

Prof. Noah O. Midamba, Ph.D.

Professor of Defense and Foreign Policy

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CURRICULUM VITAE

Qualifications and Experience

Career Profile:

Visionary and Seasoned. Chief Executive Officer with over 40 years of extensive experiences in a broad spectrum of National Security and Diplomacy issues, Executive leadership in higher education, business industries, private non-profit agencies and United Nations. Executive leadership in strategic planning, governors issues, strategic marketing plans, diversity management, strategic fundraising strategy and development, international educational programs and exchanges, institutional re-organization and staff re-alignment for maximum effectiveness, Public policy formulations and Resource mobilization. An effective college professor with an extensive Research background and facilitational approaches to teaching both undergraduate and graduate level classes.

Career Skills and Knowledge:

- Strategic Defense and Foreign Policy Formulation
- International Security Analysis
- Accomplished Reviewer of Defense and Intelligence Information
- Strategic Planning for Universities, Private Non-Profit Institutions and Governments.
- Strategic Marketing for Higher Education
- Organizational model that Support Strategic Innovation and Growth
- Proven Fundraising records
- Key note and Motivational Speaker
- National Value Policy Formulation
- Multicultural Education Strategies
- Executive Communication Development
- Academic Assessment and Evaluation
- Executive Leadership Development
- Curriculum Development
- Community Based Capacity Development
- Motivating, Coaching and Building staff Teams for High Performance

- Community organizer
- Faculty Leadership and Alumni Relations
- Faculty Professional Development
- Total Quality Services
- Grant Writing
- Supervision of Complex Programs
- Town/Gown Relations
- Executive Level Leadership
- University Accreditation Management
- International Academic Exchange
- Executive International Business Training and Developments.
- High Level Transaction Analyst
- Study Abroad Programs Management
- Executive Training for Senior Government Officers
- International Development Issues
- International Student Services Management
- Governors Developments and Executions

Current Professional Positions

2021 to Present:

- Strategic Advisor, Acorn Management Services Limited.
- Senior Associate, The Global Center for Policy and Strategy.
- Strategic Advisor, The National Intelligence and Research University College- Kenya.
- Visiting Professor, Cavendish University, Uganda.
- Pan African Consulting Team member

2010 to 2021 Vice Chancellor, CEO and Professor of Defense and Foreign Policy – KCA University (Kenya)

- Prof. Midamba served as the KCA University's Vice Chancellor from May, 2010 to March 30, 2021. As KCA University Vice Chancellor and Chief Executive Officer, Prof. Midamba increased the number of students from 6,919 in 2011 to 16,000 students by the end of his term. KCA University's four campuses in Kenya provide undergraduate, graduate and professional programs.
- The institution today is one of the top quality institutions and the second largest out of 72 private Universities in Kenya. Under his leadership, The institution eliminated all forms of corruption, ethnic differences and created the compass community that values students and all the staff contributions.
- Prof Midamba played a key role in the development of the Kenyan Diaspora Policy.
- Prof. Midamba was recently elected as a member of the Executive Committee of Inter University Council of East Africa for a 3-year term. Formerly he was Chair of the Staff Mobility Committee. He was appointed and gazetted by the Minister for Education to Chair a taskforce to restructure public universities and recommend ways to return striking faculty to work. He is a former member of the Kenya Universities and Colleges Central Placement Service Board. He was formerly appointed by the Kenyan Minister of Justice, National Cohesion and Constitutional Affairs as a member of the National Steering Committee on the Policy, Legislation and Institutional Framework for the

National Values System for Kenya. He was later appointed as the Chairman of the Expert Review Panel on the Draft Policy, Legislation, and Institutional Framework for the National Values System for Kenya. He served as a Co-Chairman for the National Committee on Values and Principles of Public Service. Prof. Midamba is one of the four Vice Chancellors who were appointed by the Education Minister to harmonize the Kenyan High Education Act 2012. In 2012, Prof Midamba proposed the current innovative system for selection and placement of the Kenya Universities and Colleges Central Placement Service (KUCCPS) which became part of Higher Education Act of 2012. On March 13, 2013, Prof Midamba led KCA University to receive its full Charter. Under his leadership KCA University adapted the Strategic Plan with the following pillars:

A. ACADEMIC EXCELLENCE

Due to disruptions caused by COVID-19 in early 2020, The University quickly instituted the concept of “Remote Engagement” that allowed KCAU teaching and learning to continue. Enhancing teaching effectiveness was then focused on the quality of remote delivery. The following efforts helped achieve the following remarkable outcome:

- The Dean’s Council and Chairs of Departments timely monitored class attendance by faculty and course coverage.
- All KCAU faculty were trained through Webinars on remote engagement and remote assessment how to set and structure THE and MCQ examination for remote assessment build on: Principles of Bloom’s Taxonomy; Item Response Theory; and sufficient Triangulation.
- We met often with class student representative who played a key role in the smooth running of remote engagement.
- We rolled out the first Graduate Assistantship (GA) with one and two GA during trimester I and II of 2020. Nine more GAs are being considered for trimester I of 2021.
- We provided leadership in establishing a process for faculty promotion through the ranks using the concept of the peer-review.
- We established an innovative three-way partnership and collaboration with Strathmore University and USIU to share external examiners as required by the Kenyan Commission of University Education.
- We provided leadership in accelerating advances in the “Digital Transformation” Pillar as a key support to the Academic Excellence” Pillar. Cloud-based servers are in place together with the Digital Studio to support the remote engagement and remote assessment.
- We operationalized the recruitment and role of Graduate Assistants at KCA University. From May/August Trimester to the Jan/April 2021 we cumulatively developed 11 GAs who are supporting faculty members teaching large classes.

- Faculty Programmes - The University runs 47 accredited programs. 19 New Programmes were accredited in 2018/2019.
- We commissioned a broad campus team which developed and managed a successful University Accreditation for the next five years.
- Accreditation - The University was awarded five years' accreditation by the Commission for University Education in July 2018/2019. Council Members and the University Chancellor were actively involved in the accreditation process.
- To date all of the University's four Campuses: Ruaraka, Kitengela, Monrovia and Kisumu were fully accredited by the Commission of University Education (CUE).
- The November 2019 and 2020 Commencement Ceremonies is now a new model for the country. A large number of Universities came to benchmark with KCA University.
- Several Students Policies were completed and approved by the University Senate including: Examination, Sexual Harassment and ICT.
- The Student Association of KCA University (SAKU) also revised its constitution in line with the 2016 amendments to the Universities Act, 2012. Universities around the country have benchmarked with the KCAU-SAKU constitution.
- SAKU was ranked in the top Universities that had adopted the Electoral College System by a report dubbed State of Students Union in Kenyan Universities (2019).
- Graduating students increased from 1,347 in 2015 to 1,916 in 2019 and the number of teaching faculty in all ranks grew to 118 in 2019.
- **Strengthen Integrity of University Examinations:** Devolved administrative examination to schools/faculty for accountability and efficient service delivery. A number of policies were adopted and included in the students' handbook which is readily available on the new website.
- The University adopted an international standard transcript which features accumulated grade point average. The new transcript will enable the students to easily transfer their accumulated grade points average to any university in the world.
- **International Linkages:** We completed the 2+2+1 partnership with Kent State University in Ohio, USA. This program will allow KCA students to complete their last two years of their program at Kent State University, College of Business.
- The University is actively working with Cleveland State University in Ohio to expand Counselling Programs.
- Other notable international partners include: P. P. Savani, India; Cavendish University, Uganda, Zambia, Stavanger University, Norway, Tohoku University, Japan.
- **Staff Establishment 2019 – 489:** Recruited faculty & Non faculty staff in strategic positions for placement in 2019 /2020.
- Part-time Faculty was reduced by the HR Department to achieve a ratio of two full time to one-part time faculty, as per CUE standards.
- The University budgeted Kshs. 15 Million every year for research training, grant writings and publications.

