



**WORLD ASSOCIATION  
For Academic Doctors**

*WAAD 2<sup>nd</sup> Global Conference (A Virtual Conference) June 19 – 20, 2018*

## **2<sup>nd</sup> Global Conference**

Theme: Advancing Education & Leadership in the 21st Century

# **PROGRAM & ABSTRACTS**

**June 19 - 20, 2018**

**Sponsored by**

**World Association for Academic Doctors (WAAD)  
&  
Ashford University - Center for Excellence in Teaching & Learning**



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**ASHFORD UNIVERSITY\***  
Center for Excellence in  
Teaching and Learning

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## Conference Schedule of Presenters – Day 1

Tuesday June 19, 2018 (Day 1)

Time (US-PST) (3 hrs. Behind EST)	Description	Presenters
<b>Day One</b>	<b>Zoom Link - <a href="https://zoom.us/j/116747813">https://zoom.us/j/116747813</a> Zoom Meeting ID 116747813# Zoom Phone (669) 900-6833</b>	
9:00 – 9:15am	Opening Remarks	Dr. William Woods (Conference Chair) & Dr. Henrietta Okoro (Founder/ President)
9:20 – 9:50am	Leadership in the VUCA Era: Harnessing Your Skills and Experiences Toward Success and Innovation	<b>Keynote Speaker</b> - Dr. Karen Lynne-Daniels Ivy
10:00 – 10:30am	The Current State of Cybersecurity: Leading in Chaotic Times	<b>Guest Speaker</b> - Dr. Calvin Nobles
10:40 – 11:05am	Attaining Excellence: Drive to Diversity Inclusion and Leadership Accountability in higher institutions	<b>Guest Speaker</b> - Dr. Carlos Tasso Aquino
11:15 - 11:30am	Policy implementation and compliances as a strategy for Combating Cybercrime	Dr. Philomena Ogwude-Ogoh & Dr. Henrietta Okoro
11:40 – 11:55am	The Home Influence on English Learners in Brazil: A Case Study	Dr. Margaret Vianna & Dr. Elizabeth Young
12:05 – 12:20pm	Dietary Acculturation and Obesity among African Immigrant Adults Residing in the United States	Dr. Stella Onuoha-Obilor
12:30 – 12:45pm	The Leadership role of the Principal in School Administration	Dr. Genevive O. Ariguzo
12:55 – 1:10pm	Management of Digital-Multimedia in Advancing Education in the 21st Century.	Dr Adejoke Olabisi Sheyin & Dr. Ope Oluwa Iyabo Olubela
1:20 – 1:35pm	Social interaction is the essence of learning	Dr. Sherrie Hwangii Lu
1:45 – 2:05pm	Policies Improvement Initiatives of North American Cyber Security	Dr. James Hyatt & Dr. Muhammad Naseer Akhtar
2:10 – 2:20pm	Closing Remarks	Dr. William Woods



## Conference Schedule of Presenters – Day 2

Wednesday June 20, 2018

Time (US-PST) (3 hrs. Behind EST)	Description	Presenters
<b>Day Two</b>	<b>Zoom Link - <a href="https://zoom.us/j/442255956">https://zoom.us/j/442255956</a> Zoom Meeting ID 442255956# Zoom Phone (669) 900-6833</b>	
9:00 – 9:10 am	Opening Remarks	Dr. William Woods (Conference Chair) & Dr. Henrietta Okoro (Founder/ President)
9:15 – 9:45 am	Education and Multicultural Challenges: The 21st-Century Prospects	<b>Keynote Speaker - Dr. Raj Singh</b>
9:50 – 10:15 am	An exploration of the critical career planning measures for doctoral students and junior faculty in Human Resources, Business, Education, and Information Technology	<b>Guest Speaker - Dr. Darrell Norman Burrell</b>
10:25 – 10:45 am	Leadership Traits Modeled by Women of Diversity Charter School Principals	Dr. Afrah Hamin & Dr. Elizabeth Young
10:50 – 11:05 am	Mentoring & Teacher Education in Nigeria	Dr. Ogechi Joy Azubuike
11:15 – 11:30 pm	Advancing Teachers' Instructional Methodology for a Productive Classroom in the 21st Century	Dr. Udeze, Chinenye Viola & Dr. Perpetua C Ifegbo
11:40 - 11:55 pm	Teachers' Perception of Problems for Inclusion of Students with Autism in Regular Secondary Schools in Imo State.	Dr. Ajileye Ijeoma C & Dr. Ndidiamaka R. Uwazurike
12:05 - 12:20 pm	Cultural Practice and Material Mortality in Nigeria: Implications for National Development	Dr. Ijeoma Anyakoha
12:30 – 12:45 pm	Shortage of Cybersecurity Professionals in The United States of America.	Dr. Abiodun Adeleke
12:55 – 1:10 pm	Communique Presentation	Dr. William Woods & Dr. Margaret Vianna
11:20 – 1:35 pm	Closing Remarks & Presentation of Certificates	Dr. Henrietta Okoro



## President's Opening Remarks



Dear Colleagues:

Welcome to our 2<sup>nd</sup> global conference (a virtual conference) jointly hosted by the World Association for Academic Doctors (WAAD) and Ashford University - Center for Excellence in Teaching & Learning (CETL)

Diversity, technology, and leadership (DTL) challenges are on the increase around the world. Most organizations thrive on DTL by adopting and sustaining new levels of creativity, innovation, and change. Others are overwhelmed and facing leadership challenges and security loopholes that threatened the protection of resources, identity, and mission. Interconnections between diverse cultures and technologies through social and other digital media, become more complex. Hence, organizations and communities need to find positive ways to adapt complex systems and respond to these challenges.

