance of SMEs in North Central Nigeria	0619185006844
XXXVII.	Pila, Msugh Comrade	Effect of Women Entrepreneurship Engagement on Poverty Reduction in FCT, Abuja	0619185006804

12. MSc Business Administration: NILE University (16-09-2023):

S/N	NAME	TOPIC	REGISTRATION NO
XXXVIII.	Tari Odogu	Firm Characteristics and Financial Performance of Listed Deposit Money Banks (DMBs) in Nigeria	211343019

13. MSc Business Administration: Federal University Dutsin-Ma, Katsina (22-09-2023):

S/N	NAME	TOPIC	REGISTRATION NO
XXXIX.	Aniekwe Christiana	Impact of Leadership Style and Employee Commitment of Senior Non-Teaching Staff in Universities of Katsina State	PG8/MGT/2019/0432
XL.	Aminu Ashiru Kofar Sauri	Safety Management Practices and Safety Compliance Among Employees of Fuel Service Stations in Katsina State	PG8/MGT/2020/0658
XLI.	Muhammad Nasir Saba	Economic Environmental Factors and SMEs Performance in Katsina State: The Mediating Role of Access to ICT	PG8/MGT/2019/0269
XLII.	Bako Andrew	Job Related Factors and Performance Among Personnel in Katsina State: A Moderating Role of Co-Worker Support	PG8/MGT/2020/0575

14. MSc Entrepreneurship: Nasarawa State University Keffi (NSUK) Nasarawa (14th & 15th -11-2023):

S/N	NAME	TOPIC	REGISTRATION NO
XLIII.	Puttu Manji Danlami	Effect of Environmental Factors on SMEs Performance in Jos North & South LGA of Plateau State, Nigeria	NSU/MSC/ENT/017/18/19
XLIV.	Dadi Davari Dauda	Effect of Non-Financial Services of Microfinance Institutions on the Performance of SMEs in Nasarawa State, Nigeria	NSU/MSC/ENT/016/17/18
XLV.	Garba Chris Ali Mamman	Effect of Entrepreneurial Network on the Growth of SMEs in Nasarawa State, Nigeria	NSU/MSC/ENT/0013/17/18
XLVI.	Ndam Yilkang Binchen	Effect of Cultural Factors on Performance of Selected SMEs in Karu LGA, Nasarawa State	NSU/MSC/ENT/0005/17/18
XLVII.	Angyu Joshua Nuhu	Effect of Entrepreneurship Education on Small Business Development of	NSU/MSC/ENT/0023/18/19

		Nigeria Graduates in Nasarawa State, Nigeria	
XLVIII.	Okunade Henry Tunde	Effect of Competitive Strategies on Performance of SMEs in Nasarawa State, Nigeria	061985010229
XLIX.	Tolorunse Taiye Bamidele	Effect of Intrapreneurship on the Organizational Performance of Abuja Electricity Distribution Company	0619185010903
L.	Oloopa John Amos	Effect of Tourism Entrepreneurship on Employment Creation of FCT, Abuja	0619185006996
LI.	Ibrahim Saidu	Effect of Entrepreneurship Orientation on the Performance of SMEs in Sokoto Metropolis, Sokoto State, Nigeria	0619185012575

15. MSc Entrepreneurship: Nasarawa State University Keffi (NSUK) Nasarawa (8 & 9-2-2024):

S/N	NAME	TOPIC	REGISTRATION NUMBER
LII.	Akpajiyovwi Sintiki Magaji	Effect of Social Media Marketing Tools on Entrepreneurship Growth Among Women in Kaduna State	0619185008454
LIII.	Azamu Iliya	Effect of Entrepreneurial Orientation on the Performance of SMEs in Nasarawa State	06201850035
LIV.	Usman Umar	Effect of Financing Options on Performance of Rice Farming in Birnin Kebbi LGA, Kebbi State Nigeria	06201850017
LV.	Nwagwu Chika Cletus	Determinants of Insurance Demand of Micro Entrepreneurs in Nasarawa State	0619185010271
LVI.	Achimugu Peter Ileanwa	Effect of Entrepreneurship Development Programs on Poverty Reduction in Nasarawa State, Nigeria	0619185010754
LVII.	Umar Haruna Faruq	Effect of Marketing Strategy on the Performance of SMEs in Nasarawa West Senatorial Zone, Nasarawa State, Nigeria	0619185010095
LVIII.	Asogwa Innocent Ikechukwu	Effect of Micro Credit Scheme on the Performance of Small & Medium Scale Enterprises in Nsukka LGA of Enugu State	0619185008454
LIX.	Shaibu Okpanachi Elijah	Effect of Entrepreneurial Training on Performance of Small Mining Businesses in Nasarawa State, Nigeria	061918501552
LX.	Sanni Patrick Emeje	Effect of ICT on Entrepreneurship Development Among Youth in Kogi State, Nigeria	0619185011502

16. MSc Business Administration: Federal University Dutsin-Ma, Katsina (14-02-2024):

S/N	NAME	TOPIC	REGISTRATION NO
LXI.	Janet H Pam	Effect of Human Resource Management Practices on Employee Performance in Private Secondary Schools in Katsina State	PG8/MGT/2019/0250
LXII.	Abubakar Yahaya Dauda	Enterprise Risk Management (ERM) and value of Consumer and Industrial Goods Companies in Nigeria: A Moderating Effect of Firm Size	PG8/MGT/2020/1018
LXIII.	Ibrahim Aliyu Sani	Occupational Stress and Performance of Non-Academic Staff of Universities in Katsina State: A Moderating Effect of Employee Engagement	PG8/MGT/2019/0311
LXIV.	Ikpi Ikpi Ettah	Job Security and Employee Turnover Intention of Universities Non-Teaching Staff in Katsina State: A Mediating Role of Job Satisfaction	PG8/MGT/2019/0444
LXV.	Ibrahim Aminu Lawal	Relationship Between Green Human Resource Management Practices and Environmental Performance Among the Employees of University in Katsina State	PG8/MGT/2019/0350

ADMINISTRATIVE RESPONSIBILITIES/ UNIVERSITY COMMITTEE MEMBERSHIP

S/N	Position Held	Committee, Board, Department & Institution	Period
I.	Head Girl	Government Technical Secondary School Mubi, Adamawa State, Nigeria.	1990-1992
II.	Financial Secretary	Banking & Finance Students Association, University of Maiduguri.	1996-1997
III.	President	Interact Club International District 9112 Mubi, Adamawa State, Nigeria.	1989-1992
IV.	Secretary	Committee on Commonwealth Scholarship, Nigerian Defence Academy, Kaduna State, Nigeria.	2008
V.	Member	Kaduna State M&E Strategy/Operational Plan Development Workshop.	2008
VI.	Member	Faculty Board of Examiners for Engineering Faculty, Nigerian Defence Academy, Kaduna.	2009-2014
VII.	Member	Convocation Committee on Refreshment, Nigerian Defence Academy, Kaduna State, Nigeria.	2009-2014
VIII.	Member	Faculty of Arts and Social Sciences Publication Committee, Nigerian Defence Academy, Kaduna State, Nigeria.	2009-2014
IX.	Financial Secretary	Nigerian Defence Academy Officers Mess.	2007-2010
X.	Chairperson	Departmental Welfare Committee.	2008-2014

XI.	Member	Academy Committee on Total Quality Assurance.	2012/2013
XII.	Secretary	Post Graduate Admission Committee.	2012/2013
XIII.	Coordinator	Post Graduate Diploma in Management.	2011/2014
XIV.	Head of Department	Department of Business of Administration, Kaduna State University (KASU), Kaduna State.	2014-2018
XV.	Member	Adhoc Committee for Faculty Curricula Review.	2014
XVI.	Chairman	Departmental Curriculum Committee, Kaduna State University.	2014-2018
XVII.	Chairman	Departmental Accreditation for Undergraduates & Postgraduates.	2016-2017
XVIII.	Member	Senate, Kaduna State University, Kaduna State.	2014-Date
XIX.	Member	Management Faculty Board, Faculty of Social & Management Sciences, Kaduna State University, Kaduna State.	2014-2018
XX.	Chairperson	University Committee to propose short term courses and manual.	2014/2015
XXI.	Chairperson	International Entrepreneurship Research Conference Committee.	2014/2015
XXII.	Chairperson	Departmental Postgraduate Committee.	2014-2018
XXIII.	Chairperson	Departmental Promotion and Evaluation Committee.	2014-2018
XXIV.	Chairperson	NASE Retreat Follow-up and Linkages Committee for Entrepreneurship Research and Development Centre.	2015
XXV.	Member	Departmental Promotion and Evaluation Committee.	2014-Date
XXVI.	Member	Faculty Investigation Committee on Examination.	2015
XXVII.	Member	Entertainment Convocation Committee.	2015
XXVIII.	Chairman	Committee of Investigation on Assaults on a Senior Lecturer.	2015
XXIX.	Chairman	Faculty Seminar Committee.	2015-2018
XXX.	Member	ASUU – KASU PAYE Verification Committee.	2015/2016
XXXI.	Deputy Dean	Postgraduate School, Kaduna State University.	2016-2017
XXXII.	Member	University Academic Matters and Legal Unit, KASU.	2017

