

HELEN AFANG ANDOW PhD

PROFESSOR OF ENTREPRENEURSHIP MANAGEMENT

CURRICULUM VITAE

Abridged Citation

Helen Afang Andow is the first female Professor of Entrepreneurship Management from the northern part of the country, an alumnus of University of Maidugri (UNIMAID) and doctoral graduate of the prestigious premier Military University in West Africa, Nigerian Defence Academy (NDA). She started her teaching career in 2006 at the Nigerian Defence Academy Kaduna as Assistant lecturer and left as lecturer I to Kaduna State University as a senior lecturer in 2014 where she attained the rank of professorship in 2020. She has authored 8 textbooks and over 80 peer-reviewed research articles in national and international journals. She was a former head of department, Business Administration from 2014 – 2018; Director, Entrepreneurship Research and Development Centre from 2018 – 2022, Deputy Dean Postgraduate School 2016 – 2017 and a senate member of Kaduna State University from 2014 - 2022. She has successfully supervised 5 PhDs and 33 MScs and externally examined 4 PhDs, 14 MPhil and 22 MScs across Nigerian Universities. She has attended workshops, trainings, courses and conferences across the globe.

She currently serves as a member of the Governing Council of Kaduna State University representing the senate; Board of Advisors (BoA) of MSME Business Development Services Limited; Board Member, Association of Certified Business Development Service Providers; Board Chair Arewa Entrepreneurship Frontier Network and Patron/Advisor, ENACTUS KASU Branch. She is the immediate past president International Institute for Female Entrepreneurship. She is the Dean of the Faculty of Management Sciences

For her academic versatility, she is a certified trainer for Doctoral supervision from Stellenbosch University (African Doctoral Academy), South Africa, A Certified E-Learning expert by Louisiana State University, USA and Train of Trainer on Entrepreneurship by Lagos Business School; External Examiner to various universities (Federal University of Technology, Minna, Nile University, Adamawa State University, Nasarawa State University, Airforce Institute of Technology); Resource person for MBA Residency Programme SMC University, Board of examiner and supervision at National Open University of Nigeria (NOUN); a Certified Business Development Service Provider (BDSP) trained by Growbridge Advisors, London, UK and SMEDAN, a certified TOTFC on MSMEs. and a member of NUC Accreditation team and Resource Verification to many universities.

She is a fellow to many institutes/associations: Institute of Human Capital Development of Nigeria (FCIHCDN); Institute of Business Diplomacy and Financial Management (FIBDFM); Kabiru Gombe Centre Religious Diversity, Ethics & Peace Studies (FKGCRDEPS); Institute of Registered

Administrative managers of Nigeria (FIRAMN); Institute of Business and Economic Analyst, Nigeria (FBEA); The Global Academy of Entrepreneurship and Innovation (FCGEP); African Council for Small & Entrepreneurship (FCSBE) among others. She is member of: The Academy of Management Nigeria; National Business Development Service Provider (BDSP) Network; Chartered Institute of Stockbrokers; Capital Market Academics; Association of Entrepreneurship Scholars; Nigerian Institute of Management (Chartered) and Institute of Chartered Economist of Nigeria. She is a recipient of many awards both nationally and internationally.

A PERSONAL DATA

1. **NAME:** **ANDOW HELEN AFANG**
 2. **SP/NO:** **KASU/SP/790**
 3. **DEPARTMENT:** **Department of Business Administration**
 4. **DATE/PLACE OF BIRTH:** **19/11/74/ Mubi**
 5. **STATE OF ORIGIN:** **Adamawa**
 6. **LOCAL GOVERNMENT AREA:** **Mubi**
 7. **NATIONALITY:** **Nigerian**
 8. **GENDER:** **Female**
 9. **MARITAL STATUS:** **Married**
 10. **NAMES AND AGES OF CHILDREN:** **Jedidah Kyangchat Afang Andow (11)**
Joshua Adam Afang Andow (1)
- and
10. **LANGUAGES SPOKEN:** **English, Hausa, Nzanyi, Kilba**
 11. **CURRENT CONTACT ADDRESS:** **Department of Business Administration,
Faculty of Management Sciences, Kaduna State University, Tafawa Balewa
Way, P.M.B 2339, Kaduna.**
 12. **PERMANENT HOME ADDRESS:** **No.5 Hamidu Yahaya Awai Road,
Sabo
GRA Layout, Kaduna**
 13. **DATE OF FIRST APPOINTMENT (with University):** **March, 2006**
 14. **PRESENT EMPLOYMENT STATUS:** **Professor (UASS 7/4), Kaduna State
University (KASU)**
 15. **DATE OF LAST PROMOTION:** **1st October, 2020**
 16. **TELEPHONE NUMBER/ E-MAIL ADDRESS:** **08033298479/08024029800
haandow@gmail.com, andow.helen@kasu.edu.ng**

17. PROFESSORIAL INAUGURAL LECTURE: Harnessed Entrepreneurial Latent Engenders Neoliberalism (HELEN) 30th November, 2021

16. EDUCATIONAL INSTITUTIONS ATTENDED WITH DATE

S/N	QUALIFICATION	EDUCATIONAL INSTITUTION	CLASS OF DEGREE	DATE OF AWARD
I	PhD Management	Nigerian Defence Academy (NDA) Kaduna	Pass	2012
ii	MBA Bus Admin.	University of Maiduguri (UNIMAID)	Pass	2002
iii	PGDE	Kaduna Polytechnic, Kaduna (KADPOLY)	Upper Credit	2007
iv	BSc Bus Admin	University of Maiduguri (UNIMAID)	Second Class (Lower)	1997
V	External NECO/SSCE	Govt Junior Secondary School, Sabo	External NECO/SSCE	2019
vi	SCCE	GTSS Mubi	SSCE	1992
vii	Primary School Certificate	Yelwa Primary School, Mubi	FSLC	1986

17. ADDITIONAL QUALIFICATIONS

S/N	QUALIFICATION	EDUCATIONAL INSTITUTION	CLASS OF DEGREE	DATE OF AWARD
i	Online Collaboration; Digital Marketing & Cyber Security	ICDL Africa: The Digital Skills Standard.	Google Suite/1.0, Generic/ 1.0 & 2.0	10 th – 17 th June, 2021
ii	E Learning	Louisiana State University, USA.	E Learning Certification	4 th May – 15 th June, 2020
iii	TESSA/Future Learn	The Open University /TESSA	Making Teacher Education Relevant for 21 st Century Africa	6 th Feb - 27 th March 27, 2019
iv	ADAPTI	Digital Bridge Institute (DBI).	Advanced Digital Appreciation Programme for Tertiary Institutions: Statistical	19 th -23 rd March, 2018

			Package for Social Sciences	
V	ADAPTI	Digital Bridge Institute (DBI)	ADAPTI	17 th June, 2016
vi	Doctoral Supervision	African Doctoral Academy, Stellenbosch University, Stellenbosch, South Africa.	Research Methods	23 rd Jan., 2015
vii	Basic statistics and data analysis using Atlas	African Doctoral Academy, Stellenbosch University, Stellenbosch, South Africa.	Statistician	15 th January, 2015
viii	Certificate in Computer Maintenance & Repairs	Hephzibah Institute of Computer Technology, Kaduna	Computer Maintenance	14 th June, 1999
ix	Certificate in Data Processing & Programming	Orbit Computers Training Centre, Markudi. Benue State	Diploma in Data Processing & Programming	10 th December, 1998

18. WORKING EXPERIENCE.

S/N	ORGANIZATION	POST HELD	RESPONSIBILITY	PERIOD
i	Kaduna State University, Kaduna	Professor	Teaching, Research & Consultancy	2020 – Date
ii	Kaduna State University, Kaduna	Associate Professor	Teaching, Research & Consultancy	2017 – 2020
iii	Kaduna State University, Kaduna	Senior Lecturer	Teaching, Research & Consultancy	2014 – 2017
iv	Nigerian Defence Academy (NDA)	Lecturer I	Teaching, Research & Consultancy	2012 – 2014
v	Nigerian Defence Academy (NDA)	Lecturer II	Teaching & Research	2009 – 2012
vi	Nigerian Defence Academy	Assistant Lecturer	Teaching &	2006 – 2009