- We launched the Centre for Faculty Excellence to offer a series of training and seminars regarding: Publications, dissertation writing, grant proposals and professional growth.
- We conducted Training Needs Assessment every year and trained staff in respective areas.
- Management of Staff Performance done through set Institutional Strategic Goals, Performance Contracts & Evaluation Reports 2013-2020.
- Faculty were facilitated every year to advance Research, Innovations, Outreach activities both locally and internationally.
- Established Directorate of Quality Assurance and Institutional Research to mainstream quality assurance practices in the student learning value chain
- Established standardized Senate approved methodology for Teaching, Research & Curriculum delivery.

B. STUDENT ENGAGEMENT

- The University developed and adopted the Students Enrollment management concept in 2013 as the management model to be practiced by all members of the University community.
- The university recognizes our outstanding students in 2020: Seraphine Okeyo Okoth pursuing Diploma in Journalism and Digital Media, who won the Miss Career Eastern African Award of KShs. 55,000.
- The students' election under the new University Amendment Acts of 2016 was implemented in all our campuses without any issues.
- The Students Engagement Policy, initiated in 2018 continues to enable a large number of needy students to be enrolled at the University without interruption.
- Several Students Policies were completed and approved by the University Senate including: Examinations, Sexual Harassment and ICT.
- Donald Oduor, a year BSCIT student who developed a video tutorial on "Navigating the KCA Learning Management System – Moodle."
- A team of students (Phillip Ogutu, Kelvin Njau, Gerald Nderitu and Gilbert Robert), training under Clive Onsomu, a lecturer at the College of Technology emerged winners of the 2020 Inter University Cyber security CTF (Capture the Flag). The contest award was organized by I&M Bank.
- The Student leaders were given permission to consult, debate and select the appropriate dress code for students.
- The university was rated by ACCA as the best tuition provider in the country.
- The school of Professional Programs within the Technical College posted 90 percent pass in May and November 2020.
- The University signed an MOU with British Council for ACCA. The MOU was signed with CFA

- The University partnered with ACCA to train Counties, corporates and Public Sector on IFRS and IPSAS.
- All of KCA university's regional campuses are now accredited by TVET to start offering courses from May 2021.
- Two online faculty trainings with KASNEB/TVET and CDACC were successfully run.
- The online computer classes for ATD/ACCA and CPA was successfully mounted.
- The university established a virtual forum to support students' mental health during school openings and closure. The forum focuses on such topics as depression, toxic relationships, mental health and drug and substance abuse.
- The construction of a mid-term student Center is now complete, ready for occupancy before May 2021. The Center will offer various activities such as a gym, canteen, various religious groups, meetings, meeting rooms and a few multi-purpose classrooms.
- The main Campus Enrollment Management Program is now working seamlessly with all regional campuses of the university.
- We worked hard over the last ten years to eliminate any form of tribalism and any form of corruption in the university. Ethnic groups are not used formally or informally for staff and student promotions. Free and open consistent communication has vastly improved staff/students communications. We have created an institutional culture that values excellence.
- KCA university is now one of the most diverse student body on campus according to the Commission for University's report.
- The top leadership of the university availed themselves for student orientations every trimester and student leadership retreats.
- Schedules for meetings between student leaders and senior administrators were conducted regularly.
- The current student population is 16,000 from 6,919 students in 2011 which was the highest record in the history of the university despite the Covid-19 pandemic. This made the institution the second largest Private university out of 35 universities and as one of the top tier one quality universities in Kenya.
- KCA university was one of the first institutions in Kenya to establish a program that enables all the students to lease to own a computer laptop in August 2020. The lease to own program was formulated between the university with Co-operative Bank of Kenya (Funding Partner) and Rentco Africa (leasing partner) to enable learners and faculty of KCA university to acquire devices including laptops on a lease to own basis over a period of their study or work at KCA university.

C. TECHNOLOGY INTEGRATION

ERP System:

- ERP were fully integrated within the University system. Procurement, registration and facilities management were at 95% automated.

- The Website portals were redesigned for Staff, Lecturers and Students access to the ERP systems.
- E-connected regional campuses (Kitengela, Town and Western Campus at Kisumu) to the ERP systems for real time processing of information and transactions.
- 95% automation of the Finance Function in the ERP including automation of Budget Process, Payroll process, Cheque payment process, Bank reconciliation process and Student finance

Distance Learning (Remote Engagement)

- Successfully implemented recommendations of the Distance Learning Task Force on KCAU DL Model. All lecturers are now trained and supported by virtual interactions with the students.
- Lecturers/facilitators upload weekly content for the course units they are supporting.
- Introduced weekly short essay quizzes and Multiple Choice Questions (MCQs) to assess achievement of the learning outcomes
- Monitoring of lecturers' interaction with the DL students on a weekly basis.
- Improved level of student satisfaction as a result of quality service delivery.
- Cases of missing examination results were fully addressed.

D. SUSTAINABILITY

i. The University's Financial Prudence in Fiscal Management

- The University attained a record surplus of Kshs. 152 million in 2019 before Covid-19 and posted 8.5 million surplus in the first quarter of 2021.
- Income grew from Kshs. 759 million in 2011 to 1.4 billion in 2019.
- We reduced our outstanding obligations as follows:
 - RBA reduced from 61 million to Kshs. 25 million.
 - Rental facilities dues including Monrovia, Kitengela and Kisumu were reduced to zero.
- The University committed 10% of our budget every year to funding for Civic and Community engagement, campus life, industry interactions and alumni programs.
- We funded the student chill zone at a cost of Kshs 3 million which enabled the University to accommodate the 95% increase in student enrollment.
- We reduced External and Internal Audit issues by 50% in 2019. Our total Audit score was 95%.
- We established Risk Registers, which demonstrated a significant improvement for the University in these areas from 2012 to 2020:
 - Environmental Risk
 - Strategic Risk
 - Financial Risk
 - Operational Risk

- Academic Risk
- Reputational Risk and
- Compliance Risk

ii. Audited Accounts

- The University External Audit Report was positive and unqualified for eight consecutive years.
- We ensured that budgeting did not deviate materially from the Budgeted strategic initiatives.

iii. Creditors Management

- Part-time faculty backlog dues were eliminated.
- Pension remittances were reduced to Kshs 19,716,827.77 inclusive of interest.
- The VC and the Chief Finance & Operations Officer (CF&OO) held weekly meetings to establish spending priorities.

iv. Cost Management

- KCA university is one of the two universities in Kenya to engage students in part time employment.
- The University saved a significant amount of money monthly by disengaging outsourced cleaning firms and instead engaged students' workers. The student cleaners have cut the cost of cleaning services by half. The students have immensely benefited from these experiences.
- The University attained budget surplus through increased revenue and cost management.
- Successfully negotiated with the creditors on restructuring outstanding credits.
- Reduced the University exposure on legal claims from Kshs. 45 million to 4 million.
- Implemented the University's Business Review recommendations 2018 and implemented Kisumu task Force recommendations.
- Amagoro Campus merged offices and made vacancy savings.

v. Enrolment and Marketing Strategies

- We allocated more resources to enrolment and marketing initiatives, which resulted in an increase of self-sponsored students.
- The University attracted the third largest Government funded students among the thirty-five private Universities. The number grew from 556 in 2017 to 7000 in 2021.
- Self-Sponsored Students which make up the bulk of 16,000 students grew the fastest.
- The number of students transferring from other universities to KCAU grew from 84 in 2017 to more than 230 by 2019.

Strategic Short Term Programs

- We worked closely with Governors to improve the Counties' internal capacity provision of services. The University is working closely with the following counties: Mombasa, Vihiga, Nyamira, Kisumu, Kakamega and Busia Counties.

- We worked with the Regional Campuses on TVET implementation to provide vital skills needed to meet National and Counties Development Strategies. The TVET graduates will be a major part of the feeder to University's overall enrollment.

