

Prof. Ebenezer Malcalm's CV

1.0 Personal Data

- 1.1 Name: **Prof. Ebenezer Malcalm.**
- 1.2 Address Ghana Communication Technology University
School of Graduate Studies and Research
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2.0 Education

Institution

Qualification

- 2.1 Sept. 2007- March. 2012. Ohio University, USA. Ph.D. Instructional Technology/
Curriculum and Instruction.
Dissertation: *Ghana's Educational Policy Makers and their impact on ICT Education: A Case Study of a Ghanaian Model Senior High School.*
- 2.2 Sept. 2005- June 2007. Ohio University, USA. M.A International Affairs
(Communication and Development)
Thesis: *Diffusion of Information and Communication Technologies in Selected Ghanaian Schools.*
- 2.3 Sept.1999- Aug. 2000. University of Ghana, Legon. M.A Population Studies.
Thesis: *Sexual Behaviour Among Youth in Ghana: A Demographic and Socio-Economic Analysis.*
- 2.4 Sept. 1991- June 1995. University of Science and Technology, Kumasi. Ghana. B. A. (Hons) Book
Industry, (Publishing Studies)

3.0 Summary of Professional Profile:

Prof. Ebenezer Malcalm is an Associate Professor in Instructional Technology and the Dean of School of Graduate Studies at Ghana Communication Technology University. He was the founding Pro-Vice Chancellor of Laweh Open University College, an accomplished Instructional Designer and Technology Specialist, Strategic Planning Expert, Leadership Specialist, Chief Executive Officer, Researcher, Monitoring and Evaluation Consultant, Communication and Development Consultant and an E-learning Expert.

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Prof. Malcalm has more than twenty years' experience in Research, Programme Design, Management, Monitoring, and Evaluation of Projects and Computer Technology Education Programmes. He has also proven ability of Designing and Implementing Effective Online Courses, Collaborative and Project Based Programmes and Professional Development Courses.

He has vast experienced in lecturing in Research Methods, Monitoring and Evaluation, leadership and Media Management programmes, Communication for Social Change courses, Project Management and Design Courses, International Strategic Planning and Management Courses. Prof. Malcalm demonstrates excellent communication skills, verbal and presentation of technical reports. He is a creative problem solver with ability to motivate subordinate staff and students.

Prof. Malcalm also demonstrates good working relations with superior staff and colleagues. He is a good team player with well-developed presentation and negotiation skills. Prof. Malcalm has tracked records of working with International higher education institutions such as Ohio University, USA, University of the Witwatersrand, South Africa, Bugema University, Uganda among others.

In Ghana, Prof. Malcalm worked with Regent University College of Science and Technology, Ghana. University of Professional Studies (UPSA). Ghana Institute of Journalism, Laweh Open University College, Data Link Institute, Ghana Armed Forces and Staff Command College and Ghana Technology University College.

He also worked and consulted for International development partners such as USAID, British Council, Rescue Mission International, International Information Communication and Development (IICD) Palladium/Ghana Health Service, Coffy International and INCLUDE.

He is a recipient of 2014 USAID/United States Telecommunications Training Institute Fellowship for Satellite and Internet Delivery of Educational Television and Multimedia. He was also awarded German Academic Exchange Service (DAAD) 2017/18 International Dean's Course Scholarship.

4.0 Key areas of Expertise:

Academic programming. Strategic planning, Strategic implementation, Monitoring and evaluation. Curriculum design and development. Curriculum review and auditing. Project research, formulation and management. Design of Institutional Structures, Development of Management Information Systems. Information Communication and Technology for development and management.

Designing of online courses. Delivering of online teaching and learning, Facilitation of face-to-face and online professional development courses for K-12 teachers and students and for Higher Education faculty members. Lecturing at higher education settings. He has knowledge and skills in facilitation of HIV/AIDS training programs and facilitation of online collaborative courses.

Communication and development knowledge and skills. Web development skills and Project management skills. Development and the management of Learning Management Systems and the use of Web 2.0 tools and platforms. The use of multi-media tools, video conferencing platforms and presentation skills.

5.0 Software & Tools Expertise:

Microsoft Office Suite: (MS Word, MS Excel, MS Access, MS PowerPoint, MS FrontPage).

Adobe Suite: (Photoshop, Dreamweaver, In Design, Premiere, Adobe Presenter).

Video editing software: (Final Cut Pro, Imovie, Movie Maker, Adobe Premier, Camtasia, Ulead Video Studio 8).

Screen capturing software: (Camtasia, Jing, Snag it, Screenr).

Audio authoring software: (Audacity, podcasting, Audition, iTunes, Garage band).

E-learning authoring software: (Authorware, Captivate, Camtasia, Lectora, Inspiration, Kid Pix, Hot Potato).

Web development software: (HTML5, Dreamweaver, Iweb, SharePoint Designer, Wordpress).

Learning Management Systems: (Angel, Canvass, Blackboard Learn, Moodle, Sakai, Wiki, Ning, Springboard, Blue quill, Google Classroom, Articulate 360).

Video Conference Platforms: (Adobe Connect, Blackboard Collaborate, Webex, WixIQ Go To Meeting, Skype, Zoom, Microsoft Teams.).

Web 2.0 tools: (Blog, Wiki, Facebook, Google docs, Flickr, Picasa, Delicious, YouTube, RSS).

6.0 Professional Career /Teaching Experience:

6.1 October 2016 to date

Associate Professor and Dean of School of Graduate Studies and Research - Ghana Communication Technology University.

- Provides visionary leadership in consultation with the leadership and other key stakeholders including faculty, staff and other administrators
- Maintains administrative oversight of the Graduate School
- Teaches research methodology and selected courses at the graduate school.
- Prepares the Graduate School's annual budget
- Supervises staff of the Graduate School
- Serves as Chief Academic person as the Graduate School
- Manages and supervise the Graduate School office and staff.
- Oversee, coordinate and review graduate school programmes and their implementation
- Establish administrative and funding mechanisms to support inter-disciplinary graduate training,
- Supervises graduate thesis allocations in coordination with the University's Deans in a manner that supports and promotes programmatic excellence.
- Work with Research Directorate to encourage and support application for funding that supports graduate education.
- Provides leadership, help strategize, support, and participate in graduate-related development efforts.
- Provides leadership for the recruitment and retention of lecturers and to oversee the delivery of graduate teaching programs.
- Provides oversight in the admissions and registration process, and the overall recruitment of graduate students, including promotion, devoting particular attention to the attraction and retention of students with diverse background
- Develops and recommend policies and oversee the implementation of policies that affect graduate students

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- Provides leadership in the coordination of partnership between the Graduate School at GTUC and academic partners at Coventry University, UK. CASS European Institute of Management, France. Anhalt University of Applied Sciences, Germany University of West of Scotland, Scotland. Aalborg University, Denmark. KNUST among others.
- Maintains and enhance conditions of graduate student life and services, including the administration of procedures for graduate student complaints and formal grievances and the provision and administration of graduate student academic discipline.
- Undertakes research in Transnational Education and Open Distance and Online Learning.