After our successful inaugural global conference in 2017, the conference chair Dr. William Woods brought an interesting idea of hosting a virtual conference in collaboration with other universities.

His idea resulted to this June 2018 virtual conference jointly hosted by WAAD and Ashford University CETL. In this 2<sup>nd</sup> WAAD global conference, we have invited practitioners and scholars from different contexts and countries to share their unique perspectives. The virtual conference provides opportunity to gather collections of professionals, students, instructors, administrators, and professors to spend two days learning about vital topics that are important to our field, while networking with colleagues from around the world. The online world is a center for learning, with numerous opportunities to expand knowledge base. In addition to a learning component, this virtual conference features opportunities for networking of professionals.

We encourage you to meet the keynote speakers, guest speakers, and presenters for information sharing as that is our aim of gathering here today! Effective learning and networking! Finally, many thanks to our WAAD conference committee and WAAD members, you all squared up into a marvelous team! The work everyone has done portrays excellence and a great learning experience. Let the learning begin. The zoom chat pod is available for questions. The moderators will try to respond to every question posted in the chat pod. Feel free to learn and share knowledge!

**Dr. Henrietta M. Okoro**

Associate Professor

*Founder / President (WAAD Inc.)*



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# **Speakers & Presenters Profile**



## Conference Chair



**Dr. William G. Woods** holds a Doctor of Philosophy in Organization and Management specializing in Leadership. He is a Professor in the Forbes School of Business and Technology. He serves as Faculty Senate Chair at Ashford University. He is an Executive Board member for the Bridgepoint Education Political Action Committee. In January 2018 he was presented with the Martin Luther King Jr Peace and Justice Award. In 2017 he authored the State of Iowa Peace Week Proclamation. He was awarded the City of Clinton, IA 2012 Human Rights Award. He is a regional Director for the World Association of Academic Doctors. He is a regular speaker at Golden key Regional and International Conferences. He has created successful fundraisers that supported education for widows in Ghana, Africa, and also education, shelter and food for children in Kimondo, Kenya. He has also conducted fundraising for impoverished children of the Lakota Sioux in South Dakota, USA.

## Planning Committee

Dr. William Woods (Chair)  
Dr. James Hyatt  
Dr. Adaeze Momah  
Dr. Charles Lagu  
Dr. Adejoke Sheyin  
Dr. Grace Opigo  
Dr. Alexander Onukwugha  
Dr. Margaret Vianna

Dr. Henrietta Okoro (President)  
Dr. Callista Okoro  
Dr. Ashraf Esmail  
Dr. Nkem Fab-Ukozor  
Dr. Uchenna Ukachukwu  
Dr. Nneka Chukwurah  
Dr. Njideka Kelley  
Dr. JoAnn Fisher





## **Founder/President (WAAD) Inc.**



**Dr. Henrietta Okoro** holds a Doctor of Management in Organizational Leadership with specialization in Information Systems & Technology. A dual master's degree in Accounting and Management, and a bachelor's in business administration. She is a Certified Software Test Engineer from Quality Assurance Institute (QAI), USA. She earned Executive Education Certificate, in 2014 from Harvard University, John F. Kennedy School of Government, Cambridge Massachusetts, USA. In April 2016, Dr. Okoro was appointed to serve as a Commissioner, on the Governor's Commission on African Affairs (GCOAA) in the state of Maryland. She is a strategic management consultant with in-depth experience spanning over twenty-six (27) years and proven expertise in information systems, and technology.

She has been with ComTech Telecommunication Corporation as a Lead Software Test Engineer for about 20 years. Dr. Okoro is a published author and serves as an Adjunct Professor at several Universities. She has presented and published several peer-reviewed articles in the field of management, leadership, cybersecurity, information systems, and technology. Her quest to elevate quality education and research emerged the founding of the Association of Nigerian Women Academic Doctors (ANWAD), Inc. in 2012 and World Association for Academic Doctors (WAAD), Inc. in 2014 to involve global community. Her vision for ANWAD and WAAD are engrossed in initiative driven projects to harness partnership with government, non-governmental agencies, corporations, members, and volunteers in their respective communities to empower women, youth, and the underprivileged.

### **Community Involvements:**

- Commissioner, Governor's Commission on African Affairs (GCOAA), Maryland, USA
- Founder/President, World Association for Academic Doctors (WAAD), Inc.
- Founder, Association of Nigerian Women Academic Doctors (ANWAD), Inc.
- Technical Adviser, Global Journal of Education (GJE), University of Riverside, California
- Senior Editor, International Journal of Leadership Education & Business Studies (IJLEBS)
- Consulting Editor, Intern. Journal of the Arts & Sciences (IJOTAS), IMT, Enugu Nigeria
- Member, Editorial Board, International Journal of Organizational Analysis (IJOA)
- Member, Advisory Board, University of Riverside, California
- Member, Board of Trustee, African Centre for Food, Agric. & Sustainable Dev. (Afri-CASD)
- Senior Member, American Society for Quality (ASQ), USA
- Senior Member, Quality Assurance Institute (QAI), USA



## **Keynote Speaker – Day 1**



**Karen Lynne-Dameis Ivy, Ph.D.**, is an Associate Dean in the Forbes School of Business & Technology. She is a life-long learner, and her educational background consists of a combination of business, technical, marketing, and management advanced studies. This includes a: Ph.D. in Organizational Management with a specialization in E-Business (Capella University), master's in business administration with a focus in Management/Marketing (St. Thomas University), and an BA degree in Mathematics with a Computer Science focus (Washington University in St. Louis, MO).