XXXIII.	Deputy Director	Entrepreneurship Research & Development Centre, KASU.	2018
XXXIV.	Director	Entrepreneurship Research & Development Centre, KASU.	2018-2022
XXXV.	Chairperson	Faculty of Management Ethics Committee, Kaduna State University.	2018-2023
XXXVI.	Member	Management, Kaduna State University, Kaduna State.	2018-Date
XXXVII.	Member	Faculty of Management Appointment & Promotion Committee, Kaduna State University.	2018-Date
XXXVIII.	Member	Committee on Review of Part-Time Lecturers' Claims, Kaduna State University.	2018
XXXIX.	Member	Endowment & Fund-Raising Committee, Kaduna State University.	2018
XL.	Coordinator	B.Sc. Entrepreneurship, Kaduna State University.	2018-2022
XLI.	Coordinator	PhD Business Administration, KASU.	2018-Date
XLII.	Member	Ad-hoc Committee to Investigate Ethical Related Misbehavior by KASU Staff.	2019
XLIII.	Member	Committee to Investigate Examination Irregularities in the Department of Chemistry.	2019
XLIV.	Member	Standing Committee on Senior Staff Disciplinary Matters, Kaduna State University.	2020
XLV.	Member	University Committee on Library Development, Kaduna State University.	2020-2022
XLVI.	Member	University Committee on Information & Communication Technology Development, Kaduna State University.	2020-2022
XLVII.	Member	University Committee on Research Development, Kaduna State University.	2020-Date
XLVIII.	Chairman	KASU Multipurpose Cooperative Investment Committee.	2020-Date
XLIX.	Member	2020 NUC Mock Accreditation.	2020 & 2023
L.	Member	Committee on Naming of Iconic Building in the University.	2021
LI.	Member	Committee on the Sharing Formula for Revenue Generated by Institute of Science, Technology & Management Studies (ISTMS).	2021
LII.	Member	Kaduna State University Liquidity Committee.	2021
LIII.	Member	Investigative Committee.	2021

LIV.	Member	Governing Council representing senate, Kaduna State University (KASU).	2022-2023
LV.	Member	Committee to Investigate Issues between the University Librarian and Dr Joshua Magoi.	2022
LVI.	Member	Council University Tender Committee.	2022-Date
LVII.	Member	Council University Appointment & Promotion Committee.	2022-Date
LVIII.	Member	Committee on Review of Academic Brief, Kaduna State University.	2023
LIX.	Chairman	Committee on Inciteful & Violent Conduct by Fatima Ibrahim.	2023-Date
LX.	Member	Committee on the Review of Academic Brief in the University.	2023
LXI.	Member	Committee on KASU Business Premises.	2024
LXII.	Member	Committee on Reward System for Teaching Staff, Non-Teaching and Students of KASU.	2023

Professional Service

S/N	Service	Date
I.	Arusas Consulting.	2007-Date
II.	Arusas Entrepreneurship Academy.	2007-Date
III.	Concept & Option Consulting Limited.	2011-Date
IV.	JEDAND Consulting Ltd.	2016-Date
V.	Consultant, Society for Family Health (SFH) as UNICEF Adolescent and Young People (AYP) Documentation.	2017
VI.	Management Advisory Council of the Institute of Registered Administrative Managers of Nigeria.	2016 – Date
VII.	Member. Governing Council the Institute of Classic Entrepreneurship Nigeria.	2018-2022
VIII.	President, International Institute for Female Entrepreneurship.	2018-2022
IX.	Board Chairperson, Arewa Entrepreneurship Frontier Network.	2019-Date
X.	Patron/Advisor, ENACTUS KASU Branch.	2019-Date
XI.	Member, Chartered Institute of Stockbrokers.	2020-Date

XII.	Member, Capital Market Academics.	2020- Date
XIII.	Member, Association of Entrepreneurship Scholars.	2020- Date
XIV.	Matron, FINDSIMPLE Initiative International.	2020- Date
XV.	Member, National Business Development Service Provider (BDSP) Network	2021- Date
XVI.	Board Member, Association of Certified Business Development Service Providers	2022- Date
XVII.	Member, Board of Advisors (BoA) of MSME Business Development Services Limited	2022- Date
XVIII.	Director, Institute of Budget & Policy, Africa	2022- Date
XIX.	Patron, University of Maiduguri Alumni Association Kaduna State Chapter	2023

Community Service

S/N	Service	Date
I.	Assistant Leader, Women Fellowship ECWA Lemu Road, Kaduna State.	2009- 2014
II.	Secretary, Church History Committee, ECWA Church, T/Nupawa Kaduna.	2014- 2017
III.	Member, Church Prayer Committee, ECWA Church, Kaduna.	2010- 2021
IV.	Financial Secretary, Southern Kaduna Women Development Association (BAZIDOW).	2012- Date
V.	Financial Secretary, Kilba Christian Association (General) Kaduna.	2015- Date
VI.	Member Organizing Committee and chairperson Magazine Global Entrepreneurship Week Kaduna State, Nigeria.	2015
VII.	President, YAKU Development Association Kaduna/Zaria Chapter.	2015- Date
VIII.	Secretary, ECWA Kaduna Central DCC Investment and Empowerment Committee.	2015- Date
IX.	Member, Content Development of “My Finance My Future Project” by US Embassy Abuja for USAID Entrepreneurship Project.	August, 2015
X.	Member, Gender Awareness Trust.	2016- Date
XI.	Member, Global Peace Women.	2015- Date

XII.	Member, Modules Development of “Digital Marketing & Social Media” by US Embassy Abuja in Collaboration with ERDC, KASU.	2017-2018
XIII.	Financial Secretary, Beautiful Hands Compassionate Ministry.	2018-Date
XIV.	Chairperson, Committee on the Establishment of Gas Plant, KASU Multi-Purpose Cooperative.	2019 – Date
XV.	Member, Ad Hoc Committee on the Review of Chartered Institute of Stockbrokers (CIS) Code of Ethics and Standard of Professional Conduct.	2021
XVI.	Member, Co –Creation Design and Content Development of “Skills for Prosperity (S4P) Nigeria by UKAid.	2021
XVII.	Vice Chairman, Association of Mubi Voices Residence in Kaduna (AMVRK)	2016-Date
XVIII.	Asst. Sec.; Sabondale Development Association (SABDA).	2020 - Date
XIX.	Chairperson, Electoral Committee for Board of Elders for ECWA U/Maigero	2022
XX.	Member, Development of ECWA Strategic Plan (2024-2030)	2023
XXI.	Chairperson, Fundraising Committee for ECWA U/Maigero	2023-Date

POSTGRADUATE RESEARCH THESIS SUPERVISION

PhD SUPERVISION:

S/N	Name	Topic	Registration Number
I.	Jamila Mohammed	Emotional Intelligence & Employees Performance: A Comparative Analysis of Public & Private Secondary Schools in Kaduna State, Nigeria	KASU/PHD/BUS/17/001
II.	Jamilu Mohammed	Moderating Effect of Institutional Ownership Structure on the Relationship Between Bank Attributes and Financial Performance of Listed Deposit Money Bank in Nigeria	KASU/PHD/BUS/18/0005 Defended on 17/1/2024
III.	Asmau Alex Zatiok	Moderating Financial Leverage on the Relationship Between Ownership Structure and Dividend Policy of Listed Oil and Gas Companies in Nigeria	KASU/PHD/BUS/17/003 Defended on 19/1/2024

IV.	Salawu Fatau Sani	Effect of Entrepreneurial Capacity Building on Employment Generation in North-West, Nigeria	KASU/PHD/BUS/18/001 Defended on 19/1/2024
V.	Adaje Unamani Jerome	Ownership Succession and Family Business Sustainability in North-West, Nigeria	KASU/PHD/BUS/18/003 Defended on 19/1/2024

MSC SUPERVISION

S/N	Name	Topic	Registration Number
I.	Hosea Jatau	Impact of internal Control System on Revenue Generation of Kaduna State, Nigeria.	NDA/PGS/FASS/M/790/12
II.	Salaro Tajudeen O.	Effect of Firms Characteristics on Financial Performance of Listed Conglomerate Firm in Nigeria.	NDA/PGS/FASS/M/796/12
III.	Donatus Cletus	Impact of Credit Risk Management on the Financial Performance of Deposit Money Banks in Nigeria.	MSC/BUS/SMS/00947/14/15
IV.	Wetsi Stephen Yero	Impact of Capital Structure on Share Price of Deposit Money Banks in Nigeria.	MSC/BUS/SMS/02538/14/15
V.	Jika Usman	Effects of Psychological Contract Breach on Working Place Deviant Behaviour in the Nigeria DMBs.	MSC/BUS/SMS/01293/14/15
VI.	Tokan Nuhu Shekari	Impact of Working Capital Management on the Financial Performance of Listed Manufacturing Firms in Nigeria.	MSC/BUS/SMS/03959/14/15
VII.	Comfort Benson Gaiya	Determinants of Customer Retention in Nigerian Deposit Money Banks (DMBs).	MSC/BUS/SMS/02276/14/15
VIII.	Margaret Solomon	Impact of Entrepreneurial Competencies on the Performance of Small and Medium Enterprises in Kaduna Metropolis, Kaduna State, Nigeria.	MSC/BUS/SMS/05174/14/15
IX.	Hafsat Inikpi Shuaibu	Impact of Value System on Performance in the Telecommunication Industry.	MSC/BUS/SMS/00026/15/16