6.2 July 2016 to October 2016

Director of Centre for Online Learning and Teaching(COLT) and Senior Lecturer: Ghana Communication Technology University College. Accra

- Coordinated and conducts training for faculty and staff in the use of instructional technologies and approaches, course development and instructional design for online and hybrid courses, classroom technology integration, and online student learning support.
- Worked with faculty to develop appropriate course formats and packaging to provide students with seamless and user-friendly online learning experiences that meet quality standards of effective student-centered course development and delivery in the online teaching/learning environment.
- Maintained administrative oversight of the school's Learning Management System
- Interacted with each online instructor prior to course implementation to review materials and plans for implementation, prepare an evaluation of the materials as well as learning activities.
- Evaluated new and emerging technologies and recommend their adoption and use based on their ability to meet teaching and learning needs, both online and in the classroom
- Established performance metrics for continuous improvement of online teaching and learning.
- Conducted research works in order to establish best practices in online/hybrid course design and delivery, particularly within the Ghanaian context, and assist faculty and students adopt and apply these practices appropriately
- Reviewed and monitor emerging technologies and make recommendations, additions, and enhancements of educational technology hardware and software for use by the University.
- Provided assistance to face-to-face faculty, as needed, for the use of online teaching and learning methods to supplement face-to-face classes.
- Kept abreast with new developments and research in online education, and share this information with faculty, staff and students as appropriate
- Responded directly to online students' concerns, and take appropriate actions based on these concerns.
- Coordinated the writing of quarterly and annual reports on the state of online teaching and learning at the university as well as activities of COLT
- Developed online teaching and learning policies/procedures to guide faculty, staff and students in the conduct of online teaching and learning at the University.
- Worked closely with the Information Technology Support Services (ITSS) department in supporting student and faculty needs related to the School's Learning Management System (Moodle)

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- Assisted other units involved in training activities (e.g. Continuous Professional Development (CPD) to develop and deliver online training modules both in-house and for external clients.
- Participated in relevant committees and working groups of the College as determined by Management
- Taught research and selected courses at the graduate school at the university.

6.3 July 2015- June 2016

Foundation Pro Vice Chancellor- Laweh Open University College, Nungua Accra. Ghana

- Responsible for both institutional and programmatic accreditation process of the University
- Participated in and accepted shared responsibility for the corporate leadership, management and development of the University.
- Represented the University as appropriate by chairing or serving on internal and external committees, working on advisory groups as required by the Vice-Chancellor.
- Fostered cross-university co-operation in the furtherance of the University's Mission Statement and Strategic Plan and in the effective utilization of University resources.
- Encouraged and promoted the generation of income, including the provision of research and consultancy services by members of the University.
- Supported the development of the University and responded to the needs of a diverse student body, external funders and stakeholders.
- Promoted and implemented the University's policies on equal opportunities.
- Maintained and developed external links with a range of local, regional, national and international academic institutions and other organizations for a range of purposes.
- Championed models of delivery and behavior to enhance the quality of all academic programmes and services to students and other stakeholders.
- Provided executive leadership of externally funded programmes or projects as appropriate

6.4 September 2014 - June 2015

Senior Lecturer and Coordinator of Distance /Online Learning School: University of Professional Studies, Accra. Ghana.

Teaching at School of Graduate Studies

- Taught Adult Teaching and Learning at MPhil/MSc. Global Leadership Programme
- Taught International Communication and Marketing at MPhil/MSc. Global Leadership Programme
- Taught Research, Monitoring and Evaluation at MPhil/MSc. Global Leadership Programme
- Taught Research Methodology at MPhil/MSc. Global Leadership Programme
- Taught Poverty Wealth and Development at MPhil/MSc. Global Leadership Programme
- Taught Organizational Development at MPhil/MSc. Global Leadership Programme
- Supervised 20 Graduate Students' theses work.

Distance Learning School

- Coordinated activities of Distance Learning School
- Trained Faculty Members on Learning theories and systems
- Trained Faculty Members on Online Course material development
- Designed Online Courses and managed them

September 2012- to August 2014

6.5 Lecturer and Coordinator of Distance /Online Learning School: University of Professional Studies, Accra. Ghana.

- Taught Adult Teaching and Learning at MPhil/MSc. Global Leadership Program
- Taught Poverty Wealth and Development at MPhil/MSc. Global Leadership Program
- Taught International Culture and Communication at MPhil/MSc. Global Leadership Program
- Taught Fundamental of Leadership at MPhil/MSc. Global Leadership Program
- Supervised Graduate Students' theses work.

Distance Learning School

- Coordinated activities of Distance Learning School
- Trained Faculty Members on Learning theories and systems
- Trained Faculty Members on Online Course material development
- Designed Online Courses and manages them

6.6 August 2012-August 2013

Lecturer/Director of Online Courses/Web Management: Regent University College of Science Technology. Ghana

Courses taught:

- E-Commerce and Web Programming (Level 300)
- Geographic Information System (Level 300)
- Information Technology (Level 100)
- Responsible for designing and managing online courses.
- Responsible for conducting Professional development for faculty members /staff on principle of online courses
- Liaised with other lecturers and staff in other academic departments to ensure integrated delivery of all courses.
- Responsible for web management of the University's website
- Participated in the delivery of undergraduate and postgraduate courses

6.7 March 2012- August 2012

Instructional Technologist: American Institute for Research, USA (Columbus Branch)

- Daily supervision of professional scorers: monitors attendance, assigns tasks, ensures quality of work and recommends actions for improvement.
- Maintained departmental procedures and specifications required by ISO 9000.
- Monitored the team and individual scorers in terms of accuracy, reliability and rate.
- Performed back reading duties and monitors second scoring. Notes any scorers who are having difficulty and provides additional training as required.
- Worked with Scoring Directors to monitor and document performance issues with professional scorers.
- Made recommendations for future Scoring Supervisors.
- Monitored work flows and supplies and keeps materials in order.
- Scored student responses daily.
- Provided small-group training on various items.

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- Maintained up-to-date record of all scoring decisions.

6.8 September 2011- March 2012

Ohio University. Athens, Ohio.

Adjunct Assistant Professor: African American Studies Department, USA

- Designed online course: (AAS 106) *Introduction to African American Studies* on Blackboard 9.1
- Taught the online course: *Introduction to African American Studies*
- Supported students on how to use Blackboard 9.1
- Supported the faculty members on how to use Blackboard 9.1 and helps to troubleshoot the use of the platform
- Engaged students in learning that meets the course and learning objectives
- Moderated weekly discussions, responding to class discussions and chat sessions as needed or required by the instructor of record
- Provided meaningful feedback to students on assignments
- Created a positive and supportive learning environment for students
- Monitored and tracked student participation in the course, alerting instructor of at-risk students
- Graded students' assignments, quizzes, and exams as outlined by the course instructor
- Served as technology coordinator at the African American Studies Department.