	(NDA)		Research	
vii	Allstates Trust Bank	Supervisor	CSO, Drafts & Reconciliation	2002 – 2005
viii	Edinburg Consultancy, Abuja	Executive Manager	Marketing	2002
ix	Rholavision Engineering Ltd, Kaduna	Marketing/Branch Manager	Marketing, Sales & Writing Proposal	1999 – 2001
x	(NYSC) Meliga & Sons Nig Ltd, Markudi- Benue State	Branch Manager	Financial Analysis & Acct. Reconciliation	1998- 1999

19. TEACHING EXPERIENCE

	Postgraduate Courses	S/N	Undergraduate Courses
i	Imperatives of Globalization	i	Investment Analysis & Portfolio Management
ii	Management Practice	ii	Entrepreneurship Development
iii	Labour/Management Relation	iii	Public Finance
iv	Entrepreneurial Development	iv	Principles of Finance
v	Business Policy & Strategic Management	v	Management Theory & Practice
vi	Entrepreneurship Development & Small Business Management	vi	Introduction to Marketing
vii	Human Resources Management	vii	Entrepreneurship & Venture Creation
viii	Management Information System	viii	Business Finance
ix	Research Methodology	ix	Management Information System
x	Marketing Strategic & Management	x	International Business
xi	Global Economic Environment	xi	Human Resource Management
xii	Managerial Finance	xii	Monetary Theory & Policy
xiii	Corporate Finance	xiii	Management Theory
xiv	Sales Management	xiv	Consumer Buying Behaviour
xv	Investment Analysis	xv	Principles of Business Management
xvi	Entrepreneurial Sales and Strategy	xvi	Analysis for Business Decisions
xvii	Strategic Management	xvii	Financial & Investment Analysis
xviii	Human Resource Training & Development	xviii	Comparative Banking
xix	Performance Evaluation & Control	xix	Research Methodology
xx	Retirement & Pension Administration	xx	Investment Banking
xxi	Micro & Small Business Finance	xxi	Practice of Banking
xxii	Advanced Marketing Theory		
xxiii	Marketing & Business Management		

NON -TEACHING EXPERIENCE

S/ N	POSITION HELD	ORGANIZATIO N	RESPONSIBILITY	PERIOD
i	Marketing/ Branch manager	Rholavision Engineering Ltd. Kaduna	Direct Responsibility for Managing the Marketing Responsibilities and Management of the Branch	1999 – 2001
ii	Marketing Executive	Edinburg Consulting Ltd. Abuja	Direct responsibility for marketing and writing of proposals.	2000
iii	Account Officer, Reconciliation; Credit & Marketing Division	Allstates Trust Bank Plc. Kaduna Branch	Direct responsibility for managing the bank's relationships in the area of reconciliation, credit & marketing.	2002 – 2003
iv	Customer Service Operator	Allstates Trust Bank Plc. Jos Branch	Direct responsibility for managing the bank's relationships with customer.	2002 – 2003
v	Head of Operations	Allstates Trust Bank Plc. Jos Branch	Direct responsibility for managing the bank's tellers, drafts, Accounts reconciliation and customers service	2004 – 2005
vi	Consultant	Kaduna Business School	Consultancy services	2012 – Date
vii	Consultant	ECWA Investment, Kaduna Central DCC.	Finance & Investment Consultant	2015 – 2021
viii	Consultant	Society for Family Health (SFH) as UNICEF Adolescent and Young People (AYP)	Documentation of Value for Money	March, 2016
ix	BDSP Mentor	Transforming Nigerian	Mentoring 20 TNY/EDC beneficiaries in their businesses	2021-2023

		Youth/EDC for Master Card Foundation		
x	External Assessor	Kaduna State Government	Kashim Ibrahim Fellowship 5.0 & 6.0	2022 & 2023

20. PROFESSORIAL CADRE ASSESSMENTS FOR TERTIARY INSTITUTIONS

S/N	UNIVERSITY	CADRE	YEAR
i	Taraba State University, Taraba State (1)	Professor	2019
ii	Nasarawa State University Keffi (NSUK) (1)	Associate Professor	2021
iii	Federal University Lafia, Nasarawa State (1)	Associate Professor	2021
iv	University of Jos, Plateau State (1)	Associate Professor	2022
v	National Open University of Nigeria (NOUN) (1)	Professor	2022

21. EXTERNAL EXAMINER:

Undergraduate

S/N	INSTITUTION	PERIOD
i	Adamawa State University, Mubi.	2016 – 2021
ii	Board of Examiner & Moderation of Projects NOUN.	2015 –Date
iii	Airforce Institute of Technology (AFIT), Kaduna.	2021

Postgraduate

S/N	INSTITUTION	PERIOD
i	Nasarawa State University, Keffi (NSUK).	2021-2023
ii	Federal University of Technology (FUT) Minna	2021
iii	Nile University of Nigeria (Honoris United Universities), Abuja.	2021-2023
iv	Babcock University	2022-2023
v	Nigerian Defence Academy (NDA)	2023
vi	Federal University Dutsin-Ma Katsina	2023

Postgraduate Examination:

PhD Business Administration Babcock University, Ogun State

S/N	NAME	TOPIC	REGISTRATION NUMBER	Date of Examination
i	Ologunagba	Bootstrapping and performance	PG/16/0122	30-6-2022

	Oluwakemi	of Small & Medium Enterprises (SMEs) in South-West, Nigeria		
ii	Abdullahi Anuoluwapo Olivia	Entrepreneurship Education & Business Start-up Performance Amongst Youth Corp Members in Lagos State, Nigeria	PG/16/0413	30-6-2022
ii i	Ibikunle Titilayo Doris	Entrepreneurial Orientation, Value Creation & Performance of Quoted Pharmaceutical Companies in Nigeria	PG/18/0323	
iv	Okoronkwo Grace Ijeoma	Entrepreneurial Ecosystem & Firm Sustainability of Selected Manufacturing SMEs in South-West, Nigeria	PG/19/0187	

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

S/N	NAME	TOPIC	REGISTRATION NUMBER
i	Caroline Dan-Ebbah	Effect of Incentives on the Performance of Employees at FIRS, Abuja	NDA/DLC/PGS/FASS/MPMS/001/21
ii	Joseph Oyinye Blessing	Social Responsibility Disclosure and Profitability of Listed DMBs in Nig	NDA/DLC/PGS/FASS/MPMS/007/21
iii	Ibrahim Ngedu Adamu	Impact of Service Quality on Customers Satisfaction: A Study of Selected Hotels in Kaduna Metropolis	NDA/DLC/PGS/FASS/MPMS/015/21
iv	Joy Adiya Apollo	Impact of Leadership Styles on Employees' Performance: A Study of GTBank Plc, Kaduna	NDA/DLC/PGS/FASS/MPMS/027/21
v	Joy Okwofu	Impact of Contributory Pension Scheme on the Welfare of Retirees in FCT	NDA/DLC/PGS/FASS/MPMS/028/21
vi	Bilkisu ZB Ibrahim	Impact of Employees' Motivation on Workers' Productivity in Abuja Electricity Distribution Company	NDA/DLC/PGS/FASS/MPMS/032/21
vii	Mohammed Abubakar Idris	An Assessment of Service Delivery in Pre and Post Covid-19 Pandemic in Selected DBMs in Kaduna	NDA/DLC/PGS/FASS/MPMS/026/21

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

S/N	NAME	TOPIC	REGISTRATION NUMBER
i	Okpanachi Audu Jeremiah	Transformational Leadership and Employee Performance of NNPC ltd Kaduna	NDA/DLC/PGS/FASS/MPMS/008/21
ii	Charity Oliver	Effect of \Production Planning on	NDA/DLC/PGS/FASS/