X.	Martha Ogbale	Impact of Ethical Issues on the Performance of Healthcare Sector in Nigeria.	MSC/BUS/SMS/00008/15/16
XI.	Idris Musa Abdul	Determinant of Profitability on Listed Oil & Gas Firms in Nigeria (Completed).	MSC/BUS/SMS/00050/15/16
XII.	Ruyan Talyen Ndan	Impact of Employee Empowerment on Organizational Performance of Quoted Bottling Companies in Nigeria.	MSC/BUS/SMS/02831/14/15
XIII.	Ejeh Enenche Cletus	Impact of Outsourcing on Organizational Performance of Listed Food and Beverages Firms in Nigeria.	MSC/BUS/SMS/00075/15/16
XIV.	Audu Adams	Impact of Financial Leverage on the Dividend Policy of Listed Consumer Goods Firms in Nigeria.	MSC/BUS/SMS/06285/14/15
XV.	Yahaya Usman	Impact of Organizational Culture on Financial Performance of Listed Deposit Money Banks.	MSC/BUS/SMS/00049/15/16
XVI.	Amuche Agbo Peter	Impact of Working Capital Management on Profitability of Listed Nigerian Manufacturing Firms.	MSC/BUS/SMS/00011/14/15
XVII.	Suwaiba Ibrahim Shehu	Effect of Entrepreneurship Education on Entrepreneurial Intention of Undergraduate Students.	MSC/BUS/SMS/00547/14/15
XVIII.	Daniel Ezenwa	Effect of Non-Financial Compensation on Workers Performance in First Bank Nigeria Plc (Bingham University, KARU).	BHU/17/MSC/HRM/008
XIX.	Anthony Gebiri Elizabeth	Effect of Reward System on Organizational Performance in Tertiary Institutions: A study of Bingham University (Bingham University, KARU).	BHU/18/MSC/HRM/001
XX.	Luna Banga Madanga	Effect of Leadership Styles on Employee Performance of Schools in Jalingo, Taraba State (Bingham University, KARU).	BHU/17/MSC/HRM/005

XXI.	Bala Yakubu Ambasn	Effect of Collective Bargaining on Industrial Harmony in Nigeria Social Insurance Trust Fund (NSITF) FCT, Abuja (Bingham University, KARU).	BHU/17/MS/HRM/004
XXII.	Ogungbenle Amudalat Toluope	Effect of Succession Planning Practices on Survival of Construction Firms in Abuja, Nigeria (Bingham University, KARU).	BHU/18/MS/HRM/001
XXIII.	Kawai Vincent	Impact of Electronic Banking on the Performance of Banks in Kaduna State.	MS/BUS/SMS/02461/2014-15
XXIV.	Mahmud Baba Rani	Impact of Entrepreneurship Education on Kaduna Polytechnic Student Intention to Entrepreneurial Practice.	MS/BUS/SMS/00010/2015-16
XXV.	Sabo Sunday	Effect of Entrepreneurship Mentoring on Entrepreneurial Outcomes of SMEs in Kaduna Metropolis, Kaduna State.	MS/BUS/SMS/00008/2016-17
XXVI.	Musa Bako Shuaibu	Impact of Total Quality Management on the Profitability of Listed Oil and Gas Companies in Nigeria.	MS/BUS/SMS/00367/2015-16
XXVII.	Kabir Mohammed Baban-Inna	Effect of Capital Structure on the Performance of Quoted Cement Manufacturing Companies in Nigeria.	MS/BUS/SMS/05328/2014-15
XXVIII.	Zamani, Avon Moses	Workforce Diversity and Employee Performance in Food and Beverage Firms in Kaduna Metropolis.	MS/BUS/SMS/02277/2014-15
XXIX.	Onwubualili Amarachi Chiagoziem	Impact of Mentorship, Shared Leadership, Competence on Sustainability of Family-Owned Business in Kaduna.	MS/BUS/SMS/00066/2015-16
XXX.	Dodo Patience	Impact of Organizational Culture on Employee Performance in Nigerian National Petroleum Corporation.	MS/BUS/SMS/02069/2014-15
XXXI.	Saidu Mona Cynthia	Effect of Stress Management Techniques on Employees Performance in Selected DMBS in FCT, Abuja.	BHU/19/MS/HRM/014

XXXII.	Ejeh Iji Joseph	Effects of Monetary Rewards on Employees' Performance in Benue Links Nigeria Limited Makurdi, Benue State.	BHU/19/MSc/HRM/016
XXXIII.	Woka Sydney	Effect of Covid-19 on the Growth of Micro, Small & Medium Scale Enterprises in Abuja Municipal Area Council (AMAC).	BHU/19/MSc/HRM/006
XXXIV.	Micheal Owan Ofre	Effect of Reward Systems on Employee Performance in Berger Construction Company in Nigeria.	BHU/19/MSc/HRM/015
XXXV.	Dorcas Peter Charles	Effect of Technological Development on Customer Satisfaction of fashion Design Industry in FCT, Abuja.	BHU/20/MSc/BUS/004
XXXVI.	Lawal Amiru Balarabe	Mediating Effect of Sales Growth on the Relationship Between Liquidity Management & Financial Performance of Listed Oil & Gas Companies in Nigeria	KASU/MSc/BUS/18/0009

REVIEW BOARD MEMBERSHIP:

S/N	Reviewer/Editor	Journal/Publication	Date
I.	Reviewer	Science Publication and Business Management Journal.	2012-Date
II.	Reviewer	Journal of Social and Management Sciences, Kaduna State University.	2013-2017
III.	Reviewer	Journal of Economics and International Business Management.	2014 – Date
IV.	Reviewer	African Journal of Business Management.	2014-Date
V.	Reviewer	Issues in Business Management and Economics.	2014 – Date
VI.	Reviewer	Kaduna Business and Management Review.	2014-Date
VII.	Editor	Journal of Economic Research and Entrepreneurship Development (JERED) ISSN: 9876-5432.	2015-2022
VIII.	Editor	Faculty Journal of Management Sciences, KASU.	2017 – Date
IX.	Editor	African Journal of Entrepreneurship and Business Studies – AJOEBS.	2019 – Date

Published National/International Conference Proceedings:

International Conference Proceedings:

S/N	Conference Title	Institution	Paper Presented	Date
I.	2nd 21st Century Academy Forum Conference. Proceedings Link ISSN: 2047-2854	Harvard University, Boston, USA.	Impact of Consolidation on service delivery in the banking sector: The Nigerian Experience.	8th – 10th March, 2015.
II.	Proceedings of the 10th Annual Conference of the Academy of Management, Nigeria 10th National Conference of Academy of Management Nigeria: Diversity Management for National Development. Pp 351 – 364 ISBN: 978-978-8517-74-0	Academy of Management, Nigeria.	Financial Development & Economic Growth: Impact of Banks' Size & Efficiency in Financing Real Sector Growth in Nigerian Economy.	27th – 28th October, 2016.
III.	19th Multidisciplinary Academic Conference Proceedings: Sub Sahara African Awakening for 21st Century Challenges and Opportunities: Multidisciplinary Approaches.	University of Maiduguri (Unimaid).	Effect of Board Composition and Independence on Financial Performance of Deposit Money Banks in Nigeria Pgs. 158 – 18	19th – 20th December, 2019.
IV.	7th International Interdisciplinary Research & Development Conference	Benue State University Makurdi, Nigeria.	Impact of Electronic Banking on the Operational Performance of Deposit money Banks (DMBs) in Kaduna State, Nigeria	14th – 15th December, 2022.

National/International Conferences;

S/N	Conference Title	Role	Place	Date
I.	7th International Interdisciplinary Research &	Paper Presentation: Impact of Electronic Banking on the Operational Performance of	Benue State University	14th – 15th December, 2022

	Development Conference	Deposit money Banks (DMBs) in Kaduna State, Nigeria	Makurdi, Nigeria	
II.	16th National Conference of Administrative Managers: Administrative Procedures in the Nigerian Public Sector	Paper Presentation: Service and Economic Obligations of the Public to the Nigerian State: Reality or Fiction?	Kenfelli Int'l Palm Beach Hotel, Barnawa Kaduna	9th – 10th November, 2022
III.	1st KASU Gender Capacity Building Conference	Paper Presentation: Unique Features of an Entrepreneur & Employability Skills	Kaduna State University	14th – 16th October, 2021
IV.	1st Annual International Academic Conference on Entrepreneurship Education and Pedagogy (AICEEO)	Discussant: Retooling Entrepreneurship Education for National Prosperity	Ladoke Akintola University of Technology (LAUTECH) Ogbomoso, Oyo State.	23rd – 27th March, 2021
V.	2nd International Conference on Management Sciences; Management, Sustainable Development, Security and Supply Chain Transformation in the 21st Century.	Paper Presentation: Impact of Audit Quality on Earning Management of Listed Oil and Gas Companies in Nigeria	Kaduna State University, Kaduna.	23rd – 25th February, 2021.
VI.	1st International E-Conference on COVID-19 Global Impacts.	Participant	E- Conference by African British Journal.	20th – 21st July, 2020
VII.	1st International Business and Management Conference; Responsible Research Mysteries for Institutional Management.	Paper Presentation: Impact of Entrepreneurship Development on Job Creation in Kaduna State: A Study of Selected Local Government Areas in Kaduna State.	Federal University Wukari, Taraba State.	19th – 21st February, 2020.

VIII.	19th Multidisciplinary Academic Conference on Sub-Sahara African Awakening for 21st Century Challenges and Opportunities: Multidisciplinary Approaches.	Paper Presentation: Effect of Board Composition and Independence on Financial Performance of Deposit Money Banks in Nigeria	University of Maiduguri, Borno State.	19th – 20th December, 2019.
IX.	1st International Management Sciences Conference.	Paper Presentation: Inventory Management & Profitability of Listed Conglomerate Firms in Nigeria.	Kaduna State University, Kaduna.	25th – 27th June, 2019
X.	International Conference & Workshop on Governance, Entrepreneurship & ICT in Africa.	Paper Presentation: Impact of Information Technology on Performance of Small & Medium Enterprises (SMEs) Operation in West Africa.	Makerere University Business School (MUBS) Kampala, Uganda & ICT University Louisiana, USA	27th – 28th May, 2019
XI.	Annual National Conference of Chartered Institute of Human Capital Development of Nigeria: Innovate.	Discussant: Innovation & Human Capital Development Nexus: Desirable or Problematic.	Kaduna State University, Kaduna.	28th – 29th November, 2018.
XII.	12th National Conference of Academy of Management Nigeria: Diversity Management for National Development.	Paper Presentation: Impact of leadership, Security & National Development on Organisational Performance in Public Organisation of Adamawa State University, Mubi.	Nile University of Nigeria, Abuja	24th – 25th October, 2018.
XIII.	7th International Social and Management Sciences Research Conference on Issues in Economic Recovery	Chair Plenary Session on Management/Social Development	Kaduna State University, Kaduna – Nigeria.	9th – 10th May, 2018.