6.9 June 2011- August 2011 (Summer)

Global Teenager Project, Netherlands

Online Professional Development Specialist

- Designed Professional Development Course for K-12 teachers on how to integrate technology in classroom
- Facilitated the course involving teachers from Africa, Europe, North America and Asia
- Moderated online weekly online chat sessions
- Created online Newsletter to update teachers on progress of the collaborative course.

6.10 January 2011- March 2011 (Winter)

Ohio University. Athens, Ohio.

Adjunct Instructor: African American Studies Department

- Designed online course: (AAS 106) *Introduction to African American Studies* on Blackboard 9.1
- Taught the online course: *Introduction to African American Studies*
- Supported students on how to use Blackboard 9.1
- Engaged students in learning that meets the course and learning objectives
- Moderated weekly discussions, responding to class discussions and chat sessions and provided meaningful feedback to students on assignments
- Created a positive and supportive learning environment for students
- Monitored and track student participation in the course, alerting instructor of at-risk students
- Graded students' assignments, quizzes, and exams as outlined by the course instructor
- Participated in weekly face-to-face meetings with students.

**6.11 April 2010 - June 2010 (Spring) /June 2010 - August 2010 (Summer)
Ohio University. Athens, Ohio.**

Teaching Assistant: African American Studies Department

- Designed online course: (AAS 106) *Introduction to African American Studies* on Blackboard 9.1
- Taught the online course: *Introduction to African American Studies*
- Taught *Community Mobilization and Development* Course
- Supported students on how to use Blackboard 9.1
- Supported the Instructor of the Course on how to use Blackboard and helps to troubleshoot the use of the platform
- Engaged students in learning that meets the course and learning objectives
- Moderated weekly discussions, responding to class discussions and chat sessions as needed or required by the instructor of record
- Provided meaningful feedback to students on assignments
- Created a positive and supportive learning environment for students
- Monitored and track student participation in the course, alerting instructor of at-risk students
- Graded students' assignments, quizzes, and exams as outlined by the course instructor
- Participated in weekly meetings or calls with the instructor of record.

6.12 Jan. 2009-March 2009 (Winter): Ohio University. Athens, Ohio. USA

Teaching Assistant African American Studies Department

- Designed online course: (AAS 346) *Black Men & Masculinities* on Blackboard 9.1
- Taught the online course: *Black Men & Masculinities*
- Taught *Community Mobilization and Development* Course
- Supported students on how to use Blackboard 9.1
- Supported the Instructor of the Course on how to use Blackboard and helps to troubleshoot the use of the platform
- Engaged students in learning that meets the course and learning objectives
- Moderated weekly discussions, responding to class discussions and chat sessions as needed or required by the instructor of record
- Provided meaningful feedback to students on assignments
- Created a positive and supportive learning environment for students
- Monitored and tracked student participation in the course, alerting instructor of at-risk students
- Graded students' assignments, quizzes, and exams as outlined by the course instructor
- Participated in weekly meetings or calls with the instructor of record.

6.13 Jan. 2009-March 2009 (Winter): Ohio University. Athens, Ohio. USA

Teaching Assistant: Instructional Technology Department

- Taught (EDCT 551) *Technology Support in Educational Setting*
- Taught *Community Mobilization and Development* Course
- Designed the course on Blackboard 7.3
- Supported students on technical problems on Blackboard
- Graded students' assignments, quiz, weekly discussions and examination
- Provided meaningful feedback to students on assignments

6.14 September, 2007 to June, 2010: Ohio University, Athens, Ohio. USA

Research Assistant: African-American Studies Department

- Assisted the Director of the Department and other faculty members on computer technology and other multimedia tools and other resources.
- Assisted faculty members by conducting research to enable them teach their courses.
- Responsible for the design and updating of the Department's website (<http://www.ohio.edu/aas>).
- Designed and manage online courses for faculty members.
- Taught online courses.

6.15 2006-2010 (Spring): International Institute for Communication and Development (IICD) /International Education and Resource Network (IEARN)

Adjunct online facilitator/Professional Development Specialist

- Managed the online collaborative *Learning Circle* platform-[dgroup](#)
- Provided online professional development courses for teachers and students that take part in online collaborative projects.
- Designed and manage online course contents on PB Wiki platforms
- Created weekly newsletters to update both teachers and students of the collaborative projects
- Moderated chat room discussions for both teachers and students.

6.16 2005 - 2007: Ohio University

Graduate Assistant: African-American Studies Department

- Assisted the Director of the Department and other faculty members on computer technology and other multimedia tools and other resources.
- Assisted the Administrative Coordinator in managing the office
- Responsible for the design and updating of the Department's website

6.17 2003-2009: International Education and Resource Network (IEARN)

Adjunct online Facilitator.

- Provided online professional development courses for K-12 teachers
- Provided online orientation and training programs for K-12 teachers
- Provided technical assistance in Information Communication Technology training at Rescue Mission Ghana's Sustainable Development Training Centre
- Provided online technological support for teachers
- Managed the online collaborative *Learning Circle* platform-[dgroup](#)
- Provided technical support to teachers and students t that take part in online collaborative projects.
- Designed and managed collaborative project on PB Wiki platforms
- Created weekly newsletter to update both teachers and students of the collaborative projects
- Moderated chat room discussions among teachers and students

6.18 2004 to 2005: World Education Ghana

Senior Research Monitoring and Evaluation Manager

- Assisted in designing Monitoring and Evaluation plan for World Education Project

(Strengthening HIV/AIDS Partnership in Education) SHAPE II Project.

- Assisted in designing Performance Monitoring Plan (PMP) for World Education Ghana SHAPE II Project.
- Assisted in Organizing Rapid Organizational Assessment to assess institutional capacity of 9 World Education Ghana's Civil Society Organizations.
- Managed the World Education Ghana's SHAPE project database.
- Collaborated with Family Health International/Youth Net team (USA) to conduct an assessment of Peer Education Program of World Education Ghana's Civil Society Organization. (Process Documentations and Focus Group Discussions)
- Played key role in reviewing the past activities of SHAPE 1 project of World Education Ghana /Civil Society Organizations. (CSO Performance Review)
- Assisted in administration of World Education Ghana Computer Local Area Network system.
- Coordinated SHAPE II baseline study for 12 Civil Society Organizations- Involving 27 schools with sample size of 3,500 respondents
- Monitored and Evaluated the *Window of Hope* HIV/AIDS Training programmes at 38 Teacher Training Colleges in Ghana.

6.19 1998-2003: Rescue Mission Ghana-Executive Director

- Served as Manager of the Global Teenager Project Ghana
- Trained teachers and students in Computer and Internet Knowledge and skills in Microsoft Office, Internet and Email navigation
- Coordinated the *Learning Circle* project of the International Institute of Communication and Development. (IICD), Netherlands.
- Trained and organized web contests for students taking part in the *Learning Circle* project.
- Managed the Sustainable Development Training Centre- Computer Training Centre.
- Managed five (5) permanent staff and over 20 volunteers of Rescue Mission Ghana.
- Coordinated Rescue Mission Ghana's Peer Educators Adolescent Reproductive Health Programme

6.20 1995 - 1997: African Regional Director of International Students and Youth Movement For The United Nations (ISMUN)

- Managed Ghana United Nations Students and Youth Association Family Life Education Project.
- Served as Conference Secretary of the 1st African Youth Conference on Sexual Health September 30 - October 4, 1996.
- Served as resource person for Ghana United Nations Students and Youth Association ICT project.

