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OFFICE ADDRESS

Office of the Provost
NORTHEASTERN UNIVERSITY
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EDUCATION

1989 **NORTHEASTERN UNIVERSITY**
Ph.D., Law and Public Policy (LPS Interdisciplinary) Program

1983 **CORNELL UNIVERSITY, ITHACA, NY**
(M.I.L.R) Masters, Comparative Industrial & Labor Relations
Organizational Behavior

1982 **MCMASTER UNIVERSITY, HAMILTON, CANADA**
M.A., Organizations & Comparative Social and Political
Development

1980 **UNIVERSITY OF GHANA, LEGON, GHANA**
Graduate Diploma, Communications

1978 **UNIVERSITY OF GHANA,**
B.A (Honors), Sociology & Political Science

FIELDS OF RESEARCH & SPECIALIZATION

International/Comparative Human Rights, Public Policy, Law and Development and
International Organizations with Special Emphasis on Africa/Developing Countries, The
African Union and UN Specialized Agencies

TEACHING AND ADMINISTRATIVE EXPERIENCE

July 2003-Present Associate Vice Provost
Office of the Provost
NORTHEASTERN UNIVERSITY

2002-Present Chair

1998-2002 Associate Professor

1998 Jan-Jun Acting Chair
African-American Studies Department
NORTHEASTERN UNIVERSITY

- Fall 1997 &
Spring 2002 Visiting Professor
Political Science/International Relations
TUFTS UNIVERSITY, MEDFORD, MA
- 1989 - 1997 Assistant Professor
African-American Studies Department
NORTHEASTERN UNIVERSITY
Teach undergraduate and graduate courses in Labor, Comparative Social and
Political Development and the Role of International Organizations in
Development and Public Policy
- 1996 Visiting Scholar
Sociology Department & Center for International Affairs
UNIVERSITY OF GHANA, LEGON
Developed Curriculum in Formal Organizations and Taught
Organizations Courses and Conducted Seminars on
International Labor Relations and Development
- 1983 - 1989 Lecturer, Sociology Department and College of Business
NORTHEASTERN UNIVERSITY
Taught organizations, comparative law, politics, development and
labor and work studies and business ethics courses
- 1979 Teaching Assistant, Sociology Department
UNIVERSITY OF GHANA,
Taught industrial sociology and development courses

INTERNATIONAL MANAGEMENT/CONSULTING & WORK EXPERIENCE

Executive Labor Policy Studies
APADEP AND CENTER FOR DEVELOPMENT STUDIES
CAPE COAST UNIVERSITY, CAPE COAST, GHANA
Consulted on the creation of training programs to increase African human
capital

Africa Program

PRIMARY SOURCE, WATERTOWN, MA
Training of Teachers for Educational Tours of West Africa to enhance
teaching about Africa

1993-1996 Advanced Leadership Training Program
AFL-CIO, AFRICIAN AMERICAN LABOR CENTER,
WASHINGTON DC
Created and implemented training seminars for trade union leaders and

employers

1994 -Present Center for International and Area Studies, Council on African Affairs,
YALE UNIVERSITY & FULBRIGHT HAYS PROGRAM, NEW HAVEN, CT

Design and conduct training curriculum and sessions for U.S. teachers on study tours to Ghana

1991 -Present National Advisory Committee on Labor,
THE GHANA GOVERNMENT AND THE LABOR DEPARTMENT, GHANA

As Technical Advisor recommended organizational changes to facilitate the operation of the national Labor Department and labor law amendments to promote sound labor policies and practices and to meet ILO Standards

1988-1989 International Management Program
ARTHUR D. LITTLE MANAGEMENT EDUCATION INSTITUTE CAMBRIDGE, MA

Designed entire international labor/human resource training program for practitioners and taught labor/human resources and ethics courses

Professional Intern

International Labor Standards Department,
INTERNATIONAL LABOR ORGANIZATION (ILO, UN AGENCY) GENEVA SWITZERLAND

Reviewed over 160 member countries' laws and practices for compliance with international labor standards, wrote papers and reports for policy making, and facilitated employer, labor, and government contacts to promote effective labor relations management

PUBLICATIONS

BOOKS

African Labor Relations and Workers' Rights: Assessing the Role of the International Labor Organization (ILO), Greenwood, Westport, CT. & London, 1994

IMF-World Bank and Labor's Burdens in Africa: Ghana's Experience, Praeger Publishers, Westport CT. & London, UK 2001