		Defective Product in DICON	MPMS/013/21
iii	Lina Saadatu Jibrin	Work Environment and Job Satisfaction in Kaduna Electricity Distribution Company, Nigeria	NDA/DLC/PGS/FASS/ MPMS/014/21
iv	Abu Elijah Abu	Impact of Incentives on Employee Performance in Manufacturing Industries: A Study of NOCACO Ltd Kaduna	NDA/DLC/PGS/FASS/ MPMS/018/21
v	Amira Kabir Faruk	Total Quality Management (TQM) Implementation and Organizational Effectiveness	NDA/DLC/PGS/FASS/ MPMS/019/21
vi	Malik Mary Fatima	Corporate Attributes and Dividend Pay-out of Listed DMBs in Nigeria	NDA/DLC/PGS/FASS/ MPMS/025/21
vii	Abdulrahim Umar Faruk	Effect of Risk Management on Financial Performance of Listed DMBs in Nigeria	NDA/DLC/PGS/FASS/ MPMS/030/21

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

S/N	NAME	TOPIC	REGISTRATION NUMBER
i	Abdulrahman Jimada Gana	Street Vending and Poverty Reduction in Minna Metropolis, Niger State.	MTECH/SEMT/ 2017/7042
ii	Aminu Ali Abdulrahman	Impact of Entrepreneurial Negotiation on Employees Productivity in Maizube Farm Group of Companies, Niger State, Nigeria.	MTECH/SEMT/ 2017/6899
ii i	Musa Fatimah Ozioha	Impact of Entrepreneurial Orientation on Financial Performance of Construction Companies in FCT, Abuja, Nigeria.	MTECH/SEMT/ 2017/6887
iv	Abubakar Ahmed Musa	Socio Economic Characteristics and Performance of SMEs: Evidence from Niger State, Nigeria.	MTECH/SEMT/ 2017/7466
V	Agboola Olufemi Butler	Effect of Green Entrepreneurship on the Performance of SMEs in FCT, Abuja, Nigeria.	MTECH/SEMT/ 2017/7480

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

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

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

S/N	NAME	TOPIC	REGISTRATION NUMBER
xv	Maryam Mohammed	Effect of Entrepreneurship Development on Women Economic Empowerment in	NSU/MSc/ENT/ 0004/17/18

		Nasarawa State.	
xvi	Danjuma Nungala Usman	Comparative Analysis of Culture Influence on Entrepreneurial Intention in Enugu and Jalingo Metropolis	NSU/MSc/ENT/0002/17/18
xvii	Suleiman Babale	Effect of Insecurity on the Performance of Small-Scale Business in Yobe State	NSU/MSc/ENT/0042/18/19
xvii i	Musa Ibrahim	Effect of Entrepreneurial Orientation on the Performance of Small and Medium Enterprises (SMEs) in Benue State, Nigeria	NSU/MSc/ENT/0030/18/19
xix	Audu Esther Sam	Effect of Rural Women Empowerment on Entrepreneurial Outcomes in Karu LGA of Nasarawa State	NSU/MSc/ENT/0003/17/18
xx	Kalu Chukwuma Nwankwa	Effect of Corporate Entrepreneurship on Performance of Selected Manufacturing Firms in FCT-Abuja, Nigeria	NSU/MSc/ENT/0037/18/19
xxi	Akutson Liatu	Assessment of Factors that Determines SMEs Success in Kaduna Metropolis, Kaduna State	NSU/MSc/ENT/0010/17/18
xxii	Sakanau Hindatu Muhammad	Effect of Women Entrepreneurship Engagement on Poverty Reduction in FCT, Abuja	NSU/MSc/ENT/0035/18/19
xxii i	Aruwa Hayatu Attai	Assessment of Factors Determining Entrepreneurial Opportunities in Rice Value Chain in Kuje Area Council Abuja, Nigeria	NSU/MSc/ENT/0022/18/19
xxiv	Micheal, Sabo Favour	Effect of Work-Life Balance on Women Agripreneurs' Performance in FCT, Abuja	NSU/MSc/ENT/0006/17/18

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

S/N	NAME	TOPIC	REGISTRATION NO
xxv	Mustapha Badamosi	Entrepreneurial Orientation and Small & Medium Sized Enterprises Performance in Katsina State: A moderating Role of	PG8/MGT/2019/0195

		Transformational Leadership Behaviour	
xxvi	Holo Matthew Aker	Green Human Resource Management Practices and Environmental Sustainability of DMBs in Katsina State	PG8/MGT/ 2019/0492
xxvii	Muhammad Ibrahim Yusuf	Islamic Business Ethics and SMEs Performance in Kaduna Metropolis Nigeria	PG8/MGT/ 2019/0295
xxvii i	Sonny Emmanuel Braide	Entrepreneurship Education and Youth Entrepreneurial Competencies among Graduates of Nigerian Tertiary Institutions	PG8/MGT/ 2019/0347
xxix	Pere Abinobo	Total Quality Management and Customer Satisfaction of DMBs in Katsina State, Nigeria	PG8/MGT/ 2019/0295

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

S/N	NAME	TOPIC	REGISTRATION NO.
xv	Liman, Muhammad Sani	Effect of Microcredit on Agribusiness Development Among Agripreneurs in Katcha LGA of Niger State, Nigeria.	0619185006757
xvi	Tanko Abdultukur	Effect of Entrepreneurship Education on Post-Retirement Entrepreneurial Intention of Potential Retiree in Keffi LGA, Nasarawa State	0619185013872
xvii	Haruna Muhammad Awwal	Effects of Planned Behaviour on Entrepreneurial Intention Among Students of Nasarawa State University	0619185008764
xvii i	Bugaje Ruqayyah Bello	Effect of Emotional Intelligence on the Performance of Women Owned-Family Businesses in Jos Metropolis, Plateau State, Nigeria	0619185002190
xix	Ogunjide Adeniyi Oladele	Effect of Entrepreneurship Development on Employment Generation in FCT, Abuja	0619185009345
xx	Abdullahi, Ummulkusulm Gambo	Effect of COVID 19 Pandemic on Access to Finance: A Moderating Role of Micro Credit on SMEs in Nasarawa State, Nigeria	06191850088913
xxi	Yusuf, Abdulkabir Omonubi	Effect of Entrepreneurial Financing on the Performance of SMEs in	0619185006844

		North Central Nigeria	
xxii	Pila, Msugh Comrade	Effect of Women Entrepreneurship Engagement on Poverty Reduction in FCT, Abuja	0619185006804

22. ADMINISTRATIVE RESPONSIBILITIES/ UNIVERSITY COMMITTEE MEMBERSHIP:

S/N	POSITION HELD	COMMITTEE, BOARD, DEPARTMENT & INSTITUTION.	PERIOD
i	Head Girl	Government Technical Secondary School Mubi, Adamawa State, Nigeria.	1990-1992
ii	Financial Secretary	Banking & Finance Students Association, University of Maiduguri.	1996-1997
iii	President	Interact Club International District 9112 Mubi, Adamawa State, Nigeria.	1989-1992
iv	Secretary	Committee on Commonwealth Scholarship, Nigerian Defence Academy, Kaduna State, Nigeria.	2008
v	Member	Kaduna State M&E Strategy/Operational Plan Development Workshop.	2008
vi	Member	Faculty Board of Examiners for Engineering Faculty, Nigerian Defence Academy, Kaduna.	2009- 2014
vii	Member	Convocation Committee on Refreshment, Nigerian Defence Academy, Kaduna State, Nigeria.	2009- 2014
viii	Member	Faculty of Arts and Social Sciences Publication Committee, Nigerian Defence Academy, Kaduna State, Nigeria.	2009- 2014
ix	Financial Secretary	Nigerian Defence Academy Officers Mess.	2007-2010
x	Chairperson	Departmental Welfare Committee.	2008-2014
xi	Member	Academy Committee on Total Quality Assurance.	2012/2013
xii	Secretary	Post Graduate Admission Committee.	2012/2013
xiii	Coordinator	Post Graduate Diploma in Management	2011/2014
xiv	Head of Department	Department of Business of Administration, Kaduna State University (KASU), Kaduna State.	2014 –2018
xv	Member	Adhoc Committee for Faculty Curricula	2014