7.0 Papers Presented at National Events/International Conferences/ Workshops Attended and Organised

7.1 Served as Resource Person for Institute of Digital Marketing during a two week Project Innovation Management Course. From 15th - 30th May 2023.

7.2 Served as Resource Person for Institute of Digital Marketing during a two week Digital Marketing and Advanced Communication 28th February-11th March 2023

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- 7.3 Presented a paper titled "*COVID 19 Pandemic and the Role of Technology within the Lockdown in Ghana*" organized by University of Education, Winneba *COVID 19-Webinar 8* held via Webinar on June 19, 2020.
- 7.4 Presented paper titled "*Developing Policy Framework for Online Learning at Higher Educational Institutions*" organized by Ghana Technology University College held on April 17, 2020.
- 7.5 Presented paper titled "*Leveraging Emerging Technologies within Civil Society Organizations Sector in the 21st Century in Africa*" organized by Philanthropy Ghana Forum during 2020 Civil Society Organizations New Year School. Held on January 8, 2020.
- 7.6 Participated and chaired Track 2 of 2nd International Conference on Education and Entrepreneurship held at Ghana Technology University College. Tesano. September 11-12, 2019.
- 7.7 Participated in Quality Assurance Knowledge and Skills Training Workshop for Higher Education Personnel in the 21st century held by Association of African Universities at Accra. May 21- 24, 2019.
- 7.8 Facilitated Workshop on Certificate in Online Teaching under the topic "*Ensuring Quality Assurance for Designing and Developing Online Course Materials*" for Ghana Technology University Faculty Members held at Ghana Technology University College. May 6-10, 2019.
- 7.9 Facilitated Workshop on Certificate in Online Teaching under the topic "*Ensuring Quality Assurance for Designing and Developing Online Course Materials*" for University of Ghana Online Learning Support Team held at Ghana Technology University College. March 11-15, 2019.
- 7.10 Coordinated Workshop on Overview of Open and Distance Learning (Train of Trainers Workshop) organized by Commonwealth of Learning and Regional Training and Research Institute for Open and Distance Learning held in Accra. 25th- 27th June. 2018.
- 7.11 Participated in Workshop on Overview of Open and Distance Learning (Train of Trainers Workshop) organized by Commonwealth of Learning and Regional Training and Research Institute for Open and Distance Learning held in Accra. 25- 27, June. 2018.
- 7.12 Delivered paper titled "*Delivering Effective and Efficient Teaching and Learning using the state of the Art Educational Technologies*" at the 2018 Open, Online and Flexible Learning Seminar. Organized by Koforidua Technical University held on 15th-16th May. 2018.
- 7.13 Participated in the third leg of International Dean's Course held in Addis Ababa, Ethiopia. February 5-8, 2018.
- 7.14 Participated in Public Forum on Higher Education under the theme Ranking and Internationalization in Education: New Development and Implications for African Universities held at Makerere University, Uganda on November 8, 2017.

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- 7.15 Participated in Second leg of International Dean's Course held in Kampala, Uganda. November 8-10 2017.
- 7.16 Participated in first leg of International Dean's Course held in Osnabruck and Berlin, Germany June 19-30, 2017.
- 7.17 Participated in in the Sustainable Development Goals Center for Africa Conference: Mobilizing African Intellectuals Towards Quality Tertiary Education, Rwanda July 5-7, 2017.
- 7.18 Presented paper titled "*The State of Quality Assurance Measures At Transnational Educational System in Ghana: The Case Study of Ghana Technology University College and Accra Institute of Technology*" and chaired session at International Conference on Education, Technology and Entrepreneurship (ICTE) held at Ghana Technology University College, Accra. June 12-14, 2017.
- 7.19 Participated in 14th General Conference and Golden Jubilee celebrations of Association of African Universities (AAU) held at La Palm Royal Hotel Accra June 5-8, 2017.
- 7.20 Participated and Chaired a session at E-learning Africa Conference held at Kempinski Hotel. Cairo Egypt. May 23- 26, 2016.
- 7.21 Participated and Chaired a session at International Conference on Business and Entrepreneurial Development held at University of Professional Study (UPSA). April 21-22, 2016.
- 7.22 Participated in Senior Academic Leadership Training (SALT) held for University Council members held at Mensvic Grand Hotel, Accra. 29 March- 1, April 2016.
- 7.23 Facilitated Workshop for 30 Adolescent Health Service Providers on E-learning System at Hotel Joy Flux Conference Hall Kumasi, Ghana. 13 - 18 March, 2016
- 7.24 Facilitated Workshop for 30 Community Health Tutors on E-learning System at Hotel Joy Flux Conference Hall Kumasi, Ghana. 13th- 18th March 2016
- 7.25 Facilitated Workshop for Subject Matter Experts writing Adolescent Health Manual on E-learning System at Koforidua, Ghana. 9th- 12th February 2016
- 7.26 Facilitated Workshop for 30 Adolescent Health Service Providers on E-learning System at SSNIT Conference Hall Takoradi, Ghana. March 6-11, 2016
- 7.27 Participated in Regional Workshop on Leadership Development in Open and Distance Learning and Dual Mode at Higher Institutions organised by Regional Training and Research Institute for Open and Distance Learning (RETRIDAL), National Open University of Nigeria (NOUN) at Victoria Island, Lagos, Nigeria September 28-30, 2015.
- 7.28 Chaired a Sessions: Track 5:*Small Business and Enterprise Development* and Track 7: *Business Psychology and Organizational Behaviour* at International Conference on Business Management and Entrepreneurial Development (ICBMED). Held at University of Professional Studies (UPSA). April 23-24, 2015.