Dr. Ivy's professional experience includes over 30 years of business, technical, and leadership contributions in the Aerospace, Manufacturing, Commercial Consumer and Office, Health Care, and Information Technology industries. She is an accomplished Senior Leader in the Information Technology Services industry with expertise in strategic development and oversight, service delivery, program management, and technology transformation.

Dr. Ivy is a native of St. Louis, MO, and currently resides in Parker, Colorado. She enjoys giving back to the community and being a catalyst for change in our society. She has a passion for continuous learning and very much enjoys teaching, singing, golfing, and travel. Her goal is to inspire others to achieve their ultimate goals in their educational and career endeavors, and to explore their passion to the fullest!

## Keynote Speaker – Day 2



**Raj Singh, Ph.D.** graduated with a BS in Engineering from the University of Allahabad, India and completed a Master of Engineering in Industrial Development & Management from the Asian Institute of Technology, Bangkok, Thailand. After completing graduate work in Thailand, he taught in India and came to the United States in 1977. He attended University of Southern California in Los Angeles, California where he completed the Degree of Engineer in Industrial & Systems Engineering, Master of Science and a Ph.D. in Policy Planning and Administration. Dr. Singh has been employed and served as a consultant for several large organizations such as Rockwell, Northrop, ITT,

Litton, Hunter Industries and the County of Los Angeles in professional engineering and managerial positions.

He has taught at the graduate and undergraduate level for over 25 years and has been a faculty member in the School of Business Administration at the University of California, Riverside for over fifteen years. In addition, Dr. Singh has taught Ph.D. level courses in strategy, statistical research, operations management, organizational behavior and human resource management for other major universities in United States. During his teaching career, he has chaired over 60 doctoral dissertations. Dr. Singh is Founder and President of the University of Riverside based in Riverside, California. Dr. Singh has co-authored a textbook in Crime Analysis and has published several articles in the field of management. He served as an Editor-in-Chief of the Journal of Management, in addition he is a reviewer for two other management journals. His experience includes lecturing in China, France, India, Philippines and Hungary. Dr. Singh can be reached via [rsingh@uofriverside.com](mailto:rsingh@uofriverside.com)

## Guest Speaker



**Calvin Nobles, Ph.D.** is an information technology and cybersecurity subject matter expert (SME), national security leader, researcher, practitioner, and educator with more than 25 years of experience. He is an adjunct faculty member at the University of Maryland University College, Indian Wesleyan University, and Embry Riddle Aeronautical University. He is actively involved in the cyber community by serving with multiple professional associations and conducting cybersecurity research. He is the author of the book, exploring the Implications of Implementing Technologically Advanced Aircraft in General Aviation.

Dr. Nobles recently retired from the U.S. Navy after 25 years and is currently employed in the financial industry as an Information Security Professional developing Privileged Access Strategies and a myriad of policy-related work. He has fulfilled various operational and leadership positions. He served as a Cyber and Cryptologic Planner, as the Deputy Director of Operations, Deputy Director for Strategy and Governance, Director of National Operations, Chief Security Officer and Deputy Director of Intelligence, and Cyber Lead for Cyber Intelligence Support.

Dr. Nobles' is a cybersecurity SME and strategist that understands aligning cyber and information technology efforts to strategic goals to mitigate risks and implementing cybersecurity frameworks. He is accustomed to leading enterprise-wide changes and transformations to improve the coordination and execution of cybersecurity operations. Dr. Nobles led a global cyber intelligence working group to support national-level objectives consisting of 12 entities. He spearheaded a national-level prototype project enabling the U.S. to gain the technological advantage, establishing the precedent for leveraging emerging technologies. Dr. Nobles served as an advisor to senior executives to optimize cyberspace and cybersecurity operations, developed business continuity and disaster recovery procedures, improved information security, and as a technology consultant on big data analytics, machine learning, and artificial intelligence.

Among his interests are serving as a cyber SME & working with the greater cyber community. He continues to serve on several national-level cyber councils and associations to shape national policy and technological issues in cybersecurity. Dr. Nobles routinely presents at cyber conferences, serves as a keynote speaker, and panel member. He is sought for thought leadership on difficult cybersecurity problems. He has earned a Doctor of Philosophy in Management and Engineering Technology, specializing in technology innovation and integration. Dr. Nobles attained graduate degrees in Aeronautical Science, Business

Administration, and Military Strategy, and an undergraduate degree in Business Management.

## Guest Speaker



**Dr. Carlos Tasso Eira de Aquino** is an accomplished senior executive and professor combining a Ph.D. and two Post-Docs with over 25 years of experience in leading and contributing to scholarship in Business, Education, IT, and Engineering. Along with his career, Dr. Aquino accumulated achievements and recognition as Provost, Dean of Business, Dean of Accreditation, in institutions in the USA and abroad, with student and faculty bodies that encompassed a clear diversity of cultures.