	Diversification and Governance			
XIV.	10th National Conference of Academy of Management Nigeria: Diversity Management for National Development.	Paper Presentation: Financial Development & Economic Growth: Impact of Banks' Size & Efficiency in Financing Real Sector Growth in Nigerian Economy.	Academy of Management Nigeria.	27th – 28th October, 2016.
XV.	1st International Entrepreneurship Conference on Entrepreneurship for Development: A Multidisciplinary Approach.	Paper Presentation: Capital Structure & Financial Performance: Evidence from Listed Insurance Firms in Nigeria.	27th – 28th August, 2016.	
XVI.	Entrepreneurship Development & Leadership International Conference & Exhibition.	Chair Plenary Session on Management/Entrepreneurship Development.	University of Abuja, Nigeria.	26th – 30th April, 2016
XVII.	5th International Conference on Business & Economic Development.	Paper Presentation: Ownership Structure & Financial Performance of Listed Conglomerate Firms in Nigeria.	New York, USA.	4th – 5th April, 2016.
XVIII.	5th International Social and Management Sciences Research Conference on Economic Diversification, Corporate Governance and Insecurity in an Emerging Democracy.	Chair Plenary Session on Management/Social Development.	Kaduna State University, Kaduna, Nigeria.	1st – 3rd March, 2015.
XIX.	5th National Conference "Security, National Integration and the Challenges of	Paper Presentation: Impact of Small and Medium Scale Enterprises (SMSE) on Economic Growth of Zaria Metropolis in Nigeria.	Usman Danfodio University, Sokoto.	10th – 13th August, 2015.

	Development in Nigeria”.			
XX.	2nd 21st Century Academy Forum Conference.	Paper Presentation: Impact of Consolidation on service delivery in the banking sector: The Nigerian Experience. Proceedings Link	Harvard University, Boston, USA.	8th – 10th March, 2015
XXI.	9th National Conference of the Academy of Management Nigeria.	Participant	University of Benin, Nigeria.	29th-30th August, 2015.
XXII.	4th International Social and Management Sciences Research Conference on Contemporary Issues in Development and Information Society.	Chair Plenary Session on Management/Entrepreneurship.	Kaduna State University, Kaduna – Nigeria.	16th – 17th June, 2015.
XXIII.	3rd Annual International Social and Management Sciences Conference.	Chair Plenary Session on Entrepreneurship.	Kaduna State University, Kaduna- Nigeria.	5th -27th February, 2014.
XXIV.	12th Annual BEN-AFRICA Conference.	Participant	Zanzibar Beach Resort Hotel, Zanzibar- Tanzania.	31st October- 2nd November, 2011
XXV.	First International Social and Management Science Research Conference.	Paper Presentation: An Impact Assessment of Perceived Motivational Factors on Women Entrepreneurs towards Entrepreneurship Development in Kaduna State, Nigeria.	Faculty of Science Lecture Theatre, Main Campus Kaduna State University, Kaduna- Nigeria.	6th-9th September, 2011.
XXVI.	First National Conference on “State of the	Paper Presentation: Impact Assessment of Skills Development Programmes on Women	Department of Economics, Bayero University	3rd-6th November, 2010.

	Nigerian Economy".	Competence in Kaduna State – Nigeria.	Kano (BUK), Kano – Nigeria.	
XXVII.	Entrepreneurship and Development: A Research and learning Conference on Entrepreneurship and the Millennium Development Goals.	Paper Presentation: An Assessment of Economic Empowerment Challenges of Nigerian Woman Entrepreneur.	National University Commission (NUC), Abuja - Nigeria.	September 21-22, 2010.

AWARDS/INNOVATIONS/INVENTIONS

- I. Fellow, Institute of Business and Economic Analyst, Nigeria (FBEA)
- II. Fellow, Institute of Registered Administrative managers of Nigeria (FIRAMN)
- III. Fellow, Institute of Human Capital Development of Nigeria (FCIHCDN)
- IV. Fellow, Institute of Business Diplomacy and Financial Management (FIBDFM)
- V. Fellow, Institute of Classic Entrepreneurs (FINCENT)
- VI. Fellow, The Global Academy of Entrepreneurship and Innovation (FCGEP)
- VII. Fellow, African Council for Small & Entrepreneurship (FCSBE)
- VIII. Fellow, Kabiru Gombe Centre Religious Diversity, Ethics & Peace Studies (FKGCRDEPS)
- IX. Member, The Academy of Management
- X. Member, Nigerian Institute of Management (Chartered)
- XI. Member, Institute of Chartered Economist of Nigeria
- XII. Member, Association of Entrepreneurship Scholars (MAES)
- XIII. Merit Award of Excellence and Development by Nigerian Institute of Management, Kaduna Chapter, 2014
- XIV. Nigeria Humanitarian Icon Award 2015 Edition
- XV. Best track presentation at the 5th International Conference on Business and Economic Development (ICBED) New York – USA 4th – 5th April, 2016
- XVI. Award of Recognition in Leadership & Peace Building Dialogue for Supporting the Haduwar Matasa Da Jami'an Tsaro (Joint Alliance of the Youth & Federal Security Agents) March, 2018 (AWHF AFRICA)
- XVII. Sir Ahmadu Bello Platinum Leader Award of Excellence as Pillar of Hope & Promoter of Education in Kaduna State by Young Leadership Association of Nigeria (YLAN) (2018)
- XVIII. Star Youth Ministry SEA (Selah Entertainment Award) for Impeccable and Consistent work among the youth 2018

- XIX. National Peace Ambassador, Advocates for Violence Free Society & Peaceful Coexistence Initiative Nigeria (AVSAPCIN) 2019\
- XX. Award for Active Engagement and Mentorship of Students and Student Association by Student Affairs Divison, Kaduna State University (KASU) 2020
- XXI. Award as Outstanding Woman, StandTall Africa Initiative (STAi), 2021
- XXII. Award of Recognition of Excellence by Gworok Think Tank, 2021.

ACCREDITATION

- i. Head of Department, Business Administration
Kaduna State University, Kaduna
Successful Resource Verification & Full Accreditation by NUC for four Postgraduate Program (MSc Business Admin, MBA, MILR, MBF) 2014 & 2017 respectively
- ii. Successful Resource Re Accreditation by NUC of undergraduate Program B.Sc. Business Administration 2017
- iii. Pioneered the Publication of Departmental Journal: Kaduna Business and Management Review ISSN: 2384-7468
- iv. Successful Resource Verification of PhD Business Administration (2017)

NATIONAL ASSIGNMENT

National University Commission (NUC)

- i. Member: Resource Verification of PhD Business Administration in Lead City University, Ibadan- Oyo State, Nigeria (15th – 17th August, 2018)
- ii. Member: Accreditation Panel for M.Sc Business Administration & Masters of Business Administration (MBA) Accreditation at Adamawa State University, Mubi 21st – 25th October, 2018
- iii. Member: Resource Verification of MSc. Business Administration and MBA Business Administration at Crescent University Abeokuta, Ogun State, Nigeria (28th-30th April, 2019)
- iv. Member: Accreditation Panel B.Sc Business Administration at Salem University Lokoja, Kogi State, Nigeria (28th – 30th October 2019)
- v. Member: Accreditation Panel B.Sc Business Administration at Veritas University Abuja, FCT Nigeria (31st October – 2nd November 2019)
- vi. Member: Accreditation Panel Masters of Business Administration (MBA) at University of Maiduguri, Borno State, Nigeria (3rd – 5th December, 2019)
- vii. Member: Accreditation Panel BSc Business Administration at Ibrahim Bamsi Babangida University Lapai, Niger State, Nigeria (6th – 8th April 2020)
- viii. Member, National University Commission (NUC) Entrepreneurship Curriculum Review and Development April, 2021
- ix. Member, Entrepreneurship Curriculum Review Team, May-August, 2021
- x. Member, Accreditation Panel for B.Sc Business Administration at Federal University Dutse, Jigawa State, Nigeria (19th – 21st January, 2022)

- xi. Member, Accreditation Panel for B.Sc Marketing at Ladoke Akintola University of Technology, Ogbomosho, Osun State, Nigeria (16th – 18th November 2023)
- xii. Member, Accreditation Panel for M.Sc Marketing at Babcock University Ilesha-Remo, Ogun State, Nigeria (19th – 21st November 2023)
- xiii. Member: Resource Verification Faculty of Arts, Social and Management Sciences undergraduate programmes at Phoenix University Agwada, Nasarawa State, Nigeria (27th-28th Nov; 2024)

TRAINING/COURSES ATTENDED:

S/N	COURSE/TRAINING	DATE
I.	Stellenbosch University South Africa, African Doctoral Academy: Doctoral Supervision and Qualitative Data Analysis using atlas	2015
II.	Panel Data Analysis using STATA @Accounting Department, Kaduna State University.	2015
III.	Nigerian University Electronic Teaching and Learning Platform Project by Spectrum Engineers Limited @ Kaduna State University.	3rd – 4th Nov; 2015.
IV.	Advanced Digital Appreciation Programme for Tertiary Institutions: Statistical Package for Social Sciences by Digital Bridge Institute (DBI) @ Kaduna State University.	19th – 23rd March, 2018.
V.	Open Access Journal Publishing Training by Library Systems and Information Services @ Kaduna State University.	6th August, 2018.
VI.	Training of the Trainers (ToT) Programme as National Business Development Service Providers (BDSPs) by Grow Bridge Advisors London EC3M 6BQ and SMEDAN. @ Abuja (No. BDSP/TOT/SMEDAN/012019/12).	January, 2019.
VII.	Training on “Making Teacher Education Relevant for 21st Century Africa” by The Open University and Teacher Education in Sub-Saharan Africa (TESSA).	6th February – 27th March, 2019.
VIII.	One Day Public Lecture on Security Challenges Awareness & Drug Abuse, Causes & Remedies in the 21st Century by Advocates for Violence Free Society & Peaceful Coexistence Initiative Nigeria (AVSAPCIN) @ Kaduna State, Nigeria.	4th April, 2019.
IX.	International Workshop & Study Tour on SUKUK Structuring & Non-Interest Capital Market Products @ Dubai, United Arab Emirates organized by International Centre for Islamic Culture & Education (ICICE), Bayero University Kano (BUK), International Institute of Islamic Banking & Finance (IIIBF) & First Global Academy	24th – 29th November, 2019.
X.	International Workshop on Higher Education Governance and Leadership Management organized by Universiti Sains Malaysia (USM) and the Common Wealth Tertiary Education Facility (CTEF) in conjunction with KASU.	25th – 26th February, 2020.
XI.	Virtual Training on Courseware Development, Preparation of E-Lecture Notes, Practical & Assessment by NOUN and KASU.	31st August, 2020.