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- 7.29 Participated and served as panellist to set up Massive Open Online Courses for African Universities at the 4th Africa Council for Distance Education Conference and General Assembly held at Victoria Falls, Zimbabwe. 6th-9th June 2014.
- 7.30 Presented paper titled "*Engaging Adult Learners: Developing Distance Learning Programmes for Single Mothers Seeking to Acquire Degree Courses.*" at E-Learning Africa 2014 Conference held in Kampala, Uganda. May 26-28, 2014
- 7.31 Participated in Strengthening Higher Education Systems in Ghana workshop organised by the National Council for Tertiary Education (NCTE) to develop framework on Open University System in Ghana held in Accra, Ghana on 26th -27th February 2014 and April 29th- 30th 2014.
- 7.32 Participated in Regional Open Distance Learning Workshop held in Victoria Island. Lagos. 25-29 November 2013
- 7.33 Participated in 2013 African Journal Online Workshop held in Dakar, Senegal. 7-12, October 2013.
- 7.34 Presented paper titled "*High Impact Education: Technology Infused Innovations for a Changing World at Global Challenges and Opportunities*" Conference held in Wheelock College. Boston, MA. USA. June 19-23, 2013.
- 7.35 Presented paper titled "*Adult Education and Utilization of New Technologies For Online Learning In Higher Educational Institutions in Ghana*" at E-Learning Conference held in Windhoek, Namibia. May 29-31, 2013.
- 7.36 Presented paper titled "*Policymakers' Impact on ICT Education: Phenomenological Case Study of a Ghanaian Model Senior High School*" at the 2nd Workshop on Information Technology and System 2013 at Ghana Institute of Management and Public Administration, (GIMPA) Accra, Ghana. January 29, 2013.
- 7.37 Served as Faculty Advisor to selected American College students at President Barack Obama's Inaugural Ceremony. Washington DC. January 15-24 2013.
- 7.38 Co-organised professional development Workshop for K-12 Teachers in South-west Ohio, USA on IEARN virtual Collaborative projects at Cincinnati, Ohio. August 5-7, 2010.
- 7.39 Served as a facilitator and presented paper on "IEARN on Collaborative Projects in USA" at Science Technology Engineering and Mathematics (STEM) Conference for K-12 Teachers at South West Ohio at University of Cincinnati, Ohio. September 6, 2010.
- 7.40 Presented paper titled "*Bridging the Digital Divide in Ghanaian Schools*" at International Education and Resource Network (IEARN) at Barrie, Canada. July 12-17, 2010.
- 7.41 Presented paper titled "*Integrating ICT in Ghanaian Schools: A case study of Rural and Urban Schools*" at E-Learning Africa 2010 Conference held in Lusaka, Zambia. May 26-28, 2010.

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- 7.42 Presented paper titled "*Diffusion of ICT in Ghanaian Schools*" at E- Learning Africa Conference in Accra Ghana. May 25-28, 2008.
- 7.43 Presented paper: "*Flattening the World- The Prospect of Fiber Optic Technology in Africa*" at World Information Technology Forum (WITFOR), held in Addis Ababa. Ethiopia August 22-24, 2007.
- 7.44 Participated and presented paper titled "*Using ICT in HIV/AIDS Education*" at African Preparatory Conference of World Summit for Information Society held in Accra, Ghana. January 29- February 4, 2005.
- 7.45 Participated and presented paper titled "*The use of Social Media in Schools*" at Information Communication and Technology for African Schools Conference held In Gaborone, Botswana. April 27-May 2, 2003.
- 7.46 Participated and presented paper titled "*The Role of Youth in Information Communication and Technology*" at The Global Knowledge Partners Conference In Malaysia. April 15-29, 2000.

8.0 On-going Projects/Consultancies

- 8.1 Developing National E-Learning Framework for Tertiary Education Institutions. 2020-to date

9.0 Major Milestones Accomplished

- 9.1 Developed E-learning Policy for Ghana Health Service, 2022
- 9.2 Developed a Five year E-learning Strategic Plan for Ghana Health Service, 2022
- 9.3 Co-chaired Ghana Communication Technology University's Strategic Planning Committee for Vision, 2025.
- 9.4 Consulted for USAID/FHI 360 Ghana Learning Project on Satellite delivery of educational programmes. From March 2017- 2019.
- 9.5 Consulted for Ghana College of Nurses & Midwives on development of online courses. From June 2017-2018
- 9.6 Designed and developed Institutional Structure/Job descriptions for the Academic Division of Ghana Armed Forces Staff Command College. 2019.
- 9.7 Consulted for INCLUDE on Endline review of INCLUDE Knowledge Platform on Inclusive Development Policies (2014–2017)
- 9.8 Consulted for Department of Information Technology on Developing Research Framework at Bugema University, Kampala Uganda. From November 2017-2019

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- 9.9 Chaired the first DBA/Ph.D CASS Europe viva Committee at GTUC in November 23- 24. 2017
- 9.10 Served as a member of a three-member panel to assess the LLB, MLL, Ph.D in Law at Laweh Open University College on November 20, 2017
- 9.11 Consulted for Ghana Health Services to designed and deployed E-learning programme for Adolescent Health Service Providers in Ghana. Jan 2016- December 2017.
- 9.12 Prof. Malcalm spear-headed restructuring the academic and administrative roles and responsibilities for faculty members and staff at the Graduate School at Ghana Technology University College
- 9.13 Prof. Malcalm led the development of 5-year Strategic Plan (2017-2022) for Data Link University College.
- 9.14 As the Co-chairman of the Ghana Communication Technology University's Strategic Planning Advisory Committee, Prof. Malcalm co-spear-headed the development of the 5-year Strategic Plan 2016-2021 (Vision 2021).
- 9.15 Served as External Panel member of GTUC/CASS Ph.D. candidature proposal defense in May 2016
- 9.16 Consulted for Jhpiego by assisting to organize Workshop on Online Material development for Nurses and Midwives May 2015
- 9.17 Served as a member of a two-member panel to assess the M.A. Distance Education and E-Learning Programme of University of Ghana, Legon
- 9.18 As the Coordinator of Distance Learning School, Dr. Malcalm established UPSA Distance Learning School by developing Distance Learning School Policy Document, Guidelines for Course Material Development and setting up of the Distance Learning Secretariat, organised and co-facilitated Workshop on Open Distance Learning Course Material for Faculty members of University of Professional Studies, organised in Accra from December 16-19, 2013. Coordinated course materials developmentfor the Distance Learning School.
- 9.19 Prof. Malcalm evaluated Centre of Democratic Development Ghana/Coalition of Domestic Election Observers (CODEO) 2012 Election activities (2013).
- 9.20 Prof. Malcalm consulted for Star Ghana to provide professional development for the Centre for Democratic Development (CDD) and Institute for Fiscal Policy (IFP) staff on development of Monitoring and Evaluation tools (2012/2013).
- 9.21 Prof. Malcalm consulted for Star Ghana to assess Quality Assurance and build human capacity on Monitoring Evaluation of project activities for 10 of their Civil Service Organisations. (2012)
- 9.22 Prof. Malcalm consulted for British Council Ghana, International Institute for Communication and Development, International Education and Resource Network on the use of Information Technology in classroom (2011).