In his career, he has been strategically building and leading diverse teams to solve complex, systemic problems, besides managing, teaching, developing and supervising relevant research. He has an extensive experience in Entrepreneurship and Innovation and is adept at developing and implementing academic programs, accreditation processes, operational, regulatory and quality procedures and policies, and corporate training programs that foster measurable performance improvements. He is an international accreditation evaluator for **ACBSP**, having participated in site visits, including one in Lima, Peru, in October 2016 and another in Colombia in March 2017.

Dr. Aquino is a multi-lingual professional (English, Portuguese, Spanish), and his educational background includes a B.Sc. in Civil Engineering (Federal University of Rio de Janeiro, Brazil), and a M.Sc. in Structural Engineering (The George Washington University), a Ph.D. in Sciences and Nuclear Technology (University of São Paulo, Brazil), and two post-doctoral degrees - Mechanical Engineering, and Entrepreneurship (State University of Campinas, Brazil). Before moving to the United States in 2008, Dr. Aquino was responsible for the Brazilian version of many business books, published by Pearson Education, Cengage Learning and McGraw-Hill. Dr. Aquino had also authored a book on Adult Higher Education (How to Learn: Andragogy and Learning Skills) for Pearson Education in Brazil in 2008.

Since 2014 he has created, launched, and led centers of excellence dedicated to Diversity and Inclusion in the Workplace, developing programs and solutions in the various dimensions of Diversity and Inclusion, with a substantial focus on companies and organizations that embrace or are willing to launch diversity and inclusion strategies and professional development among internal and external stakeholders. He has been a member of the editorial board for one international peer-reviewed journal on Management since 2016 and had 17 papers approved for presentation in venues such as Western Academy of Management, ACBSP, and GUIDE (Global Universities in Distance Education) Conferences in the past two years. He also had thirteen articles published in the same period in peer-reviewed journals and books. He has just authored chapters and edited the book *Diversity and Inclusion in the Global Workplace: Aligning Initiatives with Strategic Business Goals* for Springer-Palgrave

McMillan. Dr. Aquino can be reached via [carlos.tasso@outlook.com](mailto:carlos.tasso@outlook.com)

## Guest Speaker



**Dr. Darrell Norman Burrell** is a certified executive coach and a certified diversity professional. He is an alumnus of the prestigious Presidential Management Fellows Program [www.pmf.gov](http://www.pmf.gov). Dr. Burrell has over 8 years of US federal government service. He was competitively selected in federal service as a Presidential Management Fellow [www.pmf.gov](http://www.pmf.gov) in 2006 through a rigorous application process from a pool of over 7,000 applicants.

Dr. Burrell has a doctorate degree and 5 graduate degrees. Dr. Burrell recently completed a Master of Arts in Interfaith Action at Claremont Lincoln University as a Global Peacemaker Fellow where he

engaged in research on diversity and inclusion in the workplace as it relates to religion. Dr. Burrell received a doctoral degree in Health Education with majors in Environmental Public Health and Executive Leadership Coaching from A.T. Still University. He has an EdS (Education Specialist Post Master's Terminal Degree) in Higher Education Administration from The George Washington University in Washington, DC. He has two graduate degrees one in Human Resources Management/Development and another Organizational Management from National Louis University. He also has a graduate degree in Sales and Marketing Management from Prescott College.

He has over 20 years of management experience in academia, government, and private industry. He has over 16 years of university teaching experience at several universities including George Mason University, The University of Virginia, and the University of the Liverpool in the UK. He currently serves Associate Professor of Business in Nathan M. Bisk College of Business at The Florida Institute of Technology. Dr. Burrell has over 70 publications and over 80 conference presentations. Dr. Burrell can be reached at [dburrell@fit.edu](mailto:dburrell@fit.edu)



## Chief Editor



Dr. Ashraf Esmail is the Program Coordinator of the Criminal Justice Program at Dillard University in New Orleans. His research interests focus upon a variety of criminological, sociological, educational, and multicultural issues. Dr. Esmail serves on the Board of Directors for the National Association for Peace/Anti-Violence Education and serves as the Proposal Review Chair for the National Association for Multicultural Education. He is the senior editor for the *Journal of Education and Social Justice*.

## About the Authors



Stella Onuoha-Obilor a proud mother of 4 and a wife holds a medical degree from the University of Calabar in Nigeria, followed by residency training there in Women's Health. In the United States she has worked as a Research Assistant, a Clinical Reviewer, Senior Medical Management Clinician and currently the Director of Clinical Quality Management with New Jersey Innovation Institute. She has obtained a Master's degree in Public Health and a Doctor of Public Health both from Walden University. She is a member of the American Public Health Association, Case Management Society of America and Golden Key International Honor Society. At Bronx Community Health Network, she serves as an Advisory Council Member on the Quality Assurance/Improvement and Strategic Planning Advisory Board.