E. GOVERNANCE AND MEDIA

i. Represent the needs of the University to University Boards, relevant National legislators and agencies

- The University Council and Council Committees Evaluation was conducted and a report produced. In 2019, The Vice Chancellor was rated the 2nd highest, ranked by the Council only second to the Chair of the Council.
- Numerous times, the Vice Chancellor led a group of private Universities Vice Chancellors and Private Sector Alliance to actively engage with the Government on the issue of funding Higher Education and placement of government funded students to Private Universities.

ii. Enhance engagement of University staff, student leaders, University Council, The Board of Trustees, ICPAK Council and the University Chancellor.

- We created a model University Council in the Country and value our relationship with our Council. The Vice Chancellor had close working relationships with the Chair of the Board of Trustees, Chancellor, the Chair of the Council and Members of the University Council.
- We established an annual Council ALMANAC and consistently held Council meetings every quarter.

iii. Strategy and Business Development.

- The Council meetings were well balanced and more interactive.
- Commissioned the development of the Integrated 2019 – 2023 Strategic Plan. In addition, The following Plans were completed and approved by the KCA University Council:
 - KCAU 2019 – 2023 University Strategic Plan
 - KCAU Technical College Strategy 2019 - 2023
 - KCAU Alumni Strategy 2019 - 2023
 - KCAUI Institute for Capacity Development Strategy 2019 – 2023
 - KCAU University Infrastructure Strategy Plan 2020-2030

iv. Relationships with the media and other public relations mediums within the community.

- Prof Midamba and the Chairman of the Council appeared weekly on Wednesdays and Fridays on NTV talk shows as panelists.
- Prof Midamba was the only VC with a weekly National TV program on National Security.

- Prof Midamba also appeared on local and International media, TV Cosmopolitan, K24, NTV, KTN, CCTV, BBC, GBS, CNBC, CNN and Aljazeera.
- Prof Midamba was invited on CCTV to talk about the China-Kenya relationship.
- Prof Midamba appeared on TV Cosmopolitan to talk about the status of Higher Education in Kenya.
- Professor Midamba appeared on TV Documentary “The International Relations Legacy of President Uhuru Kenyatta.”

F. ADVANCEMENT OF UNIVERSITY PARTNERSHIPS AND VISIBILITY.

- Prof Midamba played a major role in the Kenyan National Chamber of Commerce as a Co-Chair of the Ethics Committee.
- Prof Midamba presented keynote speeches to church groups, business communities, Non-Governmental bodies and County Governments.
- Prof Midamba met and created collaborative agreements with the counties of Mombasa, Kwale, Kilifi, Kakamega, Busia, Nyamira, Vihiga and Kisumu Counties.
- Prof Midamba was considered an influential and transformative Leader in higher education by his peers in both public and private universities. He was named in 2018 as Captain of the University Industry by the media.
- Prof Midamba was invited by the Executive Committee of the Inter University Council for East Africa (IUCEA) to write and present a proposal for Students’ Mobility in the Six Partner States Region. The proposal was adopted and funded by DAAD.
- The following collaborations were signed between 2018 and 2019:
 - GBS TV Collaboration in Journalism and digital media, AMSO collaboration in Academic Training and Film Productions,
 - ACORN Management Services Limited – Provision for students’ accommodation. This project is due to be signed and adopted by both BOT and the University Council in 2021.
 - KASNEB collaboration for joint initiative,
 - Agile Business Solutions Limited – customized and upgraded the Microsoft Dynamic Navision system,
 - Partnered with the East African Institute of Security Studies to Establish Security Studies and Diplomacy.
- Prof Midamba was elected Chair of the Scholarship Students and Staff Mobility Committee by the Inter University Council of East Africa (IUCEA) for five years. This Committee is one of the most active amongst the four Executive Committees of IUCEA.
- Prof Midamba was elected to the Executive Board of the Inter University Council of East Africa (IUCEA) for three years from 2020 to 2023.
- Prof Midamba provided a keynote speech to Kenyan Realtors Association in partnership with Higher Education (2020).

- Prof Midamba chaired a large panel sponsored by IUCEA in Kampala that dealt with Universities and Private Sector issues (2020).
- Prof Midamba provided keynote address to Members of the East African Deans Association on Strategies for Enrollment Management (2020)
- Prof Midamba attended the World Bank Higher Education Sector Training in South Africa (2020)
- Prof Midamba attended IUCEA Training on the Future and Impact of Artificial Intelligence, Kigali Rwanda (2020)
- Prof Midamba was invited as a Keynote Speaker by several Institutions:
 - The Global Center for Policy and Strategy
 - The National Chamber of Commerce AGM Meeting.
 - Kaimosi Friends University College (KAFUCO): “Transformational Leadership as a Catalyst to Institutional Growth”.
 - The East Africa Dean of Students Association: “Igniting Team Spirit”.
Invited by Brigadier General (Rtd.) C.M Kangethe, Executive Director of the Global Center for Policy and Strategy (GLOCEPS) to provide a keynote address at the launch of GLOCEPS on February 19th 2021, Crowne Plaza Hotel, Nairobi.
 - Prof Midamba was Invited by Brig. General (Rtd.) C.M Kangethe, Executive Director, to present a paper at an experts workshop on Promoting Kenya’s Strategic Interests on the Domestic and International Stances on 1st April, 2021 at Safari Park Hotel, Nairobi.

2005 to 2010: Senior Partner and CEO - International Education Consulting Services

Company based in Cleveland Ohio specialized in the development Executive Organization Communication. Strategic Diversity Developments and Deployments, International Educational Exchanges and Linkages, International Student and Faculty Leadership Development, Executive Leadership Development and Strategic Plan creation for Higher Education.

Principal Consultant for the KCA University

September, 2009 to May 2010

- Leadership for the development of the University’s Strategic Plan for 2010 to 2020
- Developed the University’s Strategic Marketing and Communication: Level 1, 2 and 3. for 2010 to 2020 which includes: Fundraising strategies, North America Advisory Board Terms of References, KCA University Gift Trust and Endowment Fund, KCA University Alumni Association Constitution, Marketing and Communication Implementation Strategy Level II, Marketing and Communication Implementation Strategy Level III.
- Developed a new (Faculty and Staff Professional Training Plan – Building a Community of Leaders and Learners), which emphasizes a system approach to address individual faculty/staff needs and concerns.

- Developed a new degree program (Bachelor of Science in Entrepreneurship, which will have significant involvements by local and international business executives).
- Established a process to pursue grants with the Ford Foundation and UNDP to support the KCA University study on how ethical issues impact the youth in Kenya.
- Developed a new KCA University's Operation and Governors Structures which includes: Proposed 2010 to 2020 University Organization Structure, new Governing Council Structures.
- Developed new Guidelines for Appointment and Promotion of Faculty.
- Developed Guidelines for the development of New Certificate Programs, Selection Criteria for Appointment of Senior Lecturer. Policy regarding Individual Staff Consultancy, Good Practices in Contractual Arrangements Involving Courses and Programs, Policies and Procedures for Developing New Academic Program .Proposed Human Resource Audit-Terms of References and Guide Line for New Internal Agreements.
- Developed the KCA University's North America and Kenyan Foundation.

2002-2005: Chief International Officer and Professor of Defense and Foreign Policy; Center for International Studies and Programs, Youngstown State University, Youngstown, Ohio.

Reporting to the Provost and Vice President for Academic Affairs.

As Chief International Officer for the University, I served as a senior member of the Provost staff responsible for university wide management of International Programs. The services includes International Student Office, which handles information for graduate and undergraduate international students, Study Abroad Programs, English Language Institute, Development of International Academic Affiliation, Faculty and Student Recruitment Procedures, and the Fulbright and Rhodes. Served as a member of the Bowan National Security Program

Scholarship Programs: The department had seven professional employees, graduate assistants and several student workers.