		Review	
xvi	Chairman	Departmental Curriculum Committee, Kaduna State University.	2014- 2018
xvii	Chairman	Departmental Accreditation for Under graduates & Post graduates.	2016 -2017
xviii	Member	Senate Kaduna State University, Kaduna State.	2014-Date
xix	Member	Management Faculty Board, Faculty of Social & Management Sciences, Kaduna State University, Kaduna State.	2014-2018
xx	Chairperson	University Committee to propose short term courses and manual.	2014/2015
xxi	Chairperson	International Entrepreneurship Research Conference Committee.	2014/2015
xxii	Chairperson	Departmental Postgraduate Committee.	2014-2018
xxiii	Chairperson	Departmental Promotion and Evaluation Committee.	2014-2018
xxiv	Chairperson	NASE Retreat Follow-up and Linkages Committee for Entrepreneurship Research and Development Centre.	2015
xxv	Member	Departmental Promotion and Evaluation Committee.	2014-Date
xxvi	Member	Faculty Investigation Committee on Examination.	2015
xxvii	Member	Entertainment Convocation Committee.	2015
xxviii	Chairman	Committee of Investigation on Assaults on a Senior Lecturer.	2015
xxix	Chairman	Faculty Seminar Committee.	2015-2018
xxx	Member	ASUU – KASU PAYE Verification Committee.	2015/2016
xxxi	Deputy Dean	Postgraduate School, Kaduna State University.	2016-2017
xxxii	Member	University Academic Matters and Legal Unit, KASU.	2017
xxxiii	Deputy Director	Entrepreneurship Research & Development Centre, KASU.	2018
xxxiv	Director	Entrepreneurship Research & Development Centre, KASU.	2018-2022
xxxv	Chairman	Faculty of Management Ethics Committee, Kaduna State University.	2018-Date
xxxvi	Member	Management Kaduna State University, Kaduna State.	2018-2022
xxxvii	Member	Faculty of Management Appointment & Promotion Committee, Kaduna State University.	2018-Date
xxxviii	Member	Committee on Review of Part Time Lecturers’	2018

		Claims, Kaduna State University.	
xxxix	Member	Endowment & Fund-Raising Committee Kaduna State University.	2018
xxxx	Coordinator	B.Sc. Entrepreneurship, Kaduna State University.	2018-2022
xl	Coordinator	PhD Business Administration, KASU	2018-Date
xli	Member	Ad-hoc Committee to Investigate Ethical Related Misbehavior by KASU Staff.	2019
xlii	Member	Committee to Investigate Examination Irregularities in the Department of Chemistry.	2019
xliii	Member	Standing Committee on Senior Staff Disciplinary Matters, Kaduna State University.	2020
xliv	Member	University Committee on Library Development, Kaduna State University.	2020- 2022
xlv	Member	University Committee on Information & Communication Technology Development, Kaduna State University.	2020- 2022
xlvi	Member	University Committee on Research Development, Kaduna State University.	2020-Date
xlvii	Chairman	KASU Multipurpose Cooperative Investment Committee.	2020-Date
xlviii	Member	2020 NUC Mock Accreditation.	2020
xlix	Member	Committee on Naming of Iconic Building in the University.	2021
xlx	Member	Committee on the Sharing Formula for Revenue Generated by Institute of Science, Technology & Management Studies (ISTMS).	2021
xlxi	Member	Kaduna State University Liquidity Committee.	2021
xlxii	Member	Investigative Committee	2021
xlxiii	Member	Governing Council representing senate, Kaduna State University (KASU)	2022-Date
xlxiv	Member	Committee to Investigate Issues between the University Librarian and Dr Joshua Magoi	2022
xlxv	Member	University Tender Committee	2022-Date
xlxvi	Member	University Appointment & Promotion Committee	2022-Date
xlxvii	Dean	Faculty of Management Sciences	2023
xlxviii	Chairperson	Senate Business Committee	2023
xlxix	Chairperson	Central Ethics Committee	2023

23. PROFESSIONAL SERVICE

I	Arurasas Consulting.	2007-Date
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ii	Arurasas Entrepreneurship Academy.	2007-Date
iii	Concept & Option Consulting Limited.	2011-Date
Iv	JEDAND Consulting Ltd.	2016-Date
V	Consultant, Society for Family Health (SFH) as UNICEF Adolescent and Young People (AYP) Documentation.	2017
vi	Management Advisory Council of the Institute of Registered Administrative Managers of Nigeria.	2016 – Date
vii	Member. Governing Council the Institute of Classic Entrepreneurship Nigeria.	2018-2022
viii	President, International Institute for Female Entrepreneurship.	2018-2022
Ix	Board Chairperson, Arewa Entrepreneurship Frontier Network.	2019-Date
x	Patron/Advisor, ENACTUS KASU Branch.	2019-Date
xi	Member, Chartered Institute of Stockbrokers.	2020-Date
xii	Member, Capital Market Academics.	2020-Date
xiii	Member, Association of Entrepreneurship Scholars.	2020-Date
xiv	Matron, FINDSIMPLE Initiative International.	2020-Date
xv	Member, National Business Development Service Provider (BDSP) Network	2021-Date
xvi	Board Member, Association of Certified Business Development Service Providers	2022-Date
xvii	Member, Board of Advisors (BoA) of MSME Business Development Services Limited	2022-Date

24. COMMUNITY SERVICE

S/N	SERVICE	DATE
I	Assistant Leader, Women Fellowship ECWA Lemu Road, Kaduna State.	2009-2014
ii	Secretary, Church History Committee, ECWA Church, T/Nupawa Kaduna.	2014-2017
iii	Member, Church Prayer Committee, ECWA Church, Kaduna.	2010-2021
iv	Financial Secretary, Southern Kaduna Women Development Association (BAZIDOW).	2012-Date
V	Financial Secretary, Kilba Christian Association (General) Kaduna.	2015-Date
vi	Member Organizing Committee and chairperson Magazine Global Entrepreneurship Week Kaduna State, Nigeria.	2015
vii	President, YAKU Development Association Kaduna/Zaria Chapter.	2015-Date
viii	Secretary, ECWA Kaduna Central DCC Investment and Empowerment Committee.	2015-Date
ix	Member, Content Development of “My Finance My Future Project” by US Embassy Abuja for USAID Entrepreneurship Project.	August, 2015
x	Member, Gender Awareness Trust.	2016- Date

xi	Member, Global Peace Women.	2015- Date
xii	Member, Modules Development of “Digital Marketing & Social Media” by US Embassy Abuja in Collaboration with ERDC, KASU.	2017-2018
xiii	Financial Secretary, Beautiful Hands Compassionate Ministry.	2018- Date
xiv	Chairperson, Committee on the Establishment of Gas Plant, KASU Multi-Purpose Cooperative.	2019 - Date
xv	Member, Ad Hoc Committee on the Review of Chartered Institute of Stockbrokers (CIS) Code of Ethics and Standard of Professional Conduct.	2021
xvi	Member, Co –Creation Design and Content Development of “Skills for Prosperity (S4P) Nigeria by UKAid.	2021
xvii	Vice Chairman, Association of Mubi Voices Residence in Kaduna (AMVRK)	2016-Date
xviii	Asst. Sec.; Sabondale Development Association (SABDA).	2020 -Date
xix	Chairperson, Electoral Committee for Board of Elders for ECWA U/Maigero	2022
xx	Member, Developed ECWA Strategic Plan (2024-2030)	2023
xxi	Chairperson, Fundraising Committee for ECWA U/Maigero	2023-