**Margaret H. Vianna** completed a doctorate in Educational Leadership with a specialization in Curriculum and Instruction (UoP; Arizona); a Master's degree of Arts in Education, Curriculum and Instruction with an emphasis in ESL (Boise State University, Idaho); and a Bachelor's degree in Secondary Education (Northwest Nazarene University, Idaho). Dr. Vianna is the owner of T Leaders, an English learning center for children and adolescents, in Goiânia, Brazil, where she oversees the curriculum and instruction. She has taught English at the secondary level in public schools in the U.S., and in elementary private schools in Brazil. Her primary research focus is English fluency development in the Brazilian context and the family-



school dynamics that influence students' advancement in foreign language acquisition.



**Dr. Philomena Ogwude-Ogoh** is an IT Professional with over 20 years of experience in the field. She is currently working as Data Analyst and Project Manager. Before this position, Dr. Ogwude-Ogoh was a Senior Database Administrator with another company. She is currently an adjunct Professor at University of Maryland University Collage, teaching Database System Technology. Dr. Ogwude-Ogoh holds a Doctorate degree in Homeland Security from Colorado Technical University. In her spare time, she enjoys cooking and traveling.



**Dr. Elizabeth Young** received her doctorate from Rutgers, the State University of New Jersey, with a major in Learning, Cognition and Development with an Infant Specialist Certificate. She was a school administrator for most of her 28 year tenure in New Jersey public schools. When the initial core curriculum standards were charted, Dr. Liz served on the Department of Education Assessment Committee and worked on developing the cut scores for the New Jersey state exams. At the time, Rutgers had received a \$1 million grant to increase student writing scores, and Dr. Liz's involvement as the SME

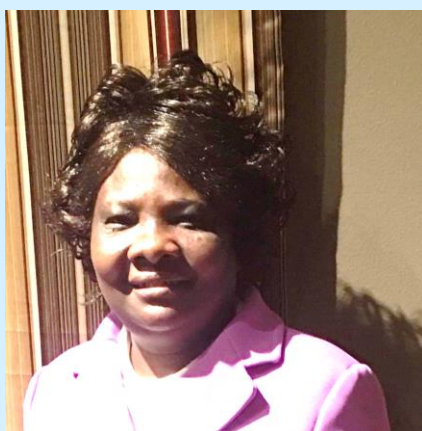
on the grant facilitated her dissertation process. Since moving to south Florida, Dr. Liz is actively involved in training groups on how to recognize Human Trafficking victims crossing the Mexican borders. She has also served the court system in Pasco County as a Guardian Ad Litem. She does speaking engagements on drugging young children for compliance and has spoken to Florida's congressional members to support bills that would curtail massive drugging of foster care children. Currently, Dr. Liz is an Associate Faculty at the University of Phoenix where she serves as Lead Faculty for the ACCCESS doctoral program, facilitates residencies and is actively engaged in research on: Unbiased Thinking, English Fluency in Brazil, Early Alert System, and Faculty Engagement.





**Dr. Afrah J. Hamin** is an Adult Literacy Instructor living in Plantation, Florida working for Broward County Public Schools. She is responsible for delivering curriculum and instruction to learners seeking to complete their high school studies helping them to prepare for taking the GED exam. Afrah, a lifelong learner, is passionate about creating learning environments which challenges individuals to unlock their interest in reaching their potential.

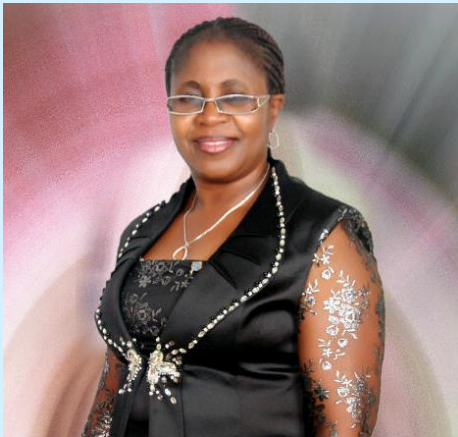
She holds an EDD in Educational Leadership and a MA in Curriculum and Instruction from the University of Phoenix and a BS in Business Administration from Nova Southeastern University.



**Dr. Dr. Ope Oluwa Iyabo Olubela** attended University of Ibadan where she obtained Bachelor degree (Honours) in Special Education/ Audiology and Speech-Language Pathology; Masters degree in Special Education and Doctor of Philosophy degree from the Department of Guidance and Counselling. She is the recipient of Dean Honours Award of Faculty of Education, University of Ibadan 1985/86 Session. She attended Anglican Girls' Grammar School, Ijebu-Ode. She was Chief Lecturer in the School of Special Education in her Alma Mata, Federal College of Education (Special) Oyo. She is former Head of Department of Rehabilitation Education and the

Coordinator of Centre for Rehabilitative Services, FCE (Special) ,Oyo. She is the Secretary of ANWAD Inc. and Member of JOA Editorial Board.

She is Member of: International Association of Special Education (IASE); National Association of Special Education Teachers (NASSET) ; Council for Exceptional Children (CEC); National Council for Exceptional Children(NCEC); Association of Nigerian Women Academic Doctors Inc.(ANWAD); Nigerian Speech and Hearing Association (NISHA) now the Speech Pathology and Audiology Association of Nigeria(SPAAN); Counselling Association of Nigeria(CASSON); Nigerian Educationist for National Development(NAEND). She was member of American Speech-Language and Hearing Association till December 2016. She is currently resident in Florida, USA.