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- 9.23 As the Research and Teaching Assistant at Ohio University, Prof. Malcalm assisted faculty members at African American Studies Department by designing courses on Blackboard and other Learning Management Systems, designed the department 's website and taught courses online (2005-2011).
- 9.24 As the Senior Research and Monitoring Coordinator of World Education, Ghana, Prof Malcalm coordinated activities of Monitoring Officers of 15 Civil Service Organizations in Ghana, trained field officers on UNAIDS' Country Response Information System (CRIS) and managed the database of the Performance Management Plan of World Education Ghana. Prof. Malcalm also coordinated research activities of the organization and liaised with USAID on research, monitoring and evaluation activities (2004/2005).
- 9.25 As the Executive Director of Rescue Mission Ghana, Prof Malcalm sourced funding from development partners to implement the Global Teenager Project where teachers and students were trained on how to integrate ICT in pedagogy.
- 9.26 As the Executive Director of Rescue Mission Ghana, Prof. Malcalm successfully sourced funds from international development partners and local partners to Implement HIV/AIDS activities. Notable development partners were: Ghana AIDS Commission, Grassroots Action for Community Education (GRACE, USA). Under the GRACE HIV/ADS project, Prof. Malcalm managed small grant projects for People Living with HIV/AIDS in 5 regions of Ghana. He also sourced funding from Ghana AIDS Commission to implement HIV/AIDS projects. 2004-2006)
- 9.27 As African Regional Director of ISMUN, Prof. Malcalm effectively coordinated activities of member branches in sub Region 2001-2005
- 9.28 As the National President of GUNSA, Prof. Malcalm steered affairs as the conference Secretary of 1st African Youth Conference on Sexual Health, held in Ghana in October 1996.
- 9.29 As the Coordinator of GUNSA Family Life Education Project (GUNSAFLEP), Prof. Malcalm Coordinated activities of the Peer Educators in Greater Accra, Eastern and Western Regions in Ghana,1997-2004.

10.0 Leadership Roles

- 10.1 Chairman of Governing Council of Peki College of Education. 2019-To date.
- 10.2 Chairman of Finance Committee of Peki College of Education. 2019-To date.
- 10.3 Chairman of Entity Tender Committee of Peki College of Education. 2019- To date.
- 10.4 Chairman of Search Committee of Peki College of Education. 2019-2022.
- 10.5 Chairman of Audit Implementation Committee of Peki College. 2019-2022.

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- 10.6 Chairman of Ph.D. Advisory Committee. 2016 to date.
- 10.7 Chairman of School of Graduate Studies and Research Board. 2016 to date.
- 10.7 General Secretary of Association of Education and Instructional Technologists of Ghana. 2018 to date.
- 10.8 Council member of Data Link University College, Ghana. Jan. 2016 to 2019.
- 10.9 Research and Communication Officer at Consumer Advocacy Centre Ghana. 2013 to 2017.
- 10.10 Board Member Global Teenager Foundation (GTF). 2011 to date.
- 10.11 President of Instructional Technology Scholars Associates (Ohio University Branch). 2010-2012.
- 10.12 National President of Ghana United Nations Students and Youth Association (GUNSA).1997-2001.
- 10.13 General Secretary Ghana United Nations Students and Youth Association (GUNSA).1994-1997
- 10.14 President of Ghana Book Industry Students and Associates (GABISA). 1993 - 1994.

11.0 Membership of Professional Organisations / Networks/Committees

- 11.1 Member of International Council for Distance Education (ICDE). 2014 to date.
- 11.2 Member of Africa Council of Distance Education (ACDE). 2014 to date.
- 11.3 Member of University Teachers Association of Ghana (UTAG) UPSA Branch 2012. to date.
- 11.4 Member of American Research Association. 2007 to date.
- 11.5 Reviewer of Journal articles at International Journal of Education and Development Using Information and Communication Technology (IJEDICT) 2010- to date.
- 11.6 Reviewer of Journal of University Teaching and Practice. 2022 To date
- 11.7 Member of Society for Information Technology and Teacher Education (SITE). 2009 to date.
- 11.8 Member of Association for Educational Communication and Technology (AECT). 2008 to date.
- 11.9 Member of International Society for Technology in Education (ISTE). 2007 to date.
- 11.10 Executive Member of Ghana Information Knowledge Sharing Network, 2002-2005.
- 11.11 Contact Person of International Education and Resource Network in Ghana (IEARN). 2000- to date
- 11.12 Member of Global Teenager Project Country Coordinators Network.1999 to date.

12.0 Awards

- 12.1 Awarded for contribution towards Oil and Gas Talent Development in Africa at the 4th Oil and Gas Conference held in Lagos, Nigeria on 31st October 2019.
- 12.2 Recipient of German Academic Exchange International Dean's Course Award for Africa 2017/2018 Fellowship
- 12.2 Recipient of USAID/United States Telecommunication Training Institute for Satellite and Internet Delivery of Educational Television and Multimedia, 2014.
- 12.3 Awarded the title "Champion of Africa" for promoting Web Development contest in Africa by Think quest Africa in Cairo Egypt, 21st September 2005
- 12.4 Awarded as a dedicated National Executive Member of GUNSA in August 1996.
- 12.5 Awarded as The Most Active Executive Member of Ghana Book Industry Students Associates (GABISA) In July 1994.

13.0 Academic Committees Being Served at Ghana Communication Technology University

- 13.1 Member of Academic Programmes Review and Development Committee. 2020 to date
- 13.2 Academic Quality Advisory Committee member of Ghana Communication Technology University. 2017-to Date. 2017 to date.
- 13.3 Technology Advisory Committee member of Ghana Communication Technology University. 2017-to Date. 2017 To date.
- 13.4 Board Chair of Graduate School Board of Ghana Communication Technology University. 2017-To date 2017 to date
- 13.5 Member of GCTU Strategic Planning and implementation Committee October 2019 to date.
- 13.5 Co-chaired Ghana Communication Technology University Strategic Planning Committee (2016-2021). 2016-2017.
- 13.6 Member of Academic Policy Advisory Committee 2017- to date.
- 13.7 Member of Academic Board. 2016 - To date
- 13.8 Member of Appointment and Promotion Committee 2016-To date
- 13.9 Member of Appointment and Promotion Committee. 2016-To date

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13.10 Member of Academic Audit Committee. 2016- To date.

13.11 Chairman of Graduate School Academic Disciplinary Committee. 2016 To date.

14.0 Academic Committees Served at University of Professional Studies Accra.

14.1 Member of UPSA Strategic Planning Committee. 2013-2015.

14.2 Member of UPSA Graduate Studies Committee. 2013-2015.

14.3 Member of UPSA Academic Audit and Review Committee. 2013-2015.

14.4 Member of UPSA Information Technology Committee. 2013-2015.

14.5 Member UPSA of Research, Conference and Consultancy Committee. 2013-2015.

14.6 Chairman of Faculty of Communication Research and Promotion Committee. 2013-2015.

14.7 Editorial Member of UPSA's *Journal of Business Research*. 2013-2015.

14.8 UPSA Publication Committee member. 2014-2015.

14.9 Member of Academic Board. 2013-2016.

15.0 Courses Being Taught/Taught

Ghana Communication Technology University

15.1 *Strategic Management* for Coventry University/GTUC- August 2018 To date.

15.2 *Study Skills and Research Methods* for Coventry University/GTUC-December 2017 To date.

15.2 *Global Business Strategy* for GTUC/CASS Europe Global Strategy Students. August 2017 To date.

15.3 *Global and Intercultural Diversity* for GTUC/CASS Global Strategy Students. September 2017-To date.

15.4 *Research Methods and Seminar Presentation*- GTUC/KNUST. MSc Telecommunications Management/ MSc Telecommunications Engineering students- October 2016 to date.