Accomplishments Included:

- Redesigned and enhanced the Center for International Studies and Programs as a viable, productive and desirable administrative unit of the University.
- Visiting scholar, University of Pudong China, Seminars on US-Chinese relations.
- Organized and managed an efficient move of the office from the Phelps Building to the Kilcawley Center
- Hired an Associate Director and restructured the staff responsibilities to be more attentive to students and faculty issues
- Redesigned the Center for International Studies and Programs website including the English Language Institute and the Study Abroad Program, to be more user-friendly.
- Redesigned the Center's mission and focus in the following areas:
 1. Student centered-International Students and Scholars Program.
 2. Established a Geo-Global Study Abroad Program with a focus on strategic locations of the world.
 3. Pro-Active English Language Institute

4. Became an active partner and gave support to faculty and staff
 - Reinvigorate Fulbright and Rhodes Scholars Programs
 - Significantly reduced student and faculty complaints.
 - Dramatically improved communication between the Department, the Division of Student Affairs, and other University Departments through the creation of the 34-member University Advisory Council on International Education (UACIE).
 - Established a strategy to significantly improve faculty participation in the internationalization of the campus efforts.
 - Refocused Study Abroad Program as the new “Geo-Global Study Abroad Program” to benefit a cross-section of students.
 - Authored the first YSU Policy on “Employment of Foreign Nationals: Personnel Policy, Manual and Procedures,” which was a quick guide to
 - Hiring international faculty, staff and scholars

i. Improved Recruitment and Retention of International Studies

- Increased enrollment by 19 percent from 130 students in spring 2002 to 260 in spring 2005, and significantly increased the number of YSU students studying abroad from 36 to 80 students.
- achieved a 98 percent retention rate among international students at YSU.
- Completed and published a study of international student profile that identified Southeast Asia and the Indian sub-continent as a world region that will generate the greatest enrollment yield in return for YSU recruitment efforts.
- established a recruitment and retention system that fully engages current international students in the effort.
- Based on findings in *The Chronicle of Higher Education*, identified Business Administration, Engineering, Mathematics and Computer Sciences programs as YSU Program that will be more attractive to international students.
- Restructured International Student Orientation program to include Student Affairs Division staff and community members. Received positive feedback from students, University personnel, and the community. As a result, there was an increase in the level of involvement these groups have had with the CISP.
- Established regular meetings and consultations with international student groups on campus.
- Significantly improved one-to-one student advising on immigration and study abroad by making it a priority in the Department.
- Selected as the incoming President of the Ohio International Consortium of Colleges and Universities.

ii. Successfully met all mandatory Federal deadlines to implement the new SEVIS System

- Organized a team of staff from various YSU departments to assist the Center for International Studies and Programs during the Critical Federal Reviews Process that led to successful designation of the University by the Bureau of Citizen and Immigration Services, and the State Department as provider of International Student and Scholars. This initiative was critical to gathering and organizing the historical and factual information on the international students in a timely manner.

- Met the August 2003 mandatory deadline to have all international students recorded into the SEVIS system.
- organized a training program for all Center for International Studies and Programs staff, selected a number of employees from Student Affairs and the Graduate School on how to handle SEVIS system.
- increased the number of State Department's Designated Services Offices on campus from two to five to allow for rapid response to prospective students

iii. Improved Community Partnership, Inter-Departmental Collaboration and International Partnership

- Established a plan for an Annual Fundraising Ball
- organized a successful grand opening of the Lariccia Family International Student Lounge on January 29, 2003 as an important gathering point for international and American students. Worked with other University employees to enhance the appeal.
- Effectively chaired the YSU/City of Youngstown Sister City International Project that led to the selection of Salerno, Italy as a featured University academic partner of YSU and a Sister City of Youngstown. The CISP played a key role in forming the relationships needed to create this historical connection. Professor Midamba led Youngstown delegation to Salerno State to sign Inter City/University's relationship.
- organized a successful visit to YSU by the President of University of Salerno, Italy. Established key relationships with a number of business enterprises in Salerno as a result of the Department creating ongoing programs. .
- Successfully planned the cooperative agreement with the General Chamber of Commerce of the Republic of China and led the University delegation to Taiwan.
- Completed initial arrangement to bring Taiwanese students <to YSU> for an intense summer English Language Institute.
- Co-led a six-member team of faculty and staff on a tour of China, which will lead to a stronger collaborative relationship between YSU and Nanjing Arts Institute.
- Authored a guide to the University Advisory Council on International Affairs, which established a geo-global framework that developed and expanded the international program at YSU.
- completed a review of YSU's 10 international agreements in April 2003.
- Completed initial process to set-up additional international agreements with six institutions, which includes Universidad de Costa Rica, Yeditepe University in Turkey, University of Ghana at Kumasi, Mountain College in Canada, Nanjing Arts Institute in China, and the General Chamber of Commerce of Taiwan
- organized a successful visit to the University by a team of University leaders and scholars from Western Galilee, Israel in 2002 and 2003.
- Assisted the Italian community, the Slovakian community and the Chinese community of Youngstown to establish Youngstown Sister City, Inc.

1998-2002: Vice President and Chief Diversity Officer, Institutional Diversity, Division of Academic Affairs, Kent State University, Kent, and Ohio.

Reported to the Provost/President.

Responsibilities Included: Served as a senior member of the Provost Staff team and a member of the Academic Administration Council, I was responsible for overall University-wide Diversity

Program development and management. Kent State University is a Ph.D. granting University that enrolls 34,000 undergraduate and graduate students at its eight campuses throughout Northeast Ohio. It is the third largest Public University in the State Of Ohio.

Accomplishments Included:

- Established 130 members working Diversity Advisory Council in all eight campuses of the University.
- Developed a Diversity training package and offered training to Diversity Advisory Committee Members, faculty and staff on regular basis.
- Wrote and presented the “*Concept of Diversity Incentive Fund*” before the Provost and the Deans.
- undertook a thorough review of the 1993 Diversity Plan. From the reviews, a revised plan was created and updated for 2001 to 2005.
- Chaired a committee of deans’ that organized and planned a very successful Provost Initiative for Recruitment and Retention for Diversity Workshop.
- Assisted the Provost with the draft of “Hiring for Diversity” proposal.
- broadened the focus of the Annual Institutional Diversity Scholarship Dinner to include a more diverse mix of attendees. Hispanic, Asian and Native Americans.
- Established a diversity scholarship committee to award short-term (emergency need-based) as well as long-term scholarship to under-represented students.
- Assisted the Department of Pan African Studies with the revision of mission statement and curriculum.
- provided leadership for the revision of the Pan African Faculty and Staff Constitution.
- Organized activities such as orientation for new faculty of color and provided vital information to under-represented faculty and staff.
- Chaired meetings called by the Provost to resolve disputes between faculty and several departments.
- organized the first Kent State University Annual Diversity Conference, “*Overcoming Racial Stereotypes: From Difficult Dialogue to Productive Engagement.*”
- Organized and published the following departmental information: Office of Institutional Diversity Purpose and Objectives, University Diversity Advisory Committee, Building a Diverse and Respectful Community: Suggestions for Faculty and Staff Actions, Annual Diversity Scholarship Dinner and Award Ceremony, and Institutional Diversity Scholarship Fund.
- produced “*The Status and Trends of Minority Faculty*” 1983-2000.
- Developed Diversity Training information geared from Faculty, Staff and Students.
- founded the Northeast Ohio Public Colleges Diversity Network, which include Kent State University, Youngstown State University, Cleveland State University, and the University of Akron.
- Provided guidance and training as University Advisor for Alpha Lambda Delta, an honorary society for freshmen students. The students won the Kent State Students’ Organization of the Year in 1994 and also won the highest national award, The Order of the Torch in 1999.
- played a major role in faculty professional development in collaboration with other departments.

- Interfaced on a regular basis with the Women's Resource Center, Department of Pan African Studies, Center for International and Comparative Programs, the Executive Officers of the University, the Deans Council, and Chairs and Directors of the University.
- Assisted the Dean Faculty and staff at Ashtabula Campus in the development of a very successful colloquium on David K. Shipler's book "A Country of Strangers: Black and White in America."
- Organized and sent the largest delegation, which consisted of 21 faculty and staff to the National Conference "Diversity and Learning, Identity, Community, and Intellectual Development" October 26-29, 2000 and Affirming Diversity in the 21st Century: Developing a Proactive Agenda on October 18-21, 2001.
- Secured \$100,000 from the "Diversity Incentive Fund" from Regional Campuses and devised a distribution formula for faculty and staff.
- chaired the Provost Initiative for Africa.