Ghana's Industrial Relations and Labor Laws. A 200-page monograph on Ghana's labor policies, laws and practices from colonial times to the present. Under contract for completion in December 2004 for publication by The International Encyclopedia of Laws: Labor Law and Industrial Relations Series, Kluwer Law and Taxation Publishers, Deventer, The Netherlands (2005-2006)

Co-Edited with Kwadwo Konadu-Agyemang, Africa's Development in the 21st Century: Opportunities and Challenges, Ashgate, Aldershot, UK & Burlington, US. Forthcoming (2005)

BOOK CHAPTERS

"The Labor Movement, Politics and Democracy in Ghana (1985-1996)" CODESRIA, Methodological Seminars and Special Studies on Social Movements in Africa, Multinational Working Group on Labor. Dakar, Senegal, Completed and Submitted for publication

"Structural Adjustment Programs, Human Resources and the Organizational Challenges Facing Labor and Policy Makers in Ghana" in Kwadwo Konadu-Agyemang Ed. IMF and World Bank Sponsored Structural Adjustment Programs in Africa: Ghana's Experience 1983-1999, Ashgate International, Aldershot, 2001: pp.219-239
Office of the Provost

"Some Observations on the Transition and Election in Ghana: 1991-1996" in German Gros. Ed. Democratization and Late 20th Century Africa, Greenwood, CT & London, 1998: pp.113-127

ARTICLES

The Employment Crises and The ILO in Sub-Saharan Africa" African Development Perspectives Year Book Vol. VII, Institute for World Economics and International Management, Bremen, Germany, 1999, pp. 319-334

"Ghana: A Decade of IMF/World Bank Policies of Adjustment"
Scandinavian Journal of Development Alternatives and Area Studies, Stockholm, Vol. 16, No. 2 June 1997pp. 81-105

"Political Elites, Development and Industrial Labor relations: The General Theory and Experience of Ghana" Indian journal of Industrial and Labor Relations, Vol.32, No.4 April 1997 pp.473-486

"The Evolution of Workers' Rights in Africa: The British Colonial Experience" Boston University International Law Journal, Vol.14, No.1 1996 pp 55-79

"IMF/ World Bank's Structural Adjustment, Industrial and Labor Relations and Employment in Ghana" African Development Perspectives Year Book Vol. IV, Institute for World Economics and International Management, Bremen, Germany, 1996 pp.193-205

"Pan-Africanism, Africans in the Diaspora and the OAU" The Western Journal of Black Studies , Vol. 20, No. 3, 1996 pp. 140-150

“Structural Adjustment, the State and Workers in Ghana,” Africa Development, Vol. XIX, No.2, 1994, pp.71-95

“The Dilemmas of Single Labor Union Systems in Ghana and Nigeria,” Labor and Society, Vol.13, No.1 January 1998, pp 37-53

REVIEW ESSAY

"International Law, Human Rights and Development" in Bimonthly Review of Law Books, Vol. 3, No. 1 Jan.-Feb., 1992 pp. 8-11. Review of: Katarina Tomasevski, Development Aid and Human Rights, St. Martin's Press, New York, 1989; George W. Shepard and Mark O. Anikpo, eds., Emerging Human Rights, Greenwood Press, Westport, CT., 1990; Claude E. Welch Jr., ed., Human Rights in Developing Countries: Prospects and Problems: Sub-Saharan Africa, Special Studies, Vol. 1, No. 155, State University of New York Press, Buffalo, 1989; Abdullahi A. An-Na'iam and Francis Deng, eds., Human Rights in Africa: Cross- Cultural Perspectives, Brookings Institution, Washington, DC, 1990 and David P. Forsythe, ed., Human Rights and Development: International Views, St. Martin's Press, New York, 1989

BOOK REVIEWS

Kojo S. Amanor, Land, Labour and the Family in Southern Ghana, Nordiska Afrikainstitutet, Research Report No. 116, Uppsala, Sweden, 2001 in Africa Today, Vol. 50, No. 2, Fall/Winter 2003, pp. 90-92

N. Bowditch, The Last Emerging Market: From Asian Tigers to African Lions? The Ghana File, Praeger Publishers, Westport, CT, 1999 in International Journal of African Historical Studies, Vol. 34 No.1 2001, p.1

K. Shillington, Ghana and the Rawlings Factor, St. Martin's Press, New York, 1992 in The International Journal of African Historical Studies, Vol. 27, No. 1, 1994, pp. 166-168