25. POSTGRADUATE RESEARCH THESES SUPERVISION

Postgraduate Degree Research Project supervision (2010 to date)

PhD SUPERVISION

S/N	NAME	TOPIC	REGISTRATION NUMBER
i	Jamila Mohammed	Emotional Intelligence & Employees Performance: A comparative Analysis of Public & Private Secondary Schools in Kaduna State, Nigeria	KASU/PHD/BUS/17/001

MSC SUPERVISION

S/N	NAME	TOPIC	REGISTRATION NUMBER
i	Hosea Jatau	Impact of internal Control System on Revenue Generation of Kaduna State, Nigeria.	NDA/PGS/FASS/M/790/12
ii	Salaro Tajudeen O.	Effect of Firms Characteristics on Financial Performance of Listed	NDA/PGS/FASS/M/796/12

		Conglomerate Firm in Nigeria.	
iii	Donatus Cletus	Impact of Credit Risk Management on the Financial Performance of Deposit Money Banks in Nigeria.	MSC/BUS/SMS/00947/14/15
iv	Wetsi Stephen Yero	Impact of Capital Structure on Share Price of Deposit Money Banks in Nigeria.	MSC/BUS/SMS/02538/14/15
v	Jika Usman	Effects of Psychological Contract Breach on Working Place Deviant Behaviour in the Nigeria DMBs.	MSC/BUS/SMS/01293/14/15
vi	Tokan Nuhu Shekari	Impact of Working Capital Management on the Financial Performance of Listed Manufacturing Firms in Nigeria.	MSC/BUS/SMS/03959/14/15
vii	Comfort Benson Gaiya	Determinants of Customer Retention in Nigerian Deposit Money Banks (DMBs).	MSC/BUS/SMS/02276/14/15
viii	Margaret Solomon	Impact of Entrepreneurial Competencies on the Performance of Small and Medium Enterprises in Kaduna Metropolis, Kaduna State, Nigeria.	MSC/BUS/SMS/05174/14/15
ix	Hafsat Inikpi Shuaibu	Impact of Value System on Performance in the Telecommunication Industry	MSC/BUS/SMS/00026/15/16
X	Martha Ogbale	Impact of Ethical Issues on the Performance of Healthcare Sector in Nigeria.	MSC/BUS/SMS/00008/15/16
xi	Idris Musa Abdul	Determinant of Profitability on Listed Oil & Gas Firms in Nigeria (Completed).	MSC/BUS/SMS/00050/15/16
xii	Ruyan Talyen Ndan	Impact of Employee Empowerment on Organizational Performance of Quoted Bottling Companies in Nigeria.	MSC/BUS/SMS/02831/14/15
xiii	Ejeh Enenche Cletus	Impact of Outsourcing on Organizational Performance of Listed Food and Beverages Firms in Nigeria.	MSC/BUS/SMS/00075/15/16
xiv	Audu Adams	Impact of Financial Leverage on the Dividend Policy of Listed Consumer Goods Firms in Nigeria.	MSC/BUS/SMS/06285/14/15
xv	Yahaya Usman	Impact of Organizational Culture on Financial Performance of Listed Deposit Money Banks.	MSC/BUS/SMS/00049/15/16
xvi	Amuche Agbo	Impact of Working Capital Management	MSC/BUS/SMS/

	Peter	on Profitability of Listed Nigerian Manufacturing Firms.	00011/14/15
xvii	Suwaiba Ibrahim Shehu	Effect of Entrepreneurship Education on Entrepreneurial Intention of Undergraduate Students.	MSC/BUS/SMS/00547/14/15
xviii	Daniel Ezenwa	Effect of Non-Financial Compensation on Workers Performance in First Bank Nigeria Plc (Bingham University, KARU).	BHU/17/MS/HRM/008
xix	Anthony Gebiri Elizabeth	Effect of Reward System on Organizational Performance in Tertiary Institutions: A study of Bingham University (Bingham University, KARU).	BHU/18/MS/HRM/001
xx	Luna Banga Madanga	Effect of Leadership Styles on Employee Performance of Schools in Jalingo, Taraba State (Bingham University, KARU).	BHU/17/MS/HRM/005
xxi	Bala Yakubu Ambasn	Effect of Collective Bargaining on Industrial Harmony in Nigeria Social Insurance Trust Fund (NSITF) FCT, Abuja (Bingham University, KARU).	BHU/17/MS/HRM/004
xxii	Ogungbenle Amudalat Toluope	Effect of Succession Planning Practices on Survival of Construction Firms in Abuja, Nigeria (Bingham University, KARU).	BHU/18/MS/HRM/001
xxiii	Kawai Vincent	Impact of Electronic Banking on the Performance of Banks in Kaduna State.	MSC/BUS/SMS/02461/2014-15
xxiv	Mahmud Baba Rani	Impact of Entrepreneurship Education on Kaduna Polytechnic Student Intention to Entrepreneurial Practice.	MSC/BUS/SMS/00010/2015-16
xxv	Sabo Sunday	Effect of Entrepreneurship Mentoring on Entrepreneurial Outcomes of SMEs in Kaduna Metropolis, Kaduna State.	MSC/BUS/SMS/00008/2016-17
xxvi	Musa Bako Shuaibu	Impact of Total Quality Management on the Profitability of Listed Oil and Gas Companies in Nigeria.	MSC/BUS/SMS/00367/2015-16
xxvii	Kabir Mohammed Baban-Inna	Effect of Capital Structure on the Performance of Quoted Cement Manufacturing Companies in Nigeria.	MSC/BUS/SMS/05328/2014-15
xxviii	Zamani, Avon	Workforce Diversity and Employee	MSC/BUS/SMS/02277/2014-15

	Moses	Performance in Food and Beverage Firms in Kaduna Metropolis	
xxix	Onwubualili Amarachi Chiagoziem	Impact of Mentorship, Shared Leadership, Competence on Sustainability of Family-Owned Business in Kaduna	MSC/BUS/SMS/00066/2015-16
xxx	Dodo Patience	Impact of Organizational Culture on Employee Performance in Nigerian National Petroleum Corporation	MSC/BUS/SMS/02069/2014-15
xxxix	Saidu Mona Cynthia	Effect of Stress Management Techniques on Employees Performance in Selected DMBS in FCT, Abuja	BHU/19/MS/HRM/014
xxxii	Ejeh Iji Joseph	Effects of Monetary Rewards on Employees' Performance in Benue Links Nigeria Limited Makurdi, Benue State	BHU/19/MS/HRM/016
xxxiii	Woka Sydney	Effect of Covid-19 on the Growth of Micro, Small & Medium Scale Enterprises in Abuja Municipal Area Council (AMAC)	BHU/19/MS/HRM/006
xxxiv	Micheal Owan Ofre	Effect of Reward Systems on Employee Performance in Berger Construction Company in Nigeria	BHU/19/MS/HRM/015
xxxv	Dorcas Peter Charles	Effect of Technological Development on Customer Satisfaction of fashion Design Industry in FCT, Abuja	BHU/20/MS/BUS/004
xxxvi	Lawal Amiru Balarabe	Mediating Effect of Sales Growth on the Relationship Between Liquidity Management & Financial Performance of Listed Oil & Gas Companies in Nigeria	KASU/MSc/BUS/18/0009

26. REVIEW BOARD MEMBERSHIP:

S/N	REVIEWS & EDITS	DATE
i	Reviewer, Science Publication and Business Management Journal.	2012-Date
ii	Reviewer, Journal of Social and Management Sciences, Kaduna State University.	2013-2017
iii	Reviewer, Journal of Economics and International Business Management.	2014 –Date
iv	Reviewer, African Journal of Business Management.	2014- Date
v	Reviewer, Issues in Business Management and	2014 –Date