1996-1998: Associate Dean, (and Acting Vice President for Enrollment Management and Student Affairs (EMSA) while the VP was away), Kent State University, Kent, Ohio. Reported to the President.

Responsibilities Included: Served as a senior member of the President team. I was responsible for overseeing Campus Ministry, Residence e Services, Student Disabilities Services, Multicultural Affairs, and Student Health Center. Other responsibilities included: the development and management of Town/Gown relations, group meditation, strategic planning, comprehensive program evaluation, Total Quality Services initiatives; Leadership development initiatives and Family Day (Parents' Day) services.

Accomplishments Included:

- Served as administrative advisor to Alpha Lambda Delta, which is a National Freshman Honors Students' Society.
- served as management advisor and resource person for other senior staff in the Division.
- established a conceptual framework, wrote a report, and co-chaired the 50 member Town/Gown Relations Committee with the mayor of Kent.
- wrote a conceptual paper for a permanent Town/Gown Council.
- established EMSA's Total Quality Services (TQS) staff award concept and provided leadership for its implementation in the Division.
- provided Division wide Noel Levitz' Advanced Connections training.
- Designed and implemented EMSA's Division's comprehensive Program Reviews.
- Designed and conducted Freshman Involvement Survey.
- Designed and conducted the Just Community Project for Kent State University.
- Co-founder of the South-End community and Kent State Partnership.
- served as a member of the Judicial Affairs Review Task Force.
- Participated as a member of the Management Review Team for Kent-Geauga Campus.
- served as a University representative to the United Christian Ministry Board.
- Co-chaired Pan African Faculty and Staff Academic Affairs Subcommittee.
- supervised the development of Student Quality Team: An effective formula for gauging how students feel about campus issues.
- Served as a member of the University Curriculum Committee.

1994-1996: Assistant Dean, Division of Academic and Student Affairs, Kent State University, Kent, Ohio. Reported to the Vice President of EMSA.

Responsibilities Included: Managing approximately twenty professional staff and providing the leadership and direction for the following offices:

Office of Campus Life

- Vastly improved staff morale through the reorganization of staff roles and responsibilities
- Significantly improved staff-to-student organization relationships
- Enhanced staff response to student needs
- Improved interdepartmental relationships between athletic and other University departments
- expanded the number and improved the quality of campus-wide activities by hosting a variety of University and community-wide events such as Flashfest and Student Leadership Award Programs
- Worked closely to improve the Student Government organizations by revising the election procedures that required Undergraduate Student Senate to run for specific office, increasing Student Senate study session from 15 minutes to one hour before public meetings. As a result the Student Senators assumed a more legislation role while All-Campus Programming Board (ACPB) became a University-wide program board.
- Improved communication and program procedures to improve student-to-student organization relationships
- Developed and implemented a Student Quality Team to improve the relationship between student organizations and campus administrative offices
- Realigned staff responsibilities to improve services to commuter students
- Provided leadership in the establishment of Kent's first Student Credit Union as a unique student service on campus
- Increased office service hours from 5 p.m. to 7 p.m. through realignment of staff responsibilities
- Vastly increased support for minority students

Office of International Student Affairs

- Improved student satisfaction through staff and program alignment
- provided leadership for the development of Executive Council of International Students (International Student Congress), which improved advocacy role and improved relationship between international student organizations as well as visibility in the University
- Devised a plan to improve the timing and accuracy of information from International Student Offices to the U.S. Government Offices and University Offices
- Motivated staff to deal with international students' needs through automation of information and the realignment of their responsibilities
- Actively involved various academic departments and the community to create a new international student reception
- Modified the University Food Policy and increased coordination with All Campus Programming Board and the Office of Campus Life to increase the number international student out-of-class programs

Department of Recreation Services

- Motivated staff to improved quality services through quick response to customer inquiries
- Successfully coordinated the University's and the City of Kent's effort which led to the building and funding of a state-of-the-art Recreation and Wellness Center for students and community-members
- Coordinated student planning effort for a vote on the new Recreation and Wellness Center.
- Reviewed and selected the contractor for the new Recreation and Wellness Center
- Reorganized the Department of Recreational Services to provide effective supervision of staff during construction activities of the new Recreation Center.

EMSA Division/University/Community Accomplishments:

- served as facilitator and advocate for student government by assisting student participation in University Governance related to policies, services, and education programs.
- Coordinated Total Quality Services (TQS) for every office in the Division of EMSA adopted the principles and practices of this program. The students were integrated into the system through leadership from the Vice President's office. As a result, positive changes were seen in staff morale, system improvement and improved student satisfaction.
- fostered a Town/Gown Relationship, an initiative led by the EMSA Division Vice President and Mayor of the City of Kent in January 1995. This endeavor was very successful based on the number of active community, student, faculty, and staff participation. Several of the committee recommendations have already been implemented such as the implementation of permanent Town/Gown Council, and the building of a state-of-the-art Recreation and Wellness Center.
- Spearheaded an effort to bring together the Campus Life, Intramurals and Campus Recreation staff to establish a base for a comprehensive and unique leadership program in Kent. Leadership Coalition in February 1995. To date, representatives from student organizations, ROTC, College of Business, College of Education, Physical Education and Dance, Campus Life and Intramural and Campus Recreation have formed the Kent Leadership Coalition. This is a unique futuristic leadership resource for the university and will also provide resources for industry and private non-profit organizations in the future.
- Increased number of faculty and administrative involvement in the Division of Student Affairs through such programs as student organization advising, Town/Gown Relationship Committee, and TQS Student Quality Team, and student leadership, and the faculty-staff relations were strengthened.
- Devised a Total Quality Management (TQM) Plan for the University and was asked by the president to chair a University-wide ad-hoc committee to establish a base for a University-wide Kent Quality program.

1990-1994: Associate Director, Office of Outcome Assessment, Division of Academic and Student Affairs, Kent State University, Kent, Ohio.

Responsibilities Included: Coordinated the design and implementation of an effective outcome assessment program in 12 colleges and 72 academic departments and instructional areas; assisted University departments in preparation for the re-accreditation process. Developed a multi-year plan for the office. Undertook major coordination efforts regarding withdrawing/non-returning students. Authored 1990-1993 Kent Freshmen: Attitudes and Characteristics. Coordinated Major Field Achievement testing, with all of the University's academic departments. Developed survey questionnaire for Freshman Pilot Orientation Program in the College of Arts and Sciences. Established a series of discussions with the deans and chairs in the Colleges regarding retention strategies. Appointed to the University Curriculum Committee.

1989-1990: Executive Consultant, Moran and Boyer, International Division of Merrill Lynch Realty

Responsibilities Included: Provided executive orientation to Managing Directors of General Motors (Africa and Middle East Division). Coca-Cola- Company, Africa Division. Helped the Colorado Governor's office set up international trade programs with Africans and Caribbean countries. Provided executive orientation for a Utah-based American and Canadian international mining company for a proposed 800-million dollar operation in West Africa.

1984-1989: President and CEO, Senior Resource Center, Inc., Denver, Colorado.

Responsibilities Included: As the Chief Executive Officer for the agency, I was responsible for a five billion dollar budget with a staff of 200 professional, technical, and clerical supports. I directly supervised eight directors in developing policies on personnel, staffing, pay equity, and other management issues. Coordinated the agency's strategic planning efforts. Many successful projects, included the directing and distributing the first comprehensive county-wide needs assessment on the elderly; developed the first Management Information System for the agency; developed a policies and procedures program; conducted first agency-wide program evaluation; developed board committee policies and procedures; conducted regular orientation for the board members and advisory council members; introduced a new personnel performance procedure that allowed the employees to evaluate themselves; organized and conducted three very successful forums on aging and business sector with Arthur Levin; reorganized all the agency departments to allow for more teams and efficient operations; reduced a one million dollar budget deficit in one year; established regularly scheduled in-house training for management as well as for other staff; wrote and negotiated numerous contracts with local and state government, as well as the Lutheran Medical Center.