M. Hamalengwa, Class Struggles in Zambia, 1889-1989 and the Fall of Kenneth Kaunda 1990-1991, University Press of America, Lanham, MD.1992 in Industrial and Labor Relations, Vol. 47, No. 2, Jan., 1994, p. 352

P. Obeng-Fosu, Industrial Relations in Ghana: The Law and Practice, Ghana Universities Press, Accra, 1991 in Africa Development, Vol. XVIII, No. 1, 1993, pp. 121-124

E. Hansen and K. A. Ninsin eds., The State, Development and Politics in Ghana, Codesria London, 1989. in African Studies Review, Vol. 35, No. 2, Sept., 1992, pp. 131- 134

D. Rothchild ed., Ghana: The Political Economy of Recovery, Lynne Rienner London, 1991 in African Studies Review, Vol. 35, No. 2 Sept., 1992, pp. 112-114

G. Bindman ed., South Africa: Human Rights and the Rule of Law, Printer, London and N.Y., 1988 in Bimonthly Review of Law Books, Vol. 1 No. 4, July –Aug., 1990, pp. 3-4

WORKING PAPERS

“Some Observations on the Elections and Transition in Ghana: 1991-1996” W.P. No. 216, African Studies Center, Boston University, Boston, MA, 1998, pp. 1-21
“The Pan-African Roots of the OAU: A Model of African, African-American and Caribbean International Cooperation, W.P. No. 178, African Studies Center, Boston University, Boston, MA, 1993, pp. 1-18
“Structural Adjustment and Labor Unions In Ghana,” Proceedings of the African Studies Associations Meeting, St Louis, MO, 1992 pp.25-39

OTHER PUBLICATIONS

“The Last of Ghana’s “Big Six” (A Tribute to Ako Adjei, Member of Cabinet, Nkrumah Government), West Africa Magazine, March 18-24, 2002, p. 15
“A Commentary on the Ghanaian Elections of December 1996: Is there Hope for Democracy in Africa?” African Link Magazine, Spring, 1997
“The Challenges of Post-Apartheid OAU,” Africa Link, September/October, 1992, pp13-14 and 23
“Reflections on African Politics in the 1990’s,” Africa Link, March/April, 1991, pp.12 and 15

PROFESSIONAL CONFERENCES AND PAPERS

“The Transition from the OAU to the New AU : Challenges to Pan-African Leadership” Annual Meeting, African Studies Association, New Orleans, November 10-14, 2004

Chair, “ Trade Unions and Democracy In Africa” Seminar Series, , Cape Coast University, Cape Coast , Ghana, July 23, 2004

“Trade Union Plurality in Africa” Center for Development Studies, Seminar Series, Cape Coast University, Cape Coast , Ghana, July 16, 2004

“Globalization and New Industrial Relations Challenges in Contemporary Africa: Ghana’s Experience” International Industrial Relations Association Congress, Berlin, September 2003

Knowledge Broker, “Workforce and Human Resource Development” Second International Practice Oriented Conference, Center for Work and Learning, Northeastern University, Boston, MA. April 10-12, 2003

Co-Host/Organizer, “Conflict & Peacemaking in 21st Century Africa” International Educational Workshop, US Institute of Peace & African-American Studies Department, Northeastern University, Boston, MA, February 13-15, 2003

Panel Chair/Presenter “Post 2000 Elections/Post Rawlings Ghana: Prospects and Challenges,” Annual Meeting, African Studies Association, Houston, TX. November 2002

Socio-Economic Challenges and the Future of African Trade Unions,” International Industrial Relations Association, 3rd. Regional African Congress, South Africa, March 6-8, 2002

“Africa, Globalization and the Right to Development in the Post Cold War Era,” & “The New International Economic Order and the Challenges of Development in Africa” Lectures, Humanities and Africana Studies Programs, Understanding Africa Annual Workshops, University of North Carolina, Asheville, NC. October 4-7, 2001

“The Model OAU: The Relevance of International Simulations to Practice-Oriented Education” Northeastern University, National Conference on Practice-Oriented Education, Boston, MA, April 25-27, 2001

“The Challenges of African Trade Unions” Communication, 12th. World Congress, International Industrial Relations Association, Tokyo, Japan, May 29-June-2, 2000

“An Assessment of Africa’s Global Competitiveness in the Area of Human Resources Development” Annual Meeting, African Studies Association, Chicago, November, 1998