XII.	Training Workshop on Embedded Entrepreneurship Education: Learning Journey by NUC, EDC Pan Atlantic University supported by SMEDAN and ESDC UNILAG. @ EDC PAU Lagos, Nigeria.	15th – 19th March, 2021.
XIII.	Training of Trainers (ToT) in Entrepreneurship by Bank of Industry (BOI) and Lagos Business School (LBS) @ LBS	29th May – 10th June, 2022
XIV.	Training of Trainer, Facilitator and Coach (TOTFC) by GIZ/SEDIN, GOPA, SMEDAN & KBS on ICSS Model	16th – 27th January, 2023

PAPER PRESENTATION AND ATTENDANCE AT WORKSHOP AND SEMINAR

- I. Resource Person, Response to GBV, Gender Action Learning System, Gender Mainstreaming, Understanding Gender Equity & Equality, Fundraising & Communication 14th October – 2nd December, 2023 @ CERSDOV Kaduna. Organized by African Women’s Development Fund, EWEI & CERSDOV
- II. Resource Person, Workshop on Pre-retirement for Staff of LG Staff of Kaduna State 29th – 30th November, 2023 @ E- Learning Hall, Kaduna State University. Organized by Local Government Service Board, Kaduna & Kaduna State University. Paper Presented: Economic & Financial Matter: Nigeria At A Glance
- III. Keynote Speaker for Global Entrepreneurship Week (GEW) “Inclusion, Ecosystem, Education and Policy 15th November 2022 @ Kaduna State University. Organized by EDC Pan-Atlantic University and NASME Kaduna
- IV. Panelist, National Environmental Health Business Forum: Developing Sustainable Environmental Health Business Model in Support of Nigeria’s Economic Diversification Drive 11th – 13th October, 2022 @ NAF Conference Centre Abuja, Nigeria (Supporting the MSMEs in Environmental Health Services for Optimum Performance) organized by Environmental Health Council of Nigeria
- V. Facilitator/Presenter, “Leadership and Innovation: Inside the Mind of a Change Leader” Senior Executive Training 22nd – 25th February, 2022 @ Kaduna Business School (KBS), Kaduna by Kaduna State Government
- VI. Facilitator, Capacity Building Training on Strategic Leadership & Management Workshop 20th – 24th September, 2021 @ Lagos Chambers of Commerce & Industry, Alausa Ikeja Lagos organized by KASU/ERDC/KASUCONSULT
- VII. Panelist, Kashim Ibrahim Fellows 4.0 Micro-Macro Economics Interactive Workshop 23rd & 24th August, 2021 held @ Kaduna organized by Kaduna State Government and Kaduna Business School
- VIII. Keynote Speaker for World Entrepreneurship Day (WED) “Facilitating Access to Market” 22nd August, 2021 @ Syde Resort Kaduna. Organized by EDC Pan-Atlantic University and Mastercard Foundation (Young Africa Works)

- IX. Poultry Dialogue Session in the North West Zone, Nigeria 17th August, 2021 @ Arewa House, Kaduna State. Organized by Development Finance Department, Central Bank of Nigeria (CBN)
- X. Business Growth in Turbulent Times Online Lecture 4th February, 2021 organized by Chartered Institute of Stockbrokers
- XI. Co- Creation Design Workshop and Content Development on Skills for Prosperity (S4P) Nigerian @ Al- Ihsan Hotel Mogadishu Layout, Kaduna 28th January, 2021 Organized by UKAid and supported by the Kaduna State Government Ministry of Business, Innovation and Technology
- XII. Making Yourself Relevant in the 21st Century” Speaker at the World Speech Day Kaduna 2020 15th March, 2020 from Kaduna to the World- Acting Locally, Thinking Globally Organized by Kaduna Youth
- XIII. Creating Unique Value & Leadership Process” Resource Person at Strategic Leadership Development at the Professional Certificate Course at Bingham Consultancy Services held in Bingham University Karu, Nasarawa State 25th- 27th July, 2019 Organized by Bingham University Consultancy Services.
- XIV. “The Visionary Leader” Guest Speaker at the 7th Graduation of ECWA Seminary Staff School, Kagoro held in State House Kaduna, 13th July, 2019 Organized by ECWA Seminary Staff School, Kagoro.
- XV. Discussant @ NIM Week/Annual Management Lecture Theme: Imagining 2019: The New World of Work and Personal Effectiveness @ Kaduna State University on 19th November, 2018 by Nigerian Institute of Management (Chartered) Kaduna Chapter
- XVI. Collaboration Workshop for the development of overall MSE Support Centre Framework, Map and Consolidated Work Plan @ AL IHSAN HOTEL, Kaduna on 14th & 15th November, 2018 by MAFITA sponsored by UKAID
- XVII. Open Access Journal Publishing @ Kaduna State University 6th August 2018 organized by the Library Kaduna State University.
- XVIII. The Role of Entrepreneurship in Job Creation and National Transformation @ Green Mines Hotel, Utako Abuja, Nigeria 4th August 2018 organized by the Institute of Business Diplomacy and Financial Management
- XIX. Nigeria’s Commonwealth: Relationship Management among Community & the Security Agencies @ a Workshop on Joint Alliance of the Youths and the Federal Security Agents at Kaduna State University, Kaduna State, Nigeria 7th – 8st March. 2018 for the Youth & Community Leaders
- XX. Policy Implementation: Do Balance Scorecard Make a Difference? @ a Workshop on Strategy for Implementing Operational Policy in Nigeria Port Authority (NPA) @ Kaduna Business School, Kaduna State, Nigeria 28th Nov. – 1st Dec. 2017 for Senior Managers
- XXI. Increasing Productivity & Improving Workers Welfare through Cordial Management & Union Relation at a Workshop on Contemporary Issues of Industrial Relations @

- Saminaka Resort, Kaduna, Nigeria 24th – 27th October, 2016 organized by Kaduna State University Consultancy Unit for Kaduna State Water Board Employee
- XXII. Definitions & Theories of Industrial Relations at a Workshop on Contemporary Issues of Industrial Relations @ Saminaka Resort, Kaduna, Nigeria 24th – 27th October, 2016 organized by Kaduna State University Consultancy Unit for Kaduna State Water Board Employee
- XXIII. The Effective use of Digital Marketing in Entrepreneurship Development presented at a workshop on Entrepreneurial Journalism @ African Continental Hotel, Kaduna, Nigeria 26th – 29th September, 2016 organized by Voice of America (VOA).
- XXIV. Recession: The Need for Creative Entrepreneurship presented at a workshop on Entrepreneurial Journalism @ African Continental Hotel, Kaduna, Nigeria 26th – 29th September, 2016 organized by Voice of America (VOA)
- XXV. Youth Empowerment in Africa: Nigeria Perspective presented at Entrepreneurial Journalism training @ Hotel Seventeen Kaduna, Nigeria 6th – 7th March, 2016 organized by Voice of America (VOA)
- XXVI. Workshop on Public Private Engagement Mechanism on Potential Reforms into Business Environment Improvement Strategy for Kaduna State @ ASAA Pyramid Hotel Kaduna, Nigeria 8th September, 2015 Organized by Growth & Employment in States (GEMS) and funded by The Department for International Development (DFID)
- XXVII. Consultation on Developing a National Action Plan for the Implementation of the United Nations Guiding Principles on Human Rights and Business @ Conference Hall, Catholic Social Centre, Kaduna, Nigeria, 2nd & 3rd September, 2015 Organized by UNDP & Africa Center for Corporate Responsibility.
- XXVIII. “State of Entrepreneurship in Nigeria; Characteristics of a Successful Entrepreneurs; Hot Business Topics; What the Public Need to Know” Presented at Workshop on Business and Entrepreneurial Journalism in Nigeria @ Kaduna State University, 12th – 17th July Organized by the United State of American Embassy; Voice of American Washington and Kaduna State University.
- XXIX. “The Role of Productivity in the Change Agenda” Guest Speaker at the 15th National Productivity Celebration held in State House Kaduna, 20th August, 2015 Organized by National Productivity Centre, Kaduna, Kaduna State.
- XXX. “Managing Social Implication of Organization Development Programme,” Being a paper presented at the 6th National Conference of the Institute of Registered Administrative Managers of Nigeria: Organization Development as Goal, Mission and Objectives Attainment Strategy; the Place of Administrative Professionals at the workplace Kaduna, Nigeria, 29th-31st October.
- XXXI. “Managing the Social Implication of Organization Development Programmes: Challenges, Prospects and the way forward” Being a lead paper presented at the