1980-1984 Senior Planner, Denver Regional Council of Governments, Denver, Colorado.

Responsibilities Included: Coordinating ten million dollar area agencies on aging grant monies to 40 contractors representing 52% of the Colorado elderly population in an eight-county area of Denver. Accomplishments included a daily management of six staff and student interns, developing a concept paper on the Regional Case Management Model and successfully negotiating inter-governmental contracts with six countries. Additionally was instrumental in coordinating County Council of Aging in eight counties; making presentations

before state legislatures, State Board of Social Services, Board of County Commissioners, mayors, civic clubs, and business groups; working extensively with media; and co-chairing a state-wide committee that developed a successful state funding formula for aging agencies in Colorado.

1979-1980: Acting Executive Director, State of Washington, Department of Community Services, Olympia, Washington.

Responsibilities Included: Overseeing all aspects of 13 departments with a 30-million dollar budget; directing supervision of 10 department heads; attending Governor's Cabinet; setting policy directions for the departments; coordinating the Governor's actions with federal agencies, state departments, the county's offices, legislatures and local communities.

1977-1979 Lead Planner, Pierce County Department of Community Services, Tacoma, Washington.

Responsibilities Included: Analyzing state and federal anti-poverty legislation for the Board of Pierce County Commissioners; writing twenty successful federal and state grant proposals; writing annual and quarterly reports; developing staff management training programs, and evaluating program for their effectiveness.

1976-1977 Legislative Intern, Washington State, Olympia, Washington.

Responsibilities Included: Analyzing and monitoring proposed state legislation on medical malpractice, public school funding issues, and transportation legislation, developing and managing a random sampling survey to identify major political issues in District 1, Seattle, Washington.

1971-1975: Executive Youth Officer, United Nations Food and Agricultural Organization. Rome, Italy.

Responsibilities Included: Overseeing a 40-million dollar program funded by United Nations and African governments; developing a resource paper on potential youth activities for Africa; funding youth activities throughout Africa; founding two youth journals, *"The Challenge, A magazine of Youth in Action"* and *"The Green Star"*, serving as the keynote speaker at the International Youth conference at the Hague in Holland; co-chairing the Kenyan National Committee for the Celebration of the 25th Anniversary of the United Nations with Ambassador Donald Nanjira; developing "Young World Development Council," a student-led youth movement through several counties in Africa; negotiating contracts with government ministers and senior officials throughout Africa.

1969- 1971: Assistant to the Managing Director in Charge of Human Resources and Labor Relations, Mayfair Hotel (Now Holidays Inn), Nairobi, Kenya.

Responsibilities Included:

Coordinating recruitment services. Setting salary adjustments in accordance with the union settlements. Serving as a listening post for potential labor conflict. Settling employee management performance indicators on behalf of the Managing Director.

University-Committees and Responsibilities

Youngstown State University

- International Education Scholarship Dinner and Award Ceremony
- University Academic Council, member
- University Development Council, member
- University-wide Strategic Plan and Enrollment Committee, member
- University Diversity Committee, member
- University Advisory Committee on International Education, co-chair

Kent State University

- University Diversity Council, member
- University Development Council, member
- University Advisory Council on International Education

Kent State University, co-chair

- Served on the Provost Committee to re-organize African Program
- University Operational Effectiveness Council-President appointee
- Academic Administrative Council, member
- Assistant and Associate Deans Council
- Administrative Advisor to Alpha Lambda Delta. This responsibility involved working with all freshmen honor students. Organized and held annual freshman initiation as well as year-round advising role.
- Appointed by the Vice President of Student Affairs to establish a framework for Town/Gown Committee. This committee was very successful, particularly starting from a hostile relationship between the town people and students. We brought together all major departments of the University, the Kent City administration, and a large number of community people to work together for a common goal.
- Appointed by former Vice President of Student Affairs as Co-chair of Diversity Academy, a multicultural living/learning environment in the residence halls.
- Appointed by former Acting Provost (former Dean of Arts and Sciences) as a Provost Policy advisor on Minority retention task Force, 1992.
- Established Pan African faculty and staff roundtable to discuss topical issues and provide constructive recommendations to the University.
- Appointed by Vice President of Human Resources to the Ad hoc Committee on Civility/Positive Changes.
- Appointed by the Vice President of Human Resources as a member of the Human Resources Development Advisory Committee and a member of the Cultural Diversity Scholarship Benefit Committee.
- Appointed by the Vice President of Institutional Advancement as a member of the Distinguished Teaching Award Committee.
- Served several years as a member of the Homecoming Committee
- Appointed as an executive member of Phi Beta Kappa, the honor society for international scholars.

- Chaired a University-wide committee to restructure the International programs.
- Founding Board member of the Kent State University's Center for Public Policy and Public Administration.
- Three-time elected President of Pan African Faculty and Staff Association (PAFSA), during this time changed the organization name from Black Faculty and Staff Association to PAFSA.
- Served as a member of the University Curriculum Committee.

Professional Affiliations and Appointments

- **Governor's Appointment**, Appointed by Governor Bob Taft of the State of Ohio as a member of "The Governor's Minority Business Council" to represent public colleges and universities, interest. 2002-2009.
- **President** Ohio International Consortium for Public Colleges and Universities. 2005-2009.
- **Current Member**, National Association of Foreign Student Advisors (NAFSA). 2002.
- **Current Member**, College Consortium for International Studies.
- **Member**, the Youngstown Chapter of Rotary Club, Youngstown, Ohio. Since 2002.
- **Current Member**, American Association of Collegiate Registrars and Admission Office. 2002.
- **Former Founding Member**, Northeast Ohio Diversity Network: representing the four large public Universities: Kent, Akron, Youngstown, and Cleveland State University. 2001.
- **Current Member**, Cleveland Society on Foreign Affairs.
- **Current Member**, International Association of Education for World Peace.
- **Member**, American Association of Higher Education, Black and Hispanic Caucus. Since 1992
- **Member**, National Conference of Black Political Scientists (NCOBPS). Since 1986.
- **Current Member**, International Association of African University.
- **Current Executive Member**, United Nations Committee on Non-Government Bodies, New York, New York.
- **Member**, National Association of Equal Opportunity in Higher Education.
- **Former Member**, Ohio Association of Student Personnel Administration (OASPA). 1992-2002.
- **Current Executive Member**, International Experiment for Home Stay
- **Current Member**, American Association of Executive Managers
- **Member**, National Forum for Black Public Administrators. Since 1993.
- **Former Member**, American Society for Public Administrators. 1991-2000.
- **Member**, African Studies Association. Since 1989.
- **Member**, National Association for Institutional Research. Since 1991.
- **Founding President**, African Community Professional Association. Member 2002-Present

- **Member**, Diversity Leadership Forum-The Professional Association of Diversity Practitioners. Since 1992.

Recent Teaching Experience

1990-2008: College of Business, Kent State University, Kent, Ohio.

Admitted to Graduate Faculty Status. And Co-Directed five Ph.D. Dissertation, Department of management information system. Taught graduate classes in the following areas: Executive Communication for EMBA students, Dynamic of Leadership for Executives, Total Quality Management, and Diversity Management for Businesses.

Professor of Defense and Foreign Policy, Kent State University, Kent, Ohio. Department of Political Sciences.

Admitted to the Graduate Faculty Status. Taught the following graduate and undergraduate courses: Orientation classes for incoming freshmen, Public Policy, Introduction to International Relations, Comparative Public Policy, Comparative Politics, and Managing Non Profit Agencies, Advanced Defense Strategy, Advanced International Relations, US as a Unipower US-Soviet Union Power relationship, The Rise of China as a Super Power and Co-directed six Doctorate Dissertations.

Kent State University – Department of Pan African Studies: African Social, Political and Economic System.