15.5 *Business Management Research*- GTUC/Staffordshire. MBA International students Oct/Nov 2016 to 2019

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- 15.6 *Research Design and Methodology*- GTUC/University of West of Scotland. MSc Project Management Administration/ MSc Total Quality Management Students-Jan. 2017 to 2019.
- 15.7 *International Business*- GCTU Management students Level 400. 2022 to date
- 15.8 *Human Resources and Management Practices*- GCTU Management students Level 400. 2022 to date

University of Professional Studies, Accra

- 15.9 *Research Methods*- M.Phil./MSc Leadership students. 2012-2016.
- 15.10 *International Communication and Marketing*- M.Phil./MSc Leadership students. 2012-2016.
- 15.11 *Adult Teaching and Learning*- M.Phil./MSc Leadership students. 2012-2016.
- 15.12 *Poverty Wealth and Development*- M.Phil./MSc Leadership students. 2012-2016.
- 15.13 *Organizational Development*- M.Phil./MSc Leadership students. 2012-2016.

Ghana Institute of Journalism (Adjunct)

- 15.14 Project Management and Design- M.A Development Communication. 2018 To date.
- 15.15 Communication for Social Change- M.A Development Communication. 2018 To date.
- 15.16 *Population and Data Journalism*- B.A Journalism/Public Relations students. 2013-2016.
- 15.17 *Development Democratization and Communication*-MA Media Management Students. 2015.

Regent University College of Science and Technology (Adjunct)

- 15.18 *E-Commerce and Web Programming*- BSc Informatics students. 2012-2013.
- 15.19 *Geographic Information System*- BSc Informatics students. 2012-2013.
- 15.20 *Information Technology* BSc Business Administration students. 2012-2013.

16.0 Publications

Journal Articles

- 16.1 [Hevi, S.S.](#), [Agbenorxevi, C.D.](#) and [Malcalm, E.](#) (2024), "Intellectual capital development; a pre-requisite for leaders' heuristics in times of uncertainties", *Development and Learning in Organizations*, Vol. 38 No. 2, pp. 5-8. <https://doi.org/10.1108/DLO-03-2023-0084>

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- 16.2 [Asiedu, E.](#), [Malcalm, E.](#), [Boakye, A.N.](#) and [Amoah, C.K.K.](#) (2023), Graduate employability skills of business students: the moderating role of reflective practices, *Higher Education, Skills and Work-Based Learning*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/HESWBL-12-2022-0264>
- 16.3 [Hevi, S.S.](#), [Agbenorxevi, C.D.](#), [Malcalm, E.](#), [Owusu, N.O.](#), [Nkrumah, G.](#) and [Osei, C.](#) (2023), Digital learning space experience and learner continuous use in institutions of higher learning: a moderated-mediation model, *Journal of Research in Innovative Teaching & Learning*,
- 16.4 Agbenoxervi. C.D., S.S Hevi., **Malcalm. E.**, Coleman Ntum.R., (2023) Gamified Problem Gambling and Psychological Distress: The Mediated-Moderated Roles of Cognitive and Economic Motives. *Journal of Gambling Studies*. DOI: [10.1007/s10899-023-10219-w](https://doi.org/10.1007/s10899-023-10219-w)
- 16.5 Gyau. Y., O., & **Malcalm. E.**, (2023). COVID-19 Pandemic and the Adoption of E-Learning as Alternative Teaching and Learning: Perspectives of Tertiary Students. *Journal of Education and Learning Technology*. DOI: [10.38159/jelt.2023422](https://doi.org/10.38159/jelt.2023422)
- 16.6 Boison. D.K, **Malcalm E**, Boampong A.A, & Hiran, K.K (2022). Assessing Factors Affecting the Blockchain Adoption in Public Procurement Delivery in Ghana: A Correlational Study Using UTAUT2 Theoretical Framework. *International Journal of Ambient Computing and Intelligence*
- 16.7 Donkor G. A. Baidoo. M.K., **Malcalm. E.**, Adda., G. (2020) An Investigation of the Relationship between Perceived Organizational Support and Organizational Outcomes among Nurses in Selected Mission Hospitals in Ghana. *International Business Research; Vol. 14, No. 1; 2021*. DOI:[10.5539/ibr.v14n1p55](https://doi.org/10.5539/ibr.v14n1p55)
- 16.8 Mickson. M.,K. Anlesinya. A. & **Malcalm. E.** (2020) Mediation role of diversity climate on leadership and job satisfaction in the Ghanaian public sector. *World Journal of Entrepreneurship, Management and Sustainable Development. Volume: 6 Issue: 1/2, to Volume: 16 Issue: 3*
- 16.9 **Malcalm E** & Agyemang B. (2018) *Examination of state of art in Digital television transmission in Ghana: Case Study of Knet Limited*. *International Journal Sens Network Data Communication* 8: 156. doi: [10.4172/2090-4886.1000156](https://doi.org/10.4172/2090-4886.1000156)
- 16.10 **Malcalm, E.** & Boakye, I (2017) *Examining emotional intelligence As a Precursor of transformational leadership among nurse leaders in Ghana*. *Invention Journal of Research Technology in Engineering & Management (IJRTEM)* ISSN: 2455-3689.
- 16.11 **Malcalm, E.** & Tamatey S. (2017) Examining leadership style on employee performance in the public sector of Ghana : A case of Ghana atomic energy commission. *International Journal of Scientific and Research Publications* ISSN 2250-3153

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- 16.12 **Malcalm, E.** & Budu, G.(2017). Using Podcast and Short Videos to Promote Literacy: The Case of Ghana Technology University College. *Journal of Pan-African Reading and Literacy Research. Vol.1 NO.1 pp. 66 - 73*
- 16.13 **Malcalm, E.** (2015) *Adult education and utilization of new technologies for online learning in higher educational institutions in Ghana*. Berlin: ICWE GmbH
- 16.14 **Malcalm, E.** (2014) *Engaging adult Learners: developing distance Learning programmes for single mothers seeking to acquire degree courses in Ghana*. Berlin: ICWE GmbH.
- 16.15 **Malcalm, E.** (2013) *Adult education and utilization of new technologies for online learning in higher educational institutions in Ghana*. Berlin: ICWE GmbH.
- 16.16 **Malcalm, E.** & Godwyll F. (2008). *Diffusion of information communication technology in selected Ghanaian schools*. The Hague: I-Connect. .
- 16.17 **Malcalm, E.** (2006). *Flattening the world -The prospects for fiber optic technology in Africa*. Johannesburg: Soul Beat Africa.
- 16.18 **Malcalm, E.** (2006). *Utilizing very small aperture terminal (VSAT) technology infrastructure in African schools: I-Connect*. The Hague.
- 16.19 **Malcalm, E.** (2000). *Sexual behavior among youth in Ghana: A Demographic and Socio-Economic Analysis*. Accra: University of Ghana.