**Dr. Adejoke Olabisi Sheyin** is a vivid example of excellence in attitude, inner personal traits and achievements. She obtained her Doctorate Degree, (Ph.D) in Educational Management at the University of Ibadan.

Dr. Sheyin is currently a Chief lecturer and the Director, Part Time Programme (DICCEP) at Tai Solarin University of Education, Ijebu-Ode, Nigeria. She has been on sabbatical leave at and Olabisi Onabanjo University, Ago-Iwoye and she served there, as a visiting lecturer; and did also at Adekunle Ajasin University and TASCE Nigerian Army Part-Time Education Corp, where she taught Masters and Ph. D classes.

As an outstanding scholar, Joke, belongs to several learned societies- The Vice President, National Association for Educational Planning and Administration, (NAEAP); Research Fellow, International Research and Development Institute, (IRDI); Secretary, National Association of Educationists for National Development, (NAEND); Member, Commonwealth Council for Educational Administration, (CCEA); Member, Association for the Advancement of Computing in Education, (AACE); and Member, Nigerian Authors Association, (NAA). Dr. Joke Sheyin is a recipient of Academic Awards and Distinctions, including, Illustrious Daughter of Ago-Iwoye Award, 2013, African Role Model Award for Excellence, (2010); African Choice 2008 Meritorious Service Award for Professionals of Repute; Overall Best Students' Prize, (1969) at L.C.C. School; and Award for the Best Student in History (1975), at Ago-Iwoye Secondary School. She has travelled all over the globe, contributing to knowledge, especially in the field of research.

At the community level, Dr. Adejoke Sheyin, has contributed immensely to the development of Ago-Iwoye, her hometown and Itebu-Manuwa, her husband's; she is the First Vice President, Ago-Iwoye Development Council, (ACDC) and the Iya Ijo of St. Paul's Church, Itebu-Manuwa; her wealth of experience was brought to bear on several projects embarked upon by the two communities; She is a Secretary to many social clubs. She has published widely and has proved her competence in research; not only as Chief Lecturer at Tai Solarin College of Education, Omu, but also as a Senior Lecturer at Tai Solarin University of Education, Ijagun, where she was Deputy Director of Degree Programs, 2000-2005. Her Administrative experiences include headship of the Department of Curriculum and Educational Management Studies (2008-2011), Chairman Committee of Best Teachers in Ogun State (2006-2008) and Chairman of editorial Boards of several academic Journals. Her international exposure is wide had attended conferences in many States in the United State of America, United Kingdom and in India, under the sponsorship of Tertiary Education Trust Fund. She is blessed with God fearing children. Dr. Sheyin can be contacted via email: [tobidaughter@yahoo.com](mailto:tobidaughter@yahoo.com)



**Dr. Hwangji S. Lu** holds two masters in nutrition from North Dakota State University in Fargo ND and health services administration from Center Michigan University in Mount Pleasant MI of the USA. She earned her Ph.D. in management with a specialization in leadership and organizational change from Walden University in Minneapolis, MN. Currently, she is a Remote Assistant Professor in the master's program of healthcare administration at Ashford University located in San Diego, CA. Apart from Ashford University, she has taught online courses at some universities since 2006. Before this post, she had over 20 years of professional experiences in various industries—inside and outside the healthcare arena. Her research interests include leadership development, virtual learning teams, and using innovated technology in the online education.

Dr. Lu is a member of professional societies such as Academy of Management, Southern Management Association, Multimedia Educational Resource for Learning and Online Teaching, and International Economics Development and Research Center. Dr. Lu was awarded as a 2008 Outstanding Reviewer by the Academy of Management Health Care Management Division. She was named as the recipients of Provost's Circle Award at a couple of universities in 2009 and 2010. Dr. Lu has published several papers in the peer-reviewed journals and actively presented her research in various international conferences every year. Dr. Lu earned her first Best Paper Award in IC4E 2016 held in St Petersburg Russia.



**James C. Hyatt** Dr. James C. Hyatt is currently an adjunct faculty member of the University of the Cumberland. He was an Assistant Professor, Robbins College of Business and Entrepreneurship at Fort Hays State University. He earned a Bachelor of Science degree in Psychology and Interpersonal Communications from Southern Utah University, a Master's degree in Human Resource Management from Fort Hays State University and a Ph.D. in Management, Information Systems Management from Walden University. He has served as a faculty member for Barton Community College and Ashford University, as well as his present position at Fort Hays State University. At Ashford University, Forbes School of Business, Clinton, Iowa campus, he served as the chair of the Information Systems Management Program. Analytics, business intelligence, operations research, computer programming, web design, statistics, IT security, predictive analytics and decision management are among the areas in which he has taught courses. Dr. Hyatt has consulted with representatives from Procter and Gamble and Hobby Lobby in the function of predictive analytics and operation management. Dr. Hyatt travelled



to China as a visiting faculty member for two universities in 2017. Currently, he is Vice-President of Operations and on the editorial board of World Association of Academic Doctors (WAAD), peer reviewer for the Journal of International and Interdisciplinary Business Research (JIIBR) and technical editor and peer reviewer for the International Journal of Leadership, Education and Business Studies (IJLEBS). He has served as committee chair for three international conferences. Dr. Hyatt worked as a business consultant, research project coordinator, financial advising assistant for ING, web page designer and a business manager.