Kent State University - Geauga Regional Campus: Total Quality Management

1987 – 1990: University of Denver – Denver Colorado: Taught the following classes:
U.S. Defence and Foreign Policy and the Art of Diplomacy

Principal Field Examiner for Masters of Public Administration, Students. University of Colorado at Denver.

Thesis and Field Instructor for Masters of Social Work Senior Thesis, University of Colorado at Greeley, Greeley Colorado.

Visiting senior Lecturer, Institute of Development Studies, University of Nairobi, Kenya while on leave from the Senior Resource Center Inc.

1984-1987: Field Instructor and Examiner for Master Thesis, Director of ten Masters of Public Administration thesis. Graduate School of Community Planning, University of Colorado at Denver. Denver, Colorado.

1983-1984: Field Practicum Instructor for MSW/MPA students, Graduate School of Social Work, University of Denver, Denver, Colorado.

- 1978-1979 Visiting Assistant Professor of Political Science and Public Affairs,** Pacific Lutheran University, Tacoma, Washington. Offered a seminar to an upper-division class on “The Impact of Emerging Nations in International Politics.”
- 1978-1980 Tacoma Community College,** Tacoma, Taught Introduction to International politics.

Teaching Accomplishments

COURSES TAUGHT

- **Executive Communication, Course No. 67010,** College of Business, Executive MBA program, **Kent State University**
- **Dynamics of Leadership for Executive, Course No. 67043,** College of Business, **Kent State University**
- **Public Policy Development, Course No. 6000/7000,** Political Science, **Kent State University**
- **Seminar in Public Policy, Course No. 40510,** Political Science, **Kent State University**
- **International Relations, Course No. 20431,** Political Science, **Kent State University.**
- **Total Quality Management, Course No. 44150,** College of Business, Geauga Campus, **Kent State University**
- **African Social, Political & Economic System, Course No. 35200,** Department of Pan African Studies, **KSU**
- **2001/2002 Leadership Academy Faculty Member-KSU.**
Honor Classes taught through the **Honor College –Kent State University**
 - Managing Non-Profit Agencies-
 - Diversity Management for Businesses, Kent State University
 - U.S. Defense and Foreign Policy, University of Denver
 - The Art of Diplomacy, University of Denver
- **US Foreign and Defense Policy - Colorado Airforce Academy.**

Additional Scholarly Activities Included:

- Directed five Bachelor of Arts Honor Thesis. Kent State University
- Directed Four Individual Investigations, Honors College KSU Directed

Education

2015: Post Doctorate Diploma in Security and Diplomacy, Defense and Foreign Policy

2014: Post Doctorate in Higher Education Management, Galilee International Management Institute, Israel.

June 1985: Ph.D. in International Studies. Graduate School of International Studies, University of Denver, Denver, Colorado. Dissertation: Field of Academic Concentration U.S.

Foreign and Defense Policy; the Art of Diplomacy; Impact of Multi-national Corporations on the Third World Economy. Dissertation Chair: Professor George Shepard.

November 1981: Masters of Arts Degree in International Studies. Graduate School of International Studies, University of Denver, Denver, Colorado. Thesis: Emphasis on Public Policy, Comparative Politics, International Business, Leadership Theory and International Program Management. Thesis Advisor: Professor George Shepard.

May 1978: Master of Public Administrations. Graduate School of Business and Public Administration, University of Puget Sound, Tacoma, Washington. Thesis: Public Policy, Comparative Public Administration, Nonprofit Management, Organizational Theory, and Business Leadership in a Multicultural World. Thesis Advisor: Professor Ben Waldo.

August 1977: Bachelor of Arts Degree in Public Administration and a minor in International Business. University of Puget Sound, Tacoma, Washington.

March 1976: Associate Degree of Liberal Arts in Business Studies, Tacoma Community College, Tacoma, Washington.

Additional Education

2002: F.1 and J.1 Certificate conducted by NAFSA

2000: EEO Training conducted by Harvard University on Title VI, VII, IX and ADA Programs at Santa Fe New Mexico.

1985: Executive Communication Certificate, Senior Resources Center/Lutheran Medical Center, Denver, Colorado.

1984: Certificate of Practicum Instructor, Graduate School of Social Work, University of Denver, Denver, Colorado.

1975: Executive Management Training; United Nation Development Program, New York City, New York.

1974: Certificate, Management of International Development Agencies, Oxford University, London, England.

1973: Executive Leadership Training, United Nation's Food and Agricultural Organizations, Rome, Italy.

Current Research Interests

- Emerging tri-polar World (US, China and Russia)
- Ethical leadership for Sustainable Development in Africa
- Emerging African Foreign and Defense Policies.
- U.S./Africa Relationships in the New Global Order
- Integrating Teaching and Research findings to support African Developments

Grants and Award Projects

- Community Services, Administrations, \$1 million for community services
- Department of Labor, \$400, 000 for job training
- Department of Energy, \$4 million for solar research
- Area Agency on Aging, \$19 million for services to seniors
- State of Washington (Governor's Discretionary Funds), \$200,000 short-term energy shut-off support for seniors
- State of Colorado, \$500,000 for case management pilot projects Kresgie Foundation, \$300,000 marketing solar panels
- Lutheran Medical Center, \$700,000 research on Alzheimer's and day care for adults
- The Denver Foundation, \$1,000,000 Alzheimer's research United Way, \$80,000 senior housing study
- Martin Marietta Foundation, \$120,000 solar research Coors Foundation, \$60,000 day care for older adults
- United Nations Development Program Funds, \$1.6 million for youth program United Nations Food and Agricultural Organization, \$4 million program for African youth
- Geo-Global Focus

Honors and Awards

- Appointed as a member of the Executive Committee of Inter University Council of East Africa for a 3-year term. Formerly was Chair of the Staff Mobility Committee.
- Appointed and gazetted by the Minister for Education to Chair the taskforce to restructure public universities and recommend ways to return striking faculty to work.
- A member of the Kenya Universities and Colleges Central Placement Service Board.
- Appointed by the Kenyan Minister of Justice, National Cohesion and Constitutional Affairs as a member of the National Steering Committee on the Policy, Legislation and Institutional Framework for the National Values System for Kenya.
- Appointed the Chairman of the Expert Review Panel on the Draft Policy, Legislation, and Institutional Framework for the National Values System for Kenya.
- Served as a Co-Chairman for the National Committee on Values and Principles of Public Service.
- Prof. Midamba is one of the four Vice Chancellors who were appointed by the Education Minister to harmonize the Kenyan Higher Education Act 2012.
- Served as a member of The Kenya National Chamber of Commerce;US based Corporate Council on Africa; the Social Enterprise World Forum; International Association of Educators for World Peace; College Consortium for International Studies; the US based Big Brothers and Big Sister Organization, the Rotary Club of Nairobi and the Caux Round Table International. Member of the Consortium of Private Universities in Kenya.
- Served as Chairman of the Samburu Girls Foundation and Member of Africa Mental Health Research and Training Foundation.

- 2014 World Chancellors and Vice Chancellors Award in Recognition of Outstanding Contribution to education in Mumbai, India.
- 2014 Award for outstanding contribution to Higher Education Leadership in Africa – Mauritius.
- US Congressional Citation for his Contribution to the 2008 Kenyan Election Dispute Settlement
- International Association of Educators for World Peace
- American Council of Higher Education Fellows, 2004.
- National Advisor of the Year: Alpha Lambda Delta Freshman Honor Society, Alpha Lambda Delta, 1997.
- National Advisor of the Year: Alpha Lambda Delta Freshman Honor Society, Alpha Lambda Delta, 1994.
- Chaired African American Caucus: The 2000 National Conference on Higher Education, Anaheim, California, 2000.
- Cited in who is who among Africans in the United States, 2001.
- TQS Leadership Award, Division of Enrollment Management and Student Affairs, Kent State University, 2001.
- Black United Faculty and Staff of Kent Award, Kent State University, 2002.
- Phi Beta Delta, Honor Society for International Scholars, Phi Beta Delta, 1991.
- Cultural Diversity Award, Denver Regional Council of Governments
- Leadership Award, Senior Resource Center Board
- Superior Service Award, Denver Regional Council of Governments
- Service Award, Kiwanis Club of Mountain View Golden, Colorado
- Scholarship Awards, University of Puget Sound and University of Denver
- United Nations Youth Leader of the Year; United Nations Food and Agricultural Organizations
- Ph.D. Comprehensive Examination with Distinction-University of Denver
- Phi-Beta Kappa, Honor Society for Junior Colleges
- Outstanding Senior Service Award, Jefferson County Board of Commissioners, Colorado
- Monetary Reward for Effective Management of Resources-Senior Resource Center Board-Jefferson County, Colorado
- American Association of University Women-Service Award

Presentations

December 14-16 2022: *University's Relationship with Private Sectors as a Source for Solving Students Housing Problem.* Presented at the Annual Head of Universities Conference.