- national workshop for members of Nigeria Institute of Management (Chartered), Kaduna Chapter at Arewa House, Kaduna, Nigeria,
- XXXII. "Harnessing Women Entrepreneurial Potential for Economic Development," Being a paper presented at the National Women in Leadership and Governance Conference: Leading, Achieving Excellence with Authentic Self Fostering Good Governance and National Transformation at Merit House Aguyi Ironsi Way, Maitama Abuja, Nigeria, 16th -17th September
- XXXIII. National Workshop on Entrepreneurship Week, 16th-22nd November, 2014 Organized by Nigeria University Commission (NUC) at National Merit House Abuja, Nigeria
- XXXIV. National Workshop on Operations of Entrepreneurship Development Centres in Nigeria Higher Institution held at University of Mkar, Mkar Benue State, 19th-23rd August, 2013 Organized by Nigeria University Commission (NUC) & University of Mkar, Benue State, Nigeria

PUBLICATIONS:

- i. Aruwa SAS & Andow HA (2006) *"A Survey of Micro and Small Businesses Distressed Signs in Kaduna State."* *Abuja Management Review*, University of Abuja. Vol.52 No.1 Pp 200-209
- ii. Farouk BKU & Andow HA (2008) "The prospects for cottage industrialization Strategy in Kaduna State," *Finance and Accounting Research Monitor*, University of Abuja. Vol. 2 No. 1Pp 67-79
- iii. Andow, HA (2008) "The contributions of SMEs to National Economic Development," *Finance and Accounting Research Monitor*, University of Abuja. Vol. 2 No. 2 Pp 58-65
- iv. Andow, HA (2011) "Entrepreneurial Skills Development Programmes and Women Entrepreneurship in Kaduna State, Nigeria" *Journal of Entrepreneurship Research*, Nasarawa State University, Keffi, Nasarawa State, Nigeria. Vol. 1 No. 1 Pp 75-100
- v. Okpanachi, Joshua & Andow, H.A., (2011). "Financing Issues in Small and Medium Sized Enterprises: The Challenges in Nigeria". *Journal of Entrepreneurship Research*, Volume 1 Number1. Entrepreneurship Development Centre, Nasarawa State University, Keffi, Nasarawa State, Nigeria, Pp. 23-30,
- vi. Muhammad T & Andow HA (2011) "The Impact of Skills Development Programmes on the Performance of Women Entrepreneurs in Kaduna state, Nigeria". *Social Science Research Network*. SSRN: <http://ssrn.com/Abstract=1957626> or <http://dx.doi.org/10.2139/ssrn.1957626> Pp 1-22
- vii. Magaji GB & Andow HA (2012) "The Impact of Microfinance Institutions' Business Development Services on Female-Owned Micro-enterprises Performance in Nigeria" *Journal of Entrepreneurship Research*, Nasarawa State University Vol2. No.1Pp 9-20
- viii. Andow, HA (2012) "Impact Assessment of Skills Development Programmes on Women Entrepreneurial Competence in Kaduna State, Nigeria" *Salem Journal of Management*

Sciences, College of Peace and Social Sciences, Salem University, Lokoja, Kogi State, Nigeria Vol1. No.1 Pgs 153-165

- ix. Okpanachi J & Andow HA (2013) "Relationship between Entrepreneurship Development and Youth Unemployment Reduction in Nigeria" *Journal of Transformative Entrepreneurship* Vol. 1, Issue 2, pp: 112-123, *CPS Journals, Centre for Postgraduate Studies*, University Malaysia Kelantan, Malaysia, ISSN: 2289-3075(print) 2289-4462(online) [Http://cps.umk.edu.my/journals/](http://cps.umk.edu.my/journals/)
- x. Andow, HA & Muhammad, RA (2014) "Impact of Perceived Motivational Factors of Women Entrepreneurs in Nigeria: Assessment in Kaduna State" *Kaduna Business & Management Review Journal*, Department of Business Administration, Kaduna State University, Kaduna State, Nigeria Vol 1 Issue 1. June, 2014 Pgs 147-163
- xi. Alexander, A.A.; Andow, H.A. & Ahmed, M.N. (2014) "Military Spending and External Debt Burden in Nigeria" *International Journal of Education and Research* ISSN: 2201 – 6333 (print) ISSN: 2201 -6740 (online) Vol. 2 No. 7 July 2014, pp: 611-626. www.ijern.com
- xii. Anfofum A.A., Andow, H.A & Danpome, M.G. (2015). "Analysis of the Main Determinants of Inflation in Nigeria". *Research Journal of Finance and Accounting*. Vol. 6. No. 2. pp 144 -155. [www. iiste. Org](http://www.iiste.org).
- xiii. Onipe, AY & Andow, HA (2015) "Capital Structure and Firms Financial Performance: Panel Evidence of Listed Conglomerate Firms in Nigeria" *Kaduna Business & Management Review Journal*, Department of Business Administration, Kaduna State University, Kaduna State, Nigeria Vol 2 Issue 1, June, 2015 Pp 1-24
- xiv. Andow, H.A (2015). "Impact of Banking Reforms on Service Delivery in the Nigeria Banking Sector". *International Journal of Research in Business Studies and Management*. Vol. 2. No. 11. Pp 67-77. [www. ijrbism Org](http://www.ijrbism.org).
- xv. Umaru, I.G; Abdul-Qadir & Andow, H (2015) "Revealed Preference for the Use of Plastic Money in Northern Nigeria" *Kaduna State University Journal of Management Sciences*. Vol. 6 No. 1. Pp 221-237
- xvi. Andow, HA & Bature MD (2015) "Ownership Structure and the financial Performance of Listed Conglomerate Firms in Nigeria" *The Business and Management Review* Vol. 7 Number 3, April, 2016 Pp 231-240
- xvii. Andow, HA (2016) "Impact of Banks' Size & Efficiency in Financing Real Sector Growth in Nigerian Economy" *Covenant Journal of Business & Social Sciences (CJBSS)* Vol. 7 No. 1, June, 2016 Pgs 23-40 Covenant University
- xviii. Andow, HA (2016) "Impact of Advertisement on Consumer Buying Behaviour: A Study of Indomie Instant Noodle" *Journal of Entrepreneurship Research & Development (JERD)* Vol. 1 No. 1, July, 2016 Pp 84-102 Kaduna State University ERDC
- xix. Aiyedogbon, JO; Ohwofasa, BO & Andow, HA (2016) "Human Capital Development & Economic Growth in Nigeria 1986-2015" *Journal of Development & Society (JD&S)* Vol. 3 No. 4, 2016 Pp 46-64 University of Abuja

- xx. Andow, HA & Usman, FI (2017) "Impact of Business Ethics on Organizational Performance in Flour Mills Kaduna State, Nigeria" *Sahel Analyst: Journal of Management Sciences*, University of Maiduguri Vol.15 No. 1 Pp 16-31
- xxi. Andow, HA (2017) "Capital Structure and Financial Performance: Evidence from Listed Insurance Firms in Nigeria" *Journal of Contemporary Accounting and Security Studies (POLAC)* Pp 252-269 Police Academy Wudil, Kano
- xxii. Ikupolati AO; Medubi, RD; Oni, EO, Adeyeye, MM & Andow, HA (2017) "Role of Women Entrepreneurs in Socio Economic Development of Small and Medium Enterprises in Niger State" *University of Osun International Journal of Business Administration (UIJBA)* Vol.1 No. 2 Pp 138-145
- xxiii. Andow, HA & Ikupolati A (2017) "Impact of Credit Risk Management on Financial Performance of Selected Deposit Money Banks' in Nigeria" *World Journal of Social Sciences and Humanities*, Curtin University Vol.5 No. 3 Pp 60-68
- xxiv. Andow, HA & Dabo, Z (2017) "Impact of Microeconomic Variable on the Capital Structure of Listed Insurance Firms in Nigeria" *The International Journal of Business & Management* March, 2017 Vol. 5 Issue 3 Pp 91-96 (www.theijbmcm)
- xxv. Andow, HA (2017) "Ownership Structure and Performance of Listed Oil and Gas Companies in Nigeria: An Empirical Investigation (2006-2015)" *World Journal of Social Sciences and Humanities*, Curtin University Vol.5 No. 8 Pp 52-63
- xxvi. Andow, HA; Yushau, AI & Idris, MA (2017) "Determinants of Profitability in Listed Consumer Good Firms in Nigeria" *FUNAI Journal of Accounting, Business & Finance* December, 2017 Vol. 1 No. 1 Pp 272-278 (www.fujabf.org/current-issue/)
- xxvii. Yushau, AI; Andow, HA & Inikpi, HS (2017) "Impact of Values on Performance on the Telecommunication Industry in Kaduna Metropolis" *FUNAI Journal of Accounting, Business & Finance* December, 2017 Vol. 1 No. 1 Pp 55-62 (www.fujabf.org/current-issue/)
- xxviii. Ikupolati AO; Adeyeye, MM; Oni, EO; Adelabu SA & Andow, HA (2017) "Factors influencing Business Performance of Manufacturing Small and Medium Enterprises in Nigeria" *Nasarawa Journal of Administration (NJA)* Vol.10 No. 2 Pp 69 -80 Nasarawa State University
- xxix. Andow, HA & Cletus, Donatus (2018) "Impact of Capital Adequacy on the Financial Performance of Deposit Money Banks (DMBs) in Nigeria" *The International Journal of Business & Management*, 2018 Vol. VI Issue. 1 Pp 55-62 (www.theijbm.com/)
- xxx. Ikupolati AO; Olatunle, MO; Andow, HA; Ijaiya, MA & Salihu, AA (2018) "Adoption of Information & Communication Technology as a Tool for Development of Small and Medium Enterprises Service Sector in Abuja" *Lapai Journal of Management Science* Vol.8 No. 1 Pp 56-62 Lapai University
- xxxi. Aiyedogbon, J; Andow, HA & Ohwofasa, BO (2018) "Empirical Analysis of Trade Liberalization and Economic Growth in Nigeria, 1980 - 2013" *SUSURGALUR Jurnal Kajian*