	Economics.	
vi	Reviewer, Kaduna Business and Management Review.	2014- Date
vii	Editor, Journal of Economic Research and Entrepreneurship Development (JERED) ISSN: 9876-5432.	2015- 2022
viii	Editor, Faculty Journal of Management Sciences, KASU.	2017 –Date
ix	Editor, African Journal of Entrepreneurship and Business Studies – AJOEBS.	2019 – Date

27. Published National/International Conference Proceedings:

International Conference Proceedings:

S/N	Conference Title	Institution	Paper Presented	Date
i	2 nd 21 st Century Academy Forum Conference. http://www.21caf.org/2nd-hrd-conference-proceedings.html ISSN: 2047-2854	Harvard University, Boston, USA.	Impact of Consolidation on service delivery in the banking sector: The Nigerian Experience.	8 th – 10 th March, 2015.
ii	Proceedings of the 10 th Annual Conference of the Academy of Management, Nigeria 10 th National Conference of Academy of Management Nigeria: Diversity Management for National Development.	Academy of Management, Nigeria.	Financial Development & Economic Growth: Impact of Banks' Size & Efficiency in Financing Real Sector Growth in Nigerian Economy. Pp 351 – 364 ISBN: 978-978-8517-74-0	27 th – 28 th October, 2016.
iii	19 th Multidisciplinary Academic Conference Proceedings: Sub Sahara African Awakening for 21 st Century Challenges and Opportunities: Multidisciplinary	University of Maiduguri (Unimaid).	Effect of Board Composition and Independence on Financial Performance of Deposit Money Banks in	19 th – 20 th December, 2019.

	Approaches.		Nigeria Pgs. 158 – 18	
iv	7 th International Interdisciplinary Research & Development Conference	Benue State University Makurdi, Nigeria	Impact of Electronic Banking on the Operational Performance of Deposit money Banks (DMBs) in Kaduna State, Nigeria	14 th – 15 th December, 2022

National/International Conferences;

S/N	Conference Title	Role	Place	Date
i	7 th International Interdisciplinary Research & Development Conference	Paper Presentation: Impact of Electronic Banking on the Operational Performance of Deposit money Banks (DMBs) in Kaduna State, Nigeria	Benue State University Makurdi, Nigeria	14 th – 15 th December, 2022
ii	16 th National Conference of Administrative Managers: Administrative Procedures in the Nigerian Public Sector	Paper Presentation: Service and Economic Obligations of the Public to the Nigerian State: Reality or Fiction?	Kenfelli Int'l Palm Beach Hotel, Barnawa Kaduna	9 th – 10 th November, 2022
iii	1st KASU Gender Capacity Building Conference	Paper Presentation: Unique Features of an Entrepreneur & Employability Skills	Kaduna State University	14 th – 16 th October, 2021
iv	1 st Annual International Academic Conference on Entrepreneurship Education and Pedagogy (AICEEO)	Discussant: Retooling Entrepreneurship Education for National Prosperity	Ladoke Akintola University of Technology (LAUTECH) Ogbomoso, Oyo State.	23 rd – 27 th March, 2021.
v	2 nd International Conference on Management Sciences; Management, Sustainable Development, Security and Supply Chain Transformation in the 21 st Century.	Paper Presentation: Impact of Audit Quality on Earning Management of Listed Oil and Gas Companies in Nigeria	Kaduna State University, Kaduna.	23 rd – 25 th February, 2021.
vi	1 st International E-Conference on COVID-19	Participant	E- Conference by African	20 th – 21 st July, 2020

	Global Impacts.		British Journal.	
vii	1 st International Business and Management Conference; Responsible Research Mysteries for Institutional Management.	Paper Presentation: Impact of Entrepreneurship Development on Job Creation in Kaduna State: A Study of Selected Local Government Areas in Kaduna State.	Federal University Wukari, Taraba State.	19 th – 21 st February, 2020.
viii	19 th Multidisciplinary Academic Conference on Sub-Sahara African Awakening for 21 st Century Challenges and Opportunities: Multidisciplinary Approaches.	Paper Presentation: Effect of Board Composition and Independence on Financial Performance of Deposit Money Banks in Nigeria	University of Maiduguri, Borno State.	19 th – 20 th December, 2019.
ix	1 st International Management Sciences Conference.	Paper Presentation: Inventory Management & Profitability of Listed Conglomerate Firms in Nigeria.	Kaduna State University, Kaduna.	25 th – 27 th June, 2019
x	International Conference & Workshop on Governance, Entrepreneurship & ICT in Africa.	Paper Presentation: Impact of Information Technology on Performance of Small & Medium Enterprises (SMEs) Operation in West Africa.	Makerere University Business School (MUBS) Kampala, Uganda & ICT University Louisiana, USA	27 th – 28 th May, 2019
xi	Annual National Conference of Chartered Institute of Human Capital Development of Nigeria: Innovate.	Discussant: Innovation & Human Capital Development Nexus: Desirable or Problematic.	Kaduna State University, Kaduna.	28 th – 29 th November, 2018.
xii	12 th National Conference of Academy of Management Nigeria: Diversity Management for National Development.	Paper Presentation: Impact of leadership, Security & National Development on Organisational Performance in Public Organisation of Adamawa State University, Mubi.	Nile University of Nigeria, Abuja	24 th – 25 th October, 2018.

xiii	7 th International Social and Management Sciences Research Conference on Issues in Economic Recovery Diversification and Governance	Chair Plenary Session on Management/Social Development	Kaduna State University, Kaduna – Nigeria.	9 th – 10 th May, 2018.
xiv	10 th National Conference of Academy of Management Nigeria: Diversity Management for National Development.	Paper Presentation: Financial Development & Economic Growth: Impact of Banks’ Size & Efficiency in Financing Real Sector Growth in Nigerian Economy.	Academy of Management Nigeria.	27 th – 28 th October, 2016.
xv	1 st International Entrepreneurship Conference on Entrepreneurship for Development: A Multidisciplinary Approach.	Paper Presentation: Capital Structure & Financial Performance: Evidence from Listed Insurance Firms in Nigeria.		27 th – 28 th August, 2016.
xvi	Entrepreneurship Development & Leadership International Conference & Exhibition.	Chair Plenary Session on Management/Entrepreneurship Development.	University of Abuja, Nigeria.	26 th – 30 th April, 2016
xvii	5 th International Conference on Business & Economic Development.	Paper Presentation: Ownership Structure & Financial Performance of Listed Conglomerate Firms in Nigeria.	New York, USA.	4 th – 5 th April, 2016.
xviii	5 th International Social and Management Sciences Research Conference on Economic Diversification, Corporate Governance and Insecurity in an Emerging Democracy.	Chair Plenary Session on Management/Social Development.	Kaduna State University, Kaduna, Nigeria.	1 st – 3 rd March, 2015.
xix	5 th National Conference “Security, National Integration and the Challenges of Development in Nigeria”.	Paper Presentation: Impact of Small and Medium Scale Enterprises (SMSE) on Economic Growth of Zaria Metropolis in Nigeria.	Usman Danfodio University, Sokoto.	10 th – 13 th August, 2015.