October 27 2022: *Factors Stimulating the Strengthening of the Nexus Between Terrorism and Separatism.* Presented at the Seminar on the Nexus Between Terrorism and Separatism, University of Nairobi, Department of Diplomacy and International Studies.

August 25, 2022: Keynote Speaker the 11th Commencement for Cavendish University, Uganda.

July 28, 2022: *Forestalling Prospects of Violence in Kenya 2022 Election.* Expert Commentator, Presented at the Global Center for Policy and Strategy.

June 22, 2022: *Creating an Environment suitable for Foreign Investments.* Presented to Kenya Professional Realtors Association (KPRO), The Royal Nairobi Golf Club.

May 24-25, 2022: *Climate Change and Water Conflicts in Eastern Africa: Implication on Defense and Foreign Policy.* Presented at the Conference on Regional Peace and Security, Serena Hotel, Nairobi.

March 7-11, 2022: *Emerging Issues and Trends in Higher Education Sectors in Africa and Globally.* Presented before the National Intelligence Services for Induction of the Faculty of National Intelligence and Research University College (NIRUC)

February 1, 2022: *The Role of Strategic Leadership in a Research Led Group.* Presented at the Global Center of Policy and Strategy Inauguration Ceremony, Safari Park Hotel- Nairobi.

September 8, 2021: *Promoting Kenyan Diplomacy and Foreign Policy to Contribute to Global Peace and Prosperity.* Presented at the Global Center for Policy and Strategy, Webinar Workshop.

July 13, 2021: *Propelling Kenyan Influence at the United Nations Security Council (UNSC) for National Prosperity.* Presented at the Global Center for Policy and Strategy Seminar, Safari Park Hotel, Nairobi.

May, 2021: *Role of Thinktank in Spearheading the African Development Agenda.* Keynote address at the launch of Global Center for Policy and Strategy (GLOCEPS)

April 1, 2021: *Promoting Kenya's Strategic Interest on the Domestic and International Stances.* Presented at the Global Center for Policy and Strategy, Safari Park Hotel, Nairobi

Sept. 22- 25, 2009: *Ethical Leadership for Sustainable Development: A Framework and Propositions,* Presented at the Pan –African Global Financial Crisis Conference at Safari Park Hotel, Nairobi Kenya.

August, 2008: *2007 Kenya Post-Election Violence: An Opportunity for Greater Socio-Economic and Political Height,* Bowling Green State University.

February 7, 2008: *Kenyan United for Restoration of Democracy and Peace: An Analysis and Prescription of the Recent Kenyan National Election Crisis,* Presented before the U.S. Senate, African Affairs Subcommittee.

June 29, 2004: *The Geo-Global Educational Strategy-A New Study Abroad Design for Youngstown State University*, a speech before the Boardman Rotary Club, Boardman, Ohio.

April 27, 2004: *The Importance of Having International Students on American College Campuses*, presented before the Youngstown United Nations Association, Youngstown, Ohio.

March 2, 2004: *The Geo-Global Educational Strategy of Youngstown State University*, a speech at the Taiwanese National Press Conference, Taipei, Taiwan.

July 24, 2002: *Diversity and Democracy: a Compelling Case for All Americans*, a luncheon address to the Kent Rotary Club Kent, Ohio.

October 18-20, 2001: *Recruiting and Retaining a Diverse Faculty-A Community Approach Model*, presented at the Affirming Diversity in the 21st Century, American Council on Education, Cincinnati, Ohio.

September 13, 2001: *Building a Diverse and Respectful Campus Community: A Systematic Approach Model. The David K. Shieler Colloquium on a Country of Strangers*. Kent State University. Ashtabula, Ohio.

February 2001: *Managing Diversity in the 21st Century: A Challenge to American Communities*, Leadership Columbiana County, and Columbiana, Ohio.

October 2000: *Does Managing Diversity Make a Difference in Colleges and Universities*, University Teaching Conference, Kent State University, Kent, Ohio.

February 4, 2000: *Benefit of Diversity: Implication for American Communities*, Leadership Columbiana County, and Columbiana, Ohio.

October 30, 1999: *Initiating a Cultural Diversity Requirement in the University Curriculum*, presented at Educating All of One Nation---Diversity, Equity, and Democracy: Optimizing Our Future, Albuquerque, New Mexico.

Spring 1999: *Celebrating Quality in Higher Education*, NASPA Philadelphia, Pennsylvania.

April 4, 1991: Invited to present paper at Phi Beta Delta Honor Society for International Scholars, Great Southern Hotel, Columbus, Ohio.

November 26, 1991: Paper delivered at the 34th Annual Meeting of the African Studies Association, St. Louis, Missouri.

1987 *Development Issues in Kenya*, chairman of a panel discussion, African Studies Association, Annual Meeting, Denver, Colorado.

Publications

Midamba N.O. "Obama Makes History: An Analysis of the Impact of Barack Obama's U.S. President Candidacy on African and African Americans" *African American Lifestyle Magazine*, summer 2008. P.15.

Johnson, H.G. and N.O. Midamba. "Thrust and Response: The Multinational Corporation as a Development Agent." *Columbia Journal of World Business*. 5. May - June 1996. 25- 30.

Midamba, N.O. "Employment of Foreign Nationals: A Personnel Policy Manual." Center for International Studies and Programs. Youngstown State University. March 2005.

Midamba, N.O. "Quick Guide to Hiring International Faculty/Staff and Scholars." Center for International Studies and Programs. Youngstown State University. March 2005.

Midamba, N.O. and Melissa Hughes. "Increasing International Student Enrollment at Youngstown State University: An Overview to Strategic Planning." Center for International Studies and Programs. Youngstown State University. June 2004.

Midamba, N.O. Building a Diverse and Respectful Campus Community: A systematic Approach Model, in Terry White, McFarland and Company. 2002. 26-45.

Midamba, N.O. Status of Minority Faculty 1983-2000, Office of Institutional Diversity. Kent State University. May 2000.

Midamba, N.O. "Accumulation and Transfer of Technology: Issues of Conflict and Mechanism for the Control." World Development 4, No. 3. March 1999.

Midamba, N.O. Democracy and Economic Development, Discussion Paper, Institute of

Development Studies, University of Nairobi. Volume I Number 4. November 1999.

Midamba, N.O. Diversity Plan. Key to Expanding Diversity; Profiles in Diversity Journal, A Publication for Sharing Diversity Information. Volume 1 Number 3, fall 1999.

Midamba, N.O. Multi-Year Plan: A Three-Year Public Policy Agenda-1989-1991. Senior Resource Center, Inc. Wheatridge, Colorado, 1998.

Midamba, N.O. 14. "Super-Giant Firms in the Future." *Wharton Quarterly*, (winter 1998): 8.

Midamba, N.O. "Africa, the Changing Logic of a Former Minor Power in National Negotiating Styles," Center for the Study of Foreign Affairs, U.S. Department of State; 1998.

Midamba, N.O. And R.W. Farmer. . "How to Screen Foreign Investment." Canadian Forum. March 1997: 12-17.

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