- xxxii. Abdul-Qadir, AB; Andow, HA & Usman, J (2018) "Effects of Breach of Organizational Justice and Support on Workplace Deviant Behaviour in Nigeria" *Dutse Journal of Economics and Development Studies (DUJEDS)* Vol.5 No. 1 June, Pp 159-166, Federal University Dutse, Jigawa
- xxxiii. Andow, HA (2018) "Foreign Ownership and Financial Performance of Listed Oil and Gas Companies in Nigeria" *NDA Journal of Accounting and Management* Vol.1 Issue. 1 June, Pp 61-74.
- xxxiv. Idris, MA & Andow, HA ((2018) "Effects of Firm Size and Market Share on Profitability of Listed Oil and Gas Firms in Nigeria" *NDA Journal of Accounting and Management* Vol.1 Issue. 1 June, Pp 338-349
- xxxv. Andow, HA; Dabo, Z; & Ejeh, EC (2018) "Impact of Outsourcing on Organisational Performance of Listed Food & Beverages Firms in Nigeria" *LASU Journal of Employment Relations & Human Resources Management* Vol.I No.I July, Pp 153-163. Lagos State University
- xxxvi. Gandu, S & Andow, HA ((2018) "Foreign Direct Investment and Growth of Small and Medium Scale Enterprises in Nigeria, 1986-2016" *International Journal of Advanced Research in Public Policy, Social Development & Enterprise Studies* Vol.3 No. 2 August, Pp 61-71
- xxxvii. Andow, HA; Dabo, Z & Ejeh, EC (2018) "Impact of Information Technology Outsourcing on the Performance of Listed Food and Beverages Firms in Nigeria" *Benue Journal of Social Sciences*, Vol.6 No. 1 December, Pp 163-177. Benue State University
- xxxviii. Dabo, Z; Andow, HA; & James, KH (2018) "Solvency Risk and Financial Performance: Evidences from Listed Insurance Firms in Nigeria" *Crowford Journal of Business and Social Sciences (CJBASSCRU)* Vol.VIII No.II January, Pp 125-133. Crawford University
- xxxix. Gambo, N & Andow, HA (2019) "Effects of Treasury Single Account on the Financial Intermediation Performance of Deposit Money Banks in Nigeria (2014-2017)" *University of Port Harcourt Journal of Management*, Vol.4 No.1 January, Pp 95-110.
- xl. Andow, HA (2019) "Determinants of Human Resource Management (HRM) Adoption among Small and Medium Scale Enterprises (SMEs) in Kaduna State, Nigeria" *Malete Journal of Accounting & Finance (MAJAF)* Vol.1 No.1 Pp 36 – 52 Kwara State University.
- xli. Andow, HA & Adams A (2019) "Impact of Foreign Capital Inflows & Foreign Exchange Rate on Stock Market Returns" *Jalingo Journal of Social & Management Sciences*, Vol.1 No.2 April, Pp 143-160. Federal University Wukari
- xl. Andow, HA; Dabo, Z & Amuche, AP (2019) "Impact of Working Capital Components on Financial Performance of Eateries within Kaduna State" *University of Port Harcourt Journal of Management* Vol. 4 No.1 Pp 129 - 139

- xl. Andow, HA; Dabo, Z & Ejeh, EC (2019) "Impact of Internet & Intranet Outsourcing on the Performance of Listed Food & Beverages Companies in Nigeria" *UNI Ilori Advances in Management*, Vol.1 No.2 June, 2019 Pp 128 – 147 University of Ilorin, Kwara State
- xli. Andow, HA & Muhammad, AA (2019) "Capital Market Performance Indices & Economic Growth in Nigeria" *Dutse Journal of Economics & Development Studies (DUJEDS)*, Vol.7 No.1 June, Pp 59-70, Federal University Dutse, Jigawa
- xlii. Maruf, GS; H, HA; Abdullahi, HG; Shahmir, SBA; Abdullahi,T; Ango, YI; Andow, H & Abdul Qadir, AB(2019) "Empirical Implementation of Industry 4.0 Model among Malaysian & Nigerian SMEs" *International Journal of Supply Chain Management*, Vol.8 No.3 June, Pp 622-632
- xliii. Andow, HA (2019) "Effects of Bank Credits & Loans on Small & Medium Scale Enterprises Development in Nigeria" *KASU Journal of Accounting, Finance Research & Practice*, Vol.8 No.1 June, Pp 91-112. Kaduna State University
- xliv. Anthony, GE; Aroge, PA & Andow, HA (2019) "Effect of Renumeration on Employees' Attitude to Work in Bingham University" *Bingham University Journal of Business Administration (BUJBA)*, Vol.1 No.1 August, Pp 133-152
- xlv. Pemb, S; Takwate, KT; Andow, HA; Ndagana, BH & Bukar, GM (2019) "Impact of Maslows' Hieraarchy of Needs Theory on Organizational Culture: An Analytical Review" *Adamawa Journal of Management & Decision Analysis*, 4(1&2) Pp 14-21 Adamawa State University
- xlvi. Andow, HA & Francis, R (2019) "Impact of Information Technology on the Performance of Small and Medium Enterprises (SMEs) Operation in West Africa" *Adamawa Journal of Management & Decision Analysis*, 4(1&2) Pp 46-63 Adamawa State University
- i. Dabo, Z; Andow, HA & Ndan, RT (2019) "Effect of Organizational Reward System on Employee Performance in Olam Nigeria Ltd, Zaria" *Kaduna Journal of Postgraduate Research by Kaduna State University PG School* Vol.2 (1) Pp 45-60 ISSN:2659-1197
 - ii. Nasamu, G & Andow, HA (2019) "Effect of Board Composition and Independence on Financial Performance of Deposit Money Banks in Nigeria" *University of Maiduguri Journal of Management Sciences and Entrepreneurship (JMSE) Centre for Trans-Sahara Studies*, 19(7) Pp 111-133
 - iii. Andow, HA & Dabo, Z (2019) "Effect of Total Quality Management Practices on Customer Retention and Satisfaction: A Study of Petroleum Products Pricing Regulatory, Nigeria" *University of Maiduguri Journal of Resources & Economic Development (JRED)* Vol.2 No.2 Pp 27-40
 - liii. Andow, HA (2019) "Effect of Culture on Entrepreneurial Performance of Small and Medium Enterprises in Kaduna State" *Nigerian Journal of Management Research*, University of Nigeria, Nsukka

- liv. Andow, HA & Dabo, Z (2019) "Impact of Macroeconomic Variables on the Capital Structure of Listed Insurance Firms in Nigeria" AFIT International Journal of Economics (AIJOE) Vol.1 No.1 Pp 129-141 Maiden Edition
- lv. Mohammed, J; Dabo, Z & Andow, HA (2019) "Impact of Self-management on Employees Performance in some Selected Senior Secondary Schools of Kaduna Metropolis" AFIT International Journal of Economics (AIJOE) Vol.1 No.1 Pp 291-305 Maiden Edition
- lvi. Andow, HA (2020) "Effect of Entrepreneurial Education on Self Employment Generation in Kaduna Metropolis" University of Ibadan Centre for African Development Studies Vol.15 No.7 Pp 427- 446 ISSN:2285-3131
- lvii. Dabo, Z; Andow, HA & Amuche, AP (2020) "Assessment of Working Capital Management on Profitability of Listed Manufacturing Firms in Nigeria" Ilorin Journal of Human Resource Management (IJHRM) Vol. 4 No.1 Pp 12 – 22
- lviii. Andow, HA & Francis, R (2020) "The Moderating Role of Basic Accounting Skills on the Impact of Record Keeping on the Financial Performance of SMEs in Kaduna Metropolis Journal of Management Sciences Vol.1 No.1 Pp 87-101 Maiden Edition. Faculty of Management Sciences, Federal University Dutsin-Ma Katsina
- lix. Ango, YI; Andow, HA & Rani, MB (2020) "Impact of Entrepreneurship Education on Polytechnic Students Inclination to Entrepreneurship Practice" Journal of Management Sciences, Faculty of Management Sciences, Federal University Dutsin-Ma Katsina Vol.2 No.2 Pp 91-101
- lx. Andow, HA (2020) "Impact of Entrepreneurship Education on Entrepreneurial Intention among Some Selected Batch "B" Corps Members Posted to Kaduna- Nigeria" Bingham Journal of Economics and Allied Studies (BJEAS) Vol.4 No.1 Pp 81-96
- lxi. Abdu, M; Andow, HA & Balarabe, LA (2021) "Moderating Effect of Sales Growth on the Relationship between Liquidity Management & Financial Performance of listed Oil & Gas Companies in Nigeria" The Journal of Economics & Finance (JEF) Vol. 5 Issue 1 Pp 137-144
- lxii. Andow, HA & Gambo, N (2021) "Effect of Government policies in encouraging the Start-up, Sustainability and Growth of Small and Medium Enterprises in Nigeria with special focus on National Association of Small and Medium Enterprises (NASME)" Kaduna chapter. *Journal of Business Administration, Ebonyi State University, Abakaliki, Ebonyi State*
- lxiii. Andow, HA & Gambo, N (2021) "Human Resource Management Practices (HRMP) adoption among Small and Medium Enterprises in Kaduna state". *Journal of International Money, Banking and Finance. ARF 2(1), 2021, Pp. 134-159.*
- lxiv. Gambo, N & Andow, HA (2021) "Impact of Effective Communication on Small and Medium Enterprises performance in Benue state". *Nigerian Journal of Financial Studies (NJFS) Vol. 1 Number 1. Department of Banking and Finance, River State University. 2021*