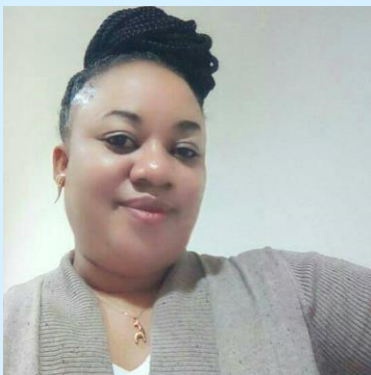
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**Dr. Abiodun Adeleke** started with an Accounting profession and worked for about 12 years in the banking industry in Nigeria until I relocated to the US in 1996. Had my MBA in the US with a focus in Project Management and later completed my doctorate in Computer Science with a concentration in Big Data Analytics (BDA). He became a Certified Internal Controls Auditor in Feb 2016 and presently a candidate of CISA, CPA, CIA, and IICFIP. Dr. Adeleke is working as an Audit Manager/Accountant with a reputable Firm in Pittsburgh, USA.



**Dr. Mrs Genevieve O Arigizo** is an administrator, that lectures at Alvan Ikoku Federal College of Education Owerri, Imo State Nigeria. She is a specialist in Education Management and Planning, she belongs to many professional bodies in education both national and international. She is married and blessed with kids.



**Dr. Mrs Ijeoma Anyakoha** is a sociologist, lectures at Alvan Ikoku Federal College of Education, Owerri, hails from Imo State Nigeria. She is married and blessed with five children, she is the deputy secretary of ANWAD. Dr Ijeoma is a member of national and international academic bodies. she has to her credit over 26 journal publications, both national and international. She is a volunteer teacher in two secondary and one primary school in Imo State, she is also a passionate sunday school teacher over 16years now. Ijeoma is God fearing and enjoys teaching.



**Dr. Chinenye V. Udeze (JP)** is a linguist and a Chief Lecturer/Reader in the department of Linguistics and Nigeria Language, Alvan Ikoku Federal College of Education, Owerri, Imo State. She's a former Dean of Students' Affairs, the immediate past head of department of Linguistics and Nigeria Languages, and a core disciplinarian. She is a member of Board of Directors of one of the college satellite schools, and Madonna Schools Owerri in Imo State, Nigeria. She has earned several awards and recognitions both in her field of endeavor, and the church. Dr. Udeze is happily married with children.



**Dr. Ifegbo Perpetua Chinyere** is an assiduous and committed teacher. She is an Instructional Technologist, a human resource developer, immediate past head of department and a Chief Lecturer/Reader in the department of Educational Technology, Alvan Ikoku Federal College of Education. She is also a member of Board of Directors of one of the college satellite schools. She has earned several awards and recognitions both in her field and the church. She is happily married with children.



**Dr. Azubuikwe, Ogechi Joy** holds a Ph.D. and M. Ed in Educational Technology from Imo State University Owerri, she has BA. ED in Fine and Applied Arts, from University of Nigeria Nsukka, (UNN), and NCE in Art Education from Institute of Management & Technology (IMT) Enugu. She has many Journal Articles and books to her credit. She also belongs to so many Professional bodies.



**Dr. Uwazurike, Ndidiamaka R.** is a reader/associate Professor in the department of Educational Psychology/Guidance and counseling, Alvan Ikoku Federal College of Education Owerri Imo State Nigeria. She is interested in research, teaches courses in psychology, supervises students' teaching practice, projects and consults with students. She is a member of so many professional bodies.



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**ABSTRACTS**



## **Leadership in the VUCA Era: Harnessing Your Skills and Experiences Toward Success and Innovation**

**Dr. Karen Lynne-Daniels Ivy, Ph. D**

*(Day 1 - Keynote Speaker)*

Associate Dean - FSB&T Innovation and Enterprise

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### *Abstract*

A world that is “Volatile”, “Uncertain”, “Complex”, and “Ambiguous” - VUCA describes perfectly what is happening in the global business world today. Business is not running as usual and leaders must deal with growing uncertainty, complexity, and ambiguity in their decision-making environments. Dr. Ivy suggests that leadership and developing leaders to be impactful in the 21st century requires a shift from traditional leadership to courageous leaders who understand the necessity of reframing their business directions and strategy for a brand-new world. In this keynote speech, she will discuss

- The Big Picture: why a whole new approach to leadership is required
- The different ways of leading comprising VUCA 2.0
- The Keys to Success in the VUCA World – Real World Examples
- Harnessing Your Skills and Experiences toward leadership success and developing leaders in the ever-changing global world





## **The Current State of Cybersecurity: Leading in Chaotic Times**

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### *Abstract*

Organizations continue to contend with an emerging and dynamic cybersecurity threat landscape. The current state of cybersecurity is perplexing and requires organizational leaders to invest significantly in cybersecurity initiatives to protect sensitive and critical systems, informational assets, and intellectual property. The purpose of this presentation is to highlight the dynamics of managing and leading information security practices in organizations during challenging times. Businesses are continuously implementing technologies, enforcing security and technical controls, and restricting access to information as countermeasures to mitigate cybersecurity threats, which impede production and organizational efficiency. The security versus production dichotomy requires counterbalancing on a daily basis; consequently, provoking many executives to develop disparaging support towards information security requirements. Cybersecurity threats are testing organizations' resiliency as evident by the constant barrage of malicious activities in the form of social engineering, malware, physical theft, ransom, and spear phishing. Developing a culture that supports cybersecurity while minimizing the impact of production is exemplary; however, most organizations do not have a culture that embraces information security. During times of economic growth organizations are increasingly vulnerable to cyber threats as businesses leverage new capabilities resulting in technologically-induced errors and exploitation by cybercriminals. Regardless of the turbulent environment, companies can execute proven information security practices by (a) training employees regularly, (b) enforcing industry best practices, (c) implementing security controls, (d) placing humans as the foundation of cybersecurity, (e) making information security a top priority, and (f) restricting access. The key takeaways from this presentation are (a) the imperativeness to counterbalance production and information security, (b) information security must be a top priority, (c) security requires effective leadership, and (d) astute management of finite resources.