Books/Manuals

- 16.20 **Malcalm, E.** (2012). *Ghana's educational policymakers and their impact on information and communication technology education: A case study of a Ghanaian model senior high school*. Saarbrucken: Lambert Academic Publishing.
- 16.21 **Malcalm, E.** et al, (2016) *Adolescent health training manual: For health service providers* Accra: Ministry of Health

Book Chapters

- 16.22 Asiedu, E., Boakye, A.N., Amoako, G.K., **Malcalm E** (2023) Gender and Sustainability in Africa. (2023). in Adomako, S., Danso, A., Boateng, A. (eds) Corporate Sustainability In Africa.Palgrave Macmillan
- 16.23 **Malcalm, E.** et al, (2007). Building infrastructure. *In ICT for development and prosperity*. Edited by Leon Strous and Satish Jha. Laxenburg: IFIP
- 16.24 **Malcalm, E.** & Godwyll F. (2008). An analysis of structural adjustment programs and food security in two selected countries in Africa. In *poverty, education and development*. Edited by Francis Godwyll and So Young Kang (2008). New York: Nova Science Publishers.

Conference Papers/Presentations

- 16.25. **Malcalm, E.**, Aseidu, E., Abubakar R., Boakye, I., Obuobisa Darko, T., Abubakar, N.J., Nyarko Boakye. A (2023). Analysis of the effect of Artificial Intelligence on the academic performance, creativity and innovation of tertiary students in Ghana. Threat Conference Proceeding
- 16.26. Boakye. AN., Asiedu, A. Amoako. GK and **Malcalm. E.** (2023). Technology Development and Economic Transformation of Academic Entrepreneurs in Ghana. At Financial Innovation Enterprise Conference held on University of Professional Studies (UPSA). From 14th-15th December 2023.
- 16.27. Asiedu. E., Asravor. R., Boakye. A.N. and **Malcalm. E.** (2023). New Forms of Entrepreneurial Finance: The Challenges of Agribusiness Entrepreneurs in Ghana. At Financial Innovation Enterprise Conference held on University of Professional Studies (UPSA). From 14th-15th December 2023.
- 16.28. **Malcalm. E.**, Asiedu. E., and Boakye.A.N., (2023) Assessing Higher Education Institutions' Learning and Development (L&D) Programmes to Develop Sustainable Leaders to Drive Sustainable Development in Africa. At Learning and Development Conference held at Alisa Hotel , Accra. Ghana on 13th July 2023
- 16.29. **Malcalm.E.**, Dzisi S. & Boakye I. (2023). Examination of the State of Technological Innovations in Entrepreneurial Startups Incubators at Selected Universities in Ghana. At 23rd African Academy of Business Developers Annual Conference held at University of East London, UK from 16th -20th May 2023
- 16.30. **Malcalm. E.** & Boakye. I. (2023) Examining locus of control as a moderator in the relationship between personality traits and ethical leadership in selected basic schools in Ghana At 23rd African Academy of Business Developers Annual Conference held at University of East London, UK from 16th -20th May 2023
- 16.31. **Malcalm. E.** & Fiagbe-Alabi G.A. (2023) Assessment of the perception of males on females in leadership. A case of the national insurance commission of Ghana. At 23rd African Academy of Business Developers Annual Conference held at University of East London, UK from 16th -20th May 2023
- 16.32. **Malcalm. E.** (2021). *Faculty capacity building for effective online education delivery at International Virtual Conference 2021 under the theme" Re- imagining Tertiary Education Delivery in COVID 19 Pandemic Era and Beyond: The Role of ICT.* Held at University of Education Winneba, Ghana. From 18th-19th 2021.
- 16.33. **Malcalm. E.**, Mogtari M. (2021). *Examination of the state of international business competence in identifying and developing business module for auto-zone spare parts limited in Ghana* at the 6th International Conference on Business Management and Entrepreneurial

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Development (ICBMED 2021) under the theme “*Managing Businesses in Time of Crises: Implications of COVID-19 for Businesses*”. Held at University of Professional Studies. Accra. Ghana. From 15th-16th April 2021.

- 16.34. **Malcalm. E.**, Banahene H. (2021). *An assessment of labour turnover in the ancillary services of the financial industry in Ghana: A case study of the audit service* at the 6th International Conference on Business Management and Entrepreneurial Development (ICBMED 2021) under the theme “*Managing Businesses in Time of Crises: Implications of COVID-19 for Businesses*”. Held at University of Professional Studies. Accra. Ghana. From 15th-16th April 2021.
- 16.35. **Malcalm. E.**, Dankyi A. (2021). *Exploring retention factors among millennials in the workplace: A case study of CBD organization, Ghana*. At the 6th International Conference on Business Management and Entrepreneurial Development (ICBMED 2021) under the theme “*Managing Businesses in Time of Crises: Implications of COVID-19 for Businesses*”. Held at University of Professional Studies. Accra. Ghana. From 15th-16th April 2021
- 16.36. **Malcalm. E.**, Ampadu. S., Boakye. I (2021). *Relationship between leadership style, school climate and academic performance*. At the 6th International Conference on Business Management and Entrepreneurial Development (ICBMED 2021) under the theme “*Managing Businesses in Time of Crises: Implications of COVID-19 for Businesses*”. Held at University of Professional Studies. Accra. Ghana. From 15th-16th April 2021
- 16.37. **Malcalm, E.** (2020). *Harnessing 21st century digital transformation for Africa's socio economic development: The case of Ghana Technology University College*, Robotics Congress 2020, World Summit on Robotics, June 08, 2020
- 16.38. **Malcalm. E.**, (2019). *Education and Training in the Oil and Gas Sector: Challenges and Prospect in Ghana*” at the 4th Africa Oil and Gas Talent Summit under the theme: “*Transforming People to Human Capital: The Leadership Imperative for Africa Oil and Gas.*” Held at Sheraton Four Points Hotel. Victoria Island. Lagos Nigeria. October 30-31, 2019.
- 16.39. Budu. G., **Malcalm. E.**, (2019). *Exploring Socratic Application Software for Formative Assessment Tool for Teaching and Learning at Ghana Technology University College* at International Conference on Open Distance and e-learning (ICoDeL) under the theme: “*Meeting Quality through Open Distance and e-Learning.*” Held at University of Ghana. October 22-24, 2019.
- 16.40. **Malcalm. E.**, (2018). *Delivering Employability Skills for Sustainable Africa Oil Industry: Achieving Synergy with Business Education and Government* at the 3rd Africa Oil Gas Talent Summit 2018 on Held at Four Points Sheraton. Lagos. Nigeria. October 24-25 2018.
- 16.41. **Malcalm. E.**, (2017). *Education and Training in the Age of Digital-Imperatives for Global relevance and Industry Impact* at the 2nd Africa Oil and Gas Talent Summit 2017 held at Ibis Hotel, Airport City, Accra Ghana. October 11-12, 2017.

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- 16.42. **Malcalm E.**, Chang-Naah. J.B., (2015). *Effects of Leadership Style on Organizational Performance in Small and Medium Scale Enterprises in Ghana* at International Conference on Business Management and Entrepreneurial Development (ICBMED). Held at University of Professional Studies (UPSA). April 23-24, 2015.

17.0 References

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