- lxv. Gambo, N; Andow, HA & Nasamu, NN (2021) "Impact of Business Plan training on Graduate Business start-ups in Kaduna state". *Journal of Business Administration, Ebonyi State University, Abakaliki, Ebonyi State*
- lxvi. Gambo, N & Andow, HA (2021) "Impact of Entrepreneurial Education and Parental influence on graduate Business Start-ups in Taraba State. *Journal of International Money, Banking and Finance. ARF 2(1), Pp. 109-134.*
- lxvii. Gambo, N; Andow, HA & Tende. BT (2021) "Intrapreneurship and Business Development of selected Small and Medium Scale Enterprises (SMEs) in Kaduna Metropolis". *Journal of Business and Industrial Marketing Volume 36, Number 7 (2021): 319 -328; [ISSN 0885-8624]*<https://www.emeraldgrouppublishing.com/journal/jbim/business-and-industrial-marketing-post-covid19-era/insight/publication/issn/0885-8624/vol/36/iss/7>
- lxviii. Nasama, NN; Gambo, N & Andow, H.A., (2021). "Impact of Entrepreneurial Education and Parental Influences on Graduate Business Start-up in Taraba State". *Journal of International Money, Banking and Finance. ARF 2(1) Pp. 109-134*
- lix. Abdullahi, A; Dabo, Z; Ango, YI & Andow, HA (2022). "Moderating the Role of Entrepreneurship Education on the Relationship between Perceived Access to Finance and Entrepreneurial Intentions among Undergraduate Students in Kaduna State University" *Bayero Business Review. Vol.6(2) Pp. 95-111 ISSN 0189-4684*
- lxx. Adaji, UJ; Dabo, Z; Ango, YI & Andow, HA (2022) "Ownership Succession Plan and Family Business Sustainability in Kaduna Metropolis" *NDA Journal of Management Sciences Research, Vol.2(2) Pp. 55-61 ISSN 2795-2770*
- lxxi. Sani, SF; Andow, HA; Ango, YI & Dabo, Z (2022). "Effect of Graduate Attachment Programme on Employment Generation in North West, Nigeria" *Journal of Resources & Economic Development, Vol.5(2) ISSN 2705-1943 Pp. 1-16*
- lxxii. Ofre, OM & Andow, HA (2023). "Effect of Job Security on Employee Performance in Berger Construction Company in Nigeria" *International Journal of Research Publications, Vol. 116(1) ISSN 2708-3578*
- lxxiii. Kawai, V; Andow, HA & Muhammad, RA (2023). "Impact of Electronic Banking on the Operational Performance of Deposit Money Banks (DMBs) in Kaduna State, Nigeria" *International Journal of Development Strategies in Humanities, Management & Social Sciences, Vol.13(1) Pp. 56-72 ISSN 2360-9036*
- lxxiv. Sani, SF; Andow, HA; Ango, YI & Dabo, Z (2023). "Effect of Entrepreneurial Capacity Building on Employment Generation in North-West, Nigeria" *Sokoto Journal of Management Studies, Vol.35(2) ISSN 2141-1670 Pp. 102-123*
- lxxv. Pembli, S; Babulli, IM; Andow, HA; & Jibril, A (2023). "Entrepreneurial Human Capital & Persistence Underperforming Firms" *International Journal of Entrepreneurship and sustainability Studies (IJEASS) Vol.3(1) Pp.79-88 ISSN online 2807-1778 print 2807-1921*

- lxxvi. Andow, HA; Gugong, BK & Kwagga, JF (2023). "Human Capital Development in Public Tertiary Education of Kaduna State" *Nsukka Journal of Economics and Allied Research* Vol.8(2) Pp.19-30 ISSN print 2536-7447
- lxxvii. Muhammad, J; Ango, YI; Dabo, Z & Andow, HA (2023). "Moderating Effect of Institutional Ownership Structure on the Relationship Between Assets Quality & Financial Performance of Listed DMBs in Nigeria" *African Banking & Finance Review Journal (ABFRJ)*, Vol.5(5) ISSN Pp. 63-74 www.abfrj.com

BOOKS PUBLICATION

- I. Aruwa, S.A.S. and H.A. Andow (2006): Start and Grow Your Business. Entrepreneurship Academy Publishing, Kaduna. 3 Parts, 80 pages (ISBN: 978-055-485-4).
- II. STRATEGIC MANAGEMENT (Perspective and Readings) 2009: The Strategic Position; Capacity and Purpose (Chapter Contribution) Edited by: TENDE, S.B.A. and Aruwa, S.A.S. ISBN 978-0666-939, Kaduna: Instant Print, Kaduna
- III. Andow, Helen Afang (2012): Women Entrepreneurs and Entrepreneurial Skills Development. LAP LAMBERT Academic Publishing, Saarbrücken, Germany (ISBN:978-3-659-14761-6) Online shop www.get-morebooks.com
- IV. INTERDISCIPLINARY STUDIES & PERSPECTIVES ON SOCIETY & DEVELOPMENT IN NIGERIA (History, Politics & Development) 2016: Entrepreneurship & Economic Development (Chapter Contribution) Edited by: Bonat, ZKA; Terhemba, W; Audee, TG and Gaius, J. ISBN 978-987-8512-74-5, Makurdi: Aboki Publishers Makurdi, Benue.
- V. MANAGEMENT & DEVELOPMENT (Addressing Global Best Practices in Nigeria) 2019: Foreign Direct Investment & Growth of SMEs in Nigeria, 1986-2016 (Chapter Contribution) ISBN 978-051-974-2 by Advanced Publishers, Nigeria www.internationalpolicybrief.org Pp 44-58
- VI. Andow, Helen Afang & Francis Reya (2020): Basic Concepts in Entrepreneurship and Management. Yehison Publications, Kaduna 6 Chapters with 294 pages (ISBN: 978-978-730-482-3)
- VII. Andow, Helen Afang (2019): A Functional Approach to 21st Century Entrepreneurship. Great Books Publications, Kaduna 16 Chapters with 355 pages (ISBN: 978-978-50401-8-0)
- VIII. Andow, Helen Afang (2021): Harnessed Entrepreneurial Latent Engenders Neoliberalism 3 Parts, 86 pages (ISBN:978-978-997-548-8) Kaduna State University (KASU) Press & Publishers

RESEARCH

Completed Research

- I. Baseline Survey of Prevalence and Distribution of Unemployment and Poverty in Kaduna State, Nigeria funded by Tertiary Fund Nigeria (TETFUND) Sponsored by TETFUND 2018

- II. Social Media Marketing Adoption among Small and Medium Enterprises (SMEs) in Malaysia and Nigeria Funded by Universiti Utara Malaysia (UUM) and Kaduna State University Sponsored by UUM & KASU 2019 and paper is published in International Journal of Supply Chain Management Vol. 8, No. 3, June 2019
- III. Empirical Implementation of Industry 4.0 Model among Malaysian & Nigerian SMEs” Funded by Universiti Utara Malaysia (UUM) and Kaduna State University Sponsored by UUM & KASU 2019 and paper is published in International Journal of Supply Chain Management Vol.8 No.3 June, Pp 622-632
- IV. Human Capital Development in Public Tertiary Education in Kaduna State, Nigeria funded by Tertiary Fund Nigeria (TETFUND) Sponsored by TETFUND 2022

Postgraduate Research

- I. Andow, HA. (2002), “The Role of Leasing in the Industrial Development of the Nigerian Economy.” *MBA. Thesis* Postgraduate School, University of Maiduguri, Borno State Nigeria. (Unpublished)
- II. Andow, HA. (2011), “Impact of Entrepreneurial Skills Development Programmes (ESDPs) on Women Entrepreneurs in Kaduna State, Nigeria.” *Ph. D. Management Thesis*, Postgraduate School, Nigerian Defence Academy, Nigeria. (Published @ amazon.com)

Undergraduate Research

- I. Andow, HA. (1997), “The Role of Banks in the development of Small-Scale Enterprises in Adamawa State; 1997 (Unpublished)

Visiting Lecturer

- I. Nigerian Defence Academy (NDA), Kaduna: Teaching, Research and Supervision of Postgraduate Students (2014 to 2015)
- II. Federal University Dutsin Ma (FUDMA), Katsina: Teaching and Supervision of Undergraduate Students (2015 to 2019)
- III. Bingham University, Nasarawa State: Teaching, Research and Supervision of Postgraduate (2018 to date)

Special Skills

Computer Application Proficiency in MS Word, MS Excel, MS Power point and Spreadsheet Application Business, Accounting and Research. Proficiency in Eviews 6.0 Econometric Software, SPSS 23, STATA, STATISTICA and MINITAB 13.

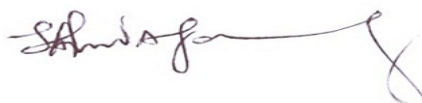
Interest

1. Fitness Walk.
2. Gardening
3. Computers and Educational Expedition.
4. Current Affairs Analysis.

5. Participating in Youth Development Initiatives

Referees

S/N	NAME	CONTACT ADDRESS	TELEPHONE
1	Prof. Abdullahi Ibrahim Musa	The Vice Chancellor, Kaduna State University, Tafawa Balewa Way, PMB 2339, Kaduna	+2348036363654
2	Prof. Msheliza Samuel K	Department of Banking & Finance, University of Maiduguri, Borno State	+2348065671535
3	Prof Benjamin Kumai Gugong	Department of Accounting, Kaduna State University, Tafawa Balewa Way, PMB 2339, Kaduna	+2348026694362



Signature