xx	2 nd 21 st Century Academy Forum Conference.	Paper Presentation: Impact of Consolidation on service delivery in the banking sector: The Nigerian Experience. http://www.21caf.org/2nd-hrd-conference-proceedings.html	Harvard University, Boston, USA.	8 th – 10 th March, 2015
xxi	9 th National Conference of the Academy of Management Nigeria.	Participant	University of Benin, Nigeria.	29 th -30 th August, 2015.
xxii	4 th International Social and Management Sciences Research Conference on Contemporary Issues in Development and Information Society.	Chair Plenary Session on Management/Entrepreneurship.	Kaduna State University, Kaduna – Nigeria.	16 th – 17 th June, 2015.
xxiii	3 rd Annual International Social and Management Sciences Conference.	Chair Plenary Session on Entrepreneurship.	Kaduna State University, Kaduna-Nigeria.	5 th – 27 th February, 2014.
xxiv	12 th Annual BEN-AFRICA Conference.	Participant	Zanzibar Beach Resort Hotel, Zanzibar-Tanzania.	31 st October-2 nd November, 2011
xxv	First International Social and Management Science Research Conference.	Paper Presentation: An Impact Assessment of Perceived Motivational Factors on Women Entrepreneurs towards Entrepreneurship Development in Kaduna State, Nigeria.	Faculty of Science Lecture Theatre, Main Campus Kaduna State University, Kaduna-Nigeria.	6 th -9 th September, 2011.
xxvi	First National Conference on “State of the Nigerian Economy”.	Paper Presentation: Impact Assessment of Skills Development Programmes on Women Competence in Kaduna State – Nigeria.	Department of Economics, Bayero University Kano (BUK), Kano – Nigeria.	3 rd -6 th November, 2010.
xxvi	Entrepreneurship and	Paper Presentation: An	National	September

i	Development: A Research and learning Conference on Entrepreneurship and the Millennium Development Goals.	Assessment of Economic Empowerment Challenges of Nigerian Woman Entrepreneur.	University Commission (NUC), Abuja - Nigeria.	21-22, 2010.
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28. AWARDS/INNOVATIONS/INVENTIONS

- i. Fellow, Institute of Business and Economic Analyst, Nigeria (FBEA)
- ii. Fellow, Institute of Registered Administrative managers of Nigeria (FIRAMN)
- iii. Fellow, Institute of Human Capital Development of Nigeria (FCIHCDN)
- iv. Fellow, Institute of Business Diplomacy and Financial Management (FIBDFM)
- v. Fellow, Institute of Classic Entrepreneurs (FINCENT)
- vi. Fellow, The Global Academy of Entrepreneurship and Innovation (FCGEP)
- vii. Fellow, African Council for Small & Entrepreneurship (FCSBE)
- viii. Fellow, Kabiru Gombe Centre Religious Diversity, Ethics & Peace Studies (FKGCRDEPS)
- ix. Member, The Academy of Management
- x. Member, Nigerian Institute of Management (Chartered)
- xi. Member, Institute of Chartered Economist of Nigeria
- xii. Member, Association of Entrepreneurship Scholars (MAES)
- xiii. Merit Award of Excellence and Development by Nigerian Institute of Management, Kaduna Chapter, 2014
- xiv. Nigeria Humanitarian Icon Award 2015 Edition
- xv. Best track presentation at the 5th International Conference on Business and Economic Development (ICBED) New York – USA 4th – 5th April, 2016
- xvi. Award of Recognition in Leadership & Peace Building Dialogue for Supporting the Haduwar Matasa Da Jami'an Tsaro (Joint Alliance of the Youth & Federal Security Agents) March, 2018 (AWHF AFRICA)
- xvii. Sir Ahmadu Bello Platinum Leader Award of Excellence as Pillar of Hope & Promoter of Education in Kaduna State by Young Leadership Association of Nigeria (YLAN) (2018)
- xviii. Star Youth Ministry SEA (Selah Entertainment Award) for Impeccable and Consistent work among the youth 2018
- xix. National Peace Ambassador, Advocates for Violence Free Society & Peaceful Coexistence Initiative Nigeria (AVSAPCIN) 2019
- xx. Award for Active Engagement and Mentorship of Students and Student Association by Student Affairs Divison, Kaduna State University (KASU) 2020
- xxi. Award as Outstanding Woman, StandTall Africa Initiative (STAi), 2021
- xxii. Award of Recognition of Excellence by Gworok Think Tank, 2021.

29. ACCREDITATION

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

30. NATIONAL ASSIGNMENT

National University Commission (NUC)

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

31. TRAINING/COURSES ATTENDED:

S/ N	COURSE/TRAINING	DATE

i	Stellenbosch University South Africa, African Doctoral Academy: Doctoral Supervision and Qualitative Data Analysis using atlas	2015
ii	Panel Data Analysis using STATA @Accounting Department, Kaduna State University.	2015
iii	Nigerian University Electronic Teaching and Learning Platform Project by Spectrum Engineers Limited @ Kaduna State University.	3 rd – 4 th Nov; 2015.
iv	Advanced Digital Appreciation Programme for Tertiary Institutions: Statistical Package for Social Sciences by Digital Bridge Institute (DBI) @ Kaduna State University.	19 th – 23 rd March, 2018.
v	Open Access Journal Publishing Training by Library Systems and Information Services @ Kaduna State University.	6 th August, 2018.
vi	Training of the Trainers (ToT) Programme as National Business Development Service Providers (BDSPs) by Grow bridge Advisors London EC3M 6BQ and SMEDAN. @ Abuja (No. BDSP/TOT/SMEDAN/012019/12.	January, 2019.
vii	Training on “Making Teacher Education Relevant for 21 st Century Africa” by The Open University and Teacher Education in Sub-Saharan Africa (TESSA).	6 th February – 27 th March, 2019.
viii	One Day Public Lecture on Security Challenges Awareness & Drug Abuse, Causes & Remedies in the 21 st Century by Advocates for Violence Free Society & Peaceful Coexistence Initiative Nigeria (AVSAPCIN) @ Kaduna State, Nigeria.	4 th April, 2019.
ix	International Workshop & Study Tour on SUKUK Structuring & Non-Interest Capital Market Products @ Dubai, United Arab Emirates organized by International Centre for Islamic Culture & Education (ICICE), Bayero University Kano (BUK), International Institute of Islamic Banking & Finance (IIIBF) & First Global Academy	24 th – 29 th November, 2019.
x	International Workshop on Higher Education Governance and Leadership Management organized by Universiti Sains Malaysia (USM) and the Common Wealth Tertiary Education Facility (CTEF) in conjunction with KASU.	25 th – 26 th February, 2020.
xi	Virtual Training on Courseware Development, Preparation of E-Lecture Notes, Practical & Assessment by NOUN and KASU.	31 st August, 2020.
xii	Training Workshop on Embedded Entrepreneurship Education: Learning Journey by NUC, EDC Pan Atlantic University supported by SMEDAN and ESDC UNILAG. @ EDC PAU Lagos, Nigeria.	15 th – 19 th March, 2021.
xiii	Training of Trainers (ToT) in Entrepreneurship by Bank of Industry (BOI) and Lagos Business School (LBS) @ LBS	29 th May – 10 th June, 2022
xiv	Training of Trainer, Facilitator and Coach (TOTFC) by GIZ/SEDIN, GOPA, SMEDAN & KBS on ICSS Model	16 th – 27 th January, 2023