"The Transition to Parliamentary Democracy in Africa" Annual Meeting, African Studies Association, Columbus Ohio, Nov. 12-15, 1997

Ghana: A Decade of IMF/World Bank Policies (1985-1995), 2nd African Regional Congress, International Industrial Relations Association, Harare, Zimbabwe, Oct. 29-31, 1997

The Elections and Transition in Ghana, 1992-1996: Implications for Emerging Democracies” Canadian Council of Area Studies Learned Association and the Canadian African Studies Association, Joint Annual Conference, St. John’s, Newfoundland, Canada, June 3-7, 1997

Observations on the Elections and Transition in Ghana, 1992-1996” Walter Rodney Lecture Series, Boston University, African Studies Center, March 17, 1997

Recent Global Trends in Industrial and Labor Relations: The Experiences, Responses and Challenges Facing Developed and Developing Societies” Inaugural Lecture, Ghana Industrial Relations Association, Accra, Ghana, June 11, 1996

"Structural Adjustment, Labor Organizations and the ILO: The Ghana Case" Legon Center for International Affairs, Ghana, April 24, 1996

"The United States, The United Nations, The International Labor Organization and Africa," Paper, African Studies Association, Annual Meeting, Orlando, Florida, Nov., 3-6, 1995

"The OAU: Retrospect and Prospects: A study of the achievements and the organizational limitations of the OAU," African Studies Association, Annual Meeting, Toronto, Canada, Nov., 3-6, 1994

"The Pan-African Roots of the OAU: A Model of African, African-American and Caribbean International Cooperation," International Conference, National Council on Black Studies, National Arts Center, Accra, Ghana, July 1993

"The Ghana Labor Movement and the 1992 Presidential and General Elections in Ghana," Lecture, Harvard University, Center for International Affairs, Africa Seminar, Cambridge, MA. March 18, 1993

"The IMF, World Bank and Ghana's Development Crisis." Paper presented to the African Studies Association Annual Meeting, Seattle, Washington, and Nov. 1992
Abidjan, Cote d'Ivoire, May 16, 2000

"Ghana's post-independence Labor Relations: An African Case Study." Paper presented to the World Congress of the International Industrial Relations Association, Sydney, Australia, Sept., 4-5, 1992

"How Colonialism Retarded Labor Administration and Workers' Rights in Africa: The case of Ghana." Research Colloquium, Department of African-American Studies, Northeastern University, Boston, May 11, 1992

"The IMF/World Bank and Third World Development Crisis." Guest Lecture, Third World Seminar, Clark University, Worcester, MA. March 24, 1992

"The Impact of the IMF/World Bank on African Economies," Guest Lecture, Sociology Department, Clark University, Worcester, Winter 1991

"Structural Adjustment the State and Labor Unions in Ghana." Paper presented at the African Studies Association Annual Conference, St. Louis, MO, Nov. 1991

Panel Member, African Studies Association Task Force on Sustainable Growth in Africa, Annual Conference St. Louis, MO, Nov 1991

"A Case Study of the Role of the State in Development: The Evolution of Labor Legislation and Public Policy in Ghana." Paper presented at the Annual African Studies Association Meeting, Baltimore, MD, Nov., 1-4, 1990

"Ghana's Labor Policies, Laws and Practices (1957-1985)." Walter Rodney Lecture, African Studies Center, Boston University, Fall 1990

"Labor Law, Public Policy and Political Leadership in Developing Countries: The Ghana Case, 1957-1982." Paper presented to the Massachusetts Sociological Association, Conference, Westfield State College, Westfield, MA, Fall 1988

"The International Labor Organization and Developing Countries: A Case Study of Ghana." Scholars' Day, Northeastern University, March 1988

OTHER PROFESSIONAL ACTIVITIES

Nomination to World Commission on Labor, "The Social Dimensions of Globalization" ILO, Geneva, September, 2002

Observer, Organization of African Unity (OAU) Heads of State Inaugural Summit for the African Union, Durban, South Africa, July 2002

Liaison Person, Legal/Immigration Issues, Consult for Lawyers and Africans and Testify in Law Courts on Immigration and other Legal Matters, 1989-Present

Expert Commentary on Political Developments in Sierra Leone, UN Information Office (IRIN), Abidjan, Cote d'Ivoire, May 16, 2000

Expert Commentary on the Impact of Falling Gold Prices on Mine Workers in Ghana, UN Information Office (IRIN), Abidjan, Cote d'Ivoire, July 1999