32. PAPER PRESENTATION AND ATTENDANCE AT WORKSHOP AND SEMINAR

- i. Keynote Speaker for Global Entrepreneurship Week (GEW) “Inclusion, Ecosystem, Education and Policy 15th November 2022 @ Kaduna State University. Organized by EDC Pan-Atlantic University and NASME Kaduna
- ii. Panelist, National Environmental Health Business Forum: Developing Sustainable Environmental Health Business Model in Support of Nigeria’s Economic Diversification Drive 11th – 13th October, 2022 @ NAF Conference Centre Abuja, Nigeria (Supporting the MSMEs in Environmental Health Services for Optimum Performance) organized by Environmental Health Council of Nigeria
- iii. Facilitator/Presenter, “Leadership and Innovation: Inside the Mind of a Change Leader” Senior Executive Training 22nd – 25th February, 2022 @ Kaduna Business School (KBS), Kaduna by Kaduna State Government
- iv. Facilitator, Capacity Building Training on Strategic Leadership & Management Workshop 20th – 24th September, 2021 @ Lagos Chambers of Commerce & Industry, Alausa Ikeja Lagos organized by KASU/ERDC/KASUCONSULT
- v. Panelist, Kashim Ibrahim Fellows 4.0 Micro-Macro Economics Interactive Workshop 23rd & 24th August, 2021 held @ Kaduna organized by Kaduna State Government and Kaduna Business School
- vi. Keynote Speaker for World Entrepreneurship Day (WED) “Facilitating Access to Market” 22nd August, 2021 @ Syde Resort Kaduna. Organized by EDC Pan-Atlantic University and Mastercard Foundation (Young Africa Works)
- vii. Poultry Dialogue Session in the North West Zone, Nigeria 17th August, 2021 @ Arewa House, Kaduna State. Organized by Development Finance Department, Central Bank of Nigeria (CBN)
- viii. Business Growth in Turbulent Times Online Lecture 4th February, 2021 organized by Chartered Institute of Stockbrokers
- ix. Co- Creation Design Workshop and Content Development on Skills for Prosperity (S4P) Nigerian @ Al- Ihsan Hotel Mogadishu Layout, Kaduna 28th January, 2021 Organized by UKAid and supported by the Kaduna State Government Ministry of Business, Innovation and Technology
- x. Making Yourself Relevant in the 21st Century” Speaker at the World Speech Day Kaduna 2020 15th March, 2020 from Kaduna to the World- Acting Locally, Thinking Globally Organized by Kaduna Youth
- xi. Creating Unique Value & Leadership Process” Resource Person at Strategic Leadership Development at the Professional Certificate Course at Bingham Consultancy Services held in Bingham University Karu, Nasarawa State 25th- 27th July, 2019 Organized by Bingham University Consultancy Services.
- xii. “The Visionary Leader” Guest Speaker at the 7th Graduation of ECWA Seminary Staff School, Kagoro held in State House Kaduna, 13th July, 2019 Organized by ECWA Seminary Staff School, Kagoro.

- xiii. Discussant @ NIM Week/Annual Management Lecture Theme: Imagining 2019: The New World of Work and Personal Effectiveness @ Kaduna State University on 19th November, 2018 by Nigerian Institute of Management (Chartered) Kaduna Chapter
- xiv. Collaboration Workshop for the development of overall MSE Support Centre Framework, Map and Consolidated Work Plan @ AL IHSAN HOTEL, Kaduna on 14th & 15th November, 2018 by MAFITA sponsored by UKAID
- xv. Open Access Journal Publishing @ Kaduna State University 6th August 2018 organized by the Library Kaduna State University.
- xvi. The Role of Entrepreneurship in Job Creation and National Transformation @ Green Mines Hotel, Utako Abuja, Nigeria 4th August 2018 organized by the Institute of Business Diplomacy and Financial Management
- xvii. Nigeria's Commonwealth: Relationship Management among Community & the Security Agencies @ a Workshop on Joint Alliance of the Youths and the Federal Security Agents at Kaduna State University, Kaduna State, Nigeria 7th – 8st March. 2018 for the Youth & Community Leaders
- xviii. Policy Implementation: Do Balance Scorecard Make a Difference? @ a Workshop on Strategy for Implementing Operational Policy in Nigeria Port Authority (NPA) @ Kaduna Business School, Kaduna State, Nigeria 28th Nov. – 1st Dec. 2017 for Senior Managers
- xix. Increasing Productivity & Improving Workers Welfare through Cordial Management & Union Relation at a Workshop on Contemporary Issues of Industrial Relations @ Saminaka Resort, Kaduna, Nigeria 24th – 27th October, 2016 organized by Kaduna State University Consultancy Unit for Kaduna State Water Board Employee
- xx. Definations & Theories of Industrial Relations at a Workshop on Contemporary Issues of Industrial Relations @ Saminaka Resort, Kaduna, Nigeria 24th – 27th October, 2016 organized by Kaduna State University Consultancy Unit for Kaduna State Water Board Employee
- xxi. The Effective use of Digital Marketing in Entrepreneurship Development presented at a workshop on Entrepreneurial Journalism @ African Continental Hotel, Kaduna, Nigeria 26th – 29th September, 2016 organized by Voice of America (VOA).
- xxii. Recession: The Need for Creative Entrepreneurship presented at a workshop on Entrepreneurial Journalism @ African Continental Hotel, Kaduna, Nigeria 26th – 29th September, 2016 organized by Voice of America (VOA)
- xxiii. Youth Empowerment in Africa: Nigeria Perspective presented at Entrepreneurial Journalism training @ Hotel Seventeen Kaduna, Nigeria 6th – 7th March, 2016 organized by Voice of America (VOA)
- xxiv. Workshop on Public Private Engagement Mechanism on Potential Reforms into Business Environment Improvement Strategy for Kaduna State @ ASAA Pyramid Hotel Kaduna, Nigeria 8th September, 2015 Organized by Growth & Employment in States (GEMS) and funded by The Department for International Development (DFID)
- xxv. Consultation on Developing a National Action Plan for the Implementation of the United Nations Guiding Principles on Human Rights and Business @ Conference Hall, Catholic Social Centre, Kaduna, Nigeria, 2nd & 3rd September, 2015 Organized by UNDP & Africa Center for Corporate Responsibility.

- xxvi. “State of Entrepreneurship in Nigeria; Characteristics of a Successful Entrepreneurs; Hot Business Topics; What the Public Need to Know” Presented at Workshop on Business and Entrepreneurial Journalism in Nigeria @ Kaduna State University, 12th – 17th July Organized by the United State of American Embassy; Voice of American Washington and Kaduna State University.
- xxvii. “The Role of Productivity in the Change Agenda” Guest Speaker at the 15th National Productivity Celebration held in State House Kaduna, 20th August, 2015 Organized by National Productivity Centre, Kaduna, Kaduna State.
- xxviii. “Managing Social Implication of Organization Development Programme,” Being a paper presented at the 6th National Conference of the Institute of Registered Administrative Managers of Nigeria: Organization Development as Goal, Mission and Objectives Attainment Strategy; the Place of Administrative Professionals at the workplace Kaduna, Nigeria, 29th-31st October.
- xxix. “Managing the Social Implication of Organization Development Programmes: Challenges, Prospects and the way forward” Being a lead paper presented at the national workshop for members of Nigeria Institute of Management (Chartered), Kaduna Chapter at Arewa House, Kaduna, Nigeria,
- xxx. “Harnessing Women Entrepreneurial Potential for Economic Development,” Being a paper presented at the National Women in Leadership and Governance Conference: Leading, Achieving Excellence with Authentic Self Fostering Good Governance and National Transformation at Merit House Aguyi Ironsi Way, Maitama Abuja, Nigeria, 16th -17th September
- xxxi. National Workshop on Entrepreneurship Week, 16th-22nd November, 2014 Organized by Nigeria University Commission (NUC) at National Merit House Abuja, Nigeria
- xxxii. National Workshop on Operations of Entrepreneurship Development Centres in Nigeria Higher Institution held at University of Mkar, Mkar Benue State, 19th-23rd August, 2013 Organized by Nigeria University Commission (NUC) & University of Mkar, Benue State, Nigeria

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

35. RESEARCH

Completed Research

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

- ii. Social Media Marketing Adoption among Small and Medium Enterprises (SMEs) in Malaysia and Nigeria Funded by Universiti Utara Malaysia (UUM) and Kaduna State University Sponsored by UUM & KASU 2019 and paper is published in International Journal of Supply Chain Management Vol. 8, No. 3, June 2019
- iii. **Empirical Implementation of Industry 4.0 Model among Malaysian & Nigerian SMEs** Funded by Universiti Utara Malaysia (UUM) and Kaduna State University Sponsored by UUM & KASU 2019 and paper is published in International Journal of Supply Chain Management Vol.8 No.3 June, Pp 622-632

Postgraduate Research

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

Undergraduate Research

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

36. VISITING LECTURER:

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

37. SPECIAL SKILLS:

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

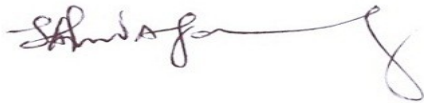
38. INTEREST:

- i. Fitness Walk.
- ii. Gardening
- iii. Computers and Educational Expedition.

- iv. Current Affairs Analysis.
- v. Participating in Youth Development Initiatives

38. REFEREES

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



Signature