Contributor, The Network on Organized Labor in the 21st Century, ILO/International Labor Institute, Geneva, 1998-2000

Advisory Panel on Managing African Universities, Boston University, African Studies Center, Nov., 1999

Commentary on Impact of the Gulf War on African Economies, Voice of America, African Services, Washington DC, January 1991

Contributing Editor African Link, a magazine of Current African Events, Shelton CT, 1990-1999

Moderator, Panel on "African Development Behavior," First Annual Africans in America National Conference, Third World Educational Organization, MIT, Cambridge, MA June 1990

GRANTS/FELLOWSHIPS

2001- 2002 Fellow, Practice Oriented Faculty Learning Community, Offices of the

- President and the Provost, Northeastern University
- 1995-1999 Reflections on Development Grant, Multi-National Working Group on Labor Movements and Public Policy, CODESRIA, Dakar, Senegal
- 1997 United States Institute of Peace, (U.S. Federal Government and Congress Funded) Faculty Fellowship for Training in Conflict and Peacemaking in an Evolving World, Washington DC.
- 1991-1995 Research Associate, African Studies Center, Boston University, Boston, MA.
- 1993 Junior Faculty Research Fellowship, College of Arts and Sciences, Northeastern University
- 1993 Research and Scholarship Development Fund, Office of the Provost, Northeastern University
- 1992 Summer Fellowship, Office of the Provost, Northeastern University
- 1991 College of Arts and Sciences. Travel Grant for paper presented to the Annual Conference of the African Studies Association, St. Louis, MO.
- 1991 Faculty Summer Fellowship, Provost's Office, Northeastern University, Travel Grant for field work in Ghana to collect materials for ILO Book Project
- 1990 Faculty Summer Fellowship, Provost's Office, Northeastern University. Salary and Travel Grant to visit Kwame Nkrumah Collection, Spingarn-Mooreland Library, Howard University, Washington, DC.
- 1986-1987 Doctoral and Teaching Fellow, Brandeis University, Waltham, MA.
- 1985-1986 Fellow, Institute of International Education, Washington, DC.
- Frances Perkins Industrial Relations Fellow, Cornell University, Ithaca, NY.

PROFESSIONAL ASSOCIATION AFFILIATIONS

International Industrial Relations Association, Geneva, Switzerland
 The Ghana Industrial Relations Association (In Formation)
 US African Studies Association
 African Association for Public Administration and Management (AAPAM)
 Council for the Development of Social Science Research in Africa (CODESRIA), Dakar, Senegal
 Canadian African Studies Association
 African Society of International & Comparative Law, London, UK.

SERVICE TO THE PROFESSION

- 2003 -Present Member, Editorial Board, Labor History Journal
- 2003 Co-Host & Local Organizing Committee, African Studies Association, Annual Meeting, Boston, MA
- 1997 Manuscript Reviewer, International Journal of African Historical Studies, Boston University
- 1996 Manuscript Reviewer, Labor History
- 1996 Cornell University Labor & Industrial Relations Review
- 1994 Manuscript Reviewer, African Studies Review, African Studies Association

- March 1993- Present Faculty Consultant, National Annual OAU Model, Washington, DC.
- March 1992 Chair, Mediation, Conciliation and Arbitration Committee Sessions of the National Annual OAU Model, Howard University, Washington, DC.
- Nov 1991 Recording Secretary, African Studies Association, Task Force on Sustainable Growth, Baltimore, MD.

ADDITIONAL ADMINISTRATIVE SERVICES AND EXPERIENCE

- 2003-2004 Member & Representative of the African-American Studies Department, Committee on Proposed New School of Social Sciences Public Affairs and Public Policy, College of Arts & Sciences, Northeastern University
- 2001 Honors Committee, College of Arts and Sciences
- 1991-Present Faculty Adviser and Resource Person, International Student Forum, Office of the Dean of Students and the International Students' and Scholars' Office
- 1989-Present Faculty Adviser, Northeastern University Delegation to National OAU Model, Howard University, Washington, DC.
Secure funding for delegation, select, train and advise delegates
- 1989-1992 Resource Person, Snell and African-American Institute Libraries for the Acquisition of African/International materials
- 1995-2004 College Council Representative
- 1991-Present Executive Committee & Affiliated Faculty, Law, Policy and Society Interdisciplinary Ph.D. Program (LPS) Faculty Advisor, Chair of Ph.D. Candidates' Dissertation and Graduate Studies Committees in LPS, World History Program and Political Science

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