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## **Attaining Excellence: Drive to Diversity Inclusion and Leadership Accountability in higher institutions**

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### *Abstract*

In the higher education world, the topic of Diversity and Inclusion has been playing an increasing important role. Universities all over the world need to prepare professionals that upon graduation are fully prepared to address all multi-cultural, multi-generational, and other challenges created by a diverse workforce driving our global marketplace. To be fully prepared and, at the same time, aligned with the requirements from different accreditation bodies, institutions need to foster their faculty and student pools to constantly get involved with scholarship. In higher levels, such as master and doctoral programs, faculty credentials need to include conference presentations and articles published in peer-reviewed journals. This presentation will review recent works developed in this area by the author and colleagues to address D&I initiatives in the global workforce, with a discussion of topics included in a book recently published, as well as a description of a current project on Latin America and the Caribbean, as well as a potential opportunity to be disseminated among WAFAD members to write a book in 2019 on Diversity and Inclusion in Africa

Keywords: Diversity and Inclusion, Global Marketplace, Latin America, Caribbean, Africa, Higher Education, Scholarship, Workforce, Globalization



## **Policy implementation and compliances as a strategy for Combating Cybercrime**

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### *Abstract:*

The innovation of information communication technology has brought significant benefits to nations and global businesses. However, the benefits have come with unexpected cybercrime challenges. The security and protection of data cannot be overemphasized. With most daily activities conducted over the Internet and cyberspace, one cannot avoid the challenges that come with it. As such, cyberspace security is paramount. The 2017 cybersecurity business report portrayed that cybercrime is on the rise and estimated to cost about \$6 trillion annually by 2021. Toward this end, cybercrime has become one of the biggest threats to information communication and technology with cybercriminals carrying out their activities through various means such as hacking, phishing, identity theft, spamming, and ATM fraud, to name a few. Hence, this study assesses the cybercrime in six various themes, (1) policy compliance and implementation, (2) creating awareness, (3) inclusive banking, (4) mandatory training, (5) effective communication, and (6) industry collaboration. This paper aims to highlight on the Policy implementation and compliances as a strategy for Combating Cybercrime in organizations.

**Keywords:** banks, challenges, cybercrime, policy compliance, implementation, management, security



## **The Home Influence on English Learners in Brazil: A Case Study**

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**&**

**Dr. Elizabeth Young**

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*Abstract:*

Using a case study approach, the influences on seventh and eighth grade students' acquisition of the English language was explored in a private school in central Brazil. The purpose of the study was to understand the school, the family, and the child interactions that contributed to Brazilian students' literacy development of the English language. Seventeen participants shared perceptions on the influencing factors in two rounds of interviews. The qualitative results yielded the home and technology as primary resources for advancing students' development of English within the Brazilian private school context. The internal factors were identified as students having a natural interest in English and students' enjoyment of acquiring knowledge. The results of this single case study supported the research literature that when positive didactic influences were evident between the learner and the family, and the learner and the teacher, the learner achieved high English fluency. The implications of this case study may enable stakeholders in education and the community to consider ecological influencers to advance students' English literacy development and improve foreign language pedagogy within the Brazilian context.

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## **Obesity and Dietary Accumulation among African Immigrant Adults residing in the United States.**

**Dr. Stella Onuoha-Obilor, DrPH, MD, MPH,CCM.**

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New Jersey Innovation Institute  
Healthcare Delivery Systems iLab  
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*Abstract:*

Racial/ethnic groups are disproportionately affected by obesity and other risk factors for chronic diseases. African immigrants are an increasing segment of the U.S. population at greater risk for obesity than other immigrants living in the United States. Public health organizations that aid immigrants could benefit from information about changing dietary patterns. The purpose of this study was to explore the association between dietary acculturation and obesity among African immigrant adults living in the United States, controlling for length of stay, English proficiency, region of residence, and other sociodemographic factors. Acculturation theory guided this study. The research design was quantitative cross-sectional with secondary data from 798 adult immigrants of African origin who completed the New Immigrant Survey. Forward stepwise logistic regression analyses indicated that when controlling for sociodemographic factors, dietary acculturation was a significant predictor of obesity. Language proficiency, income, marital status, childhood living environment, and age were statistically significant predictors of obesity. Findings may be used by clinicians, dieticians, and other health care professionals to develop obesity prevention and control strategies that specifically serve African immigrants to prevent obesity and its associated deadly complications.

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## **The Leadership Role of the Principal in School Administration**

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### *Abstract*

In this golden age, the ability to manage the complexity of problems and challenges of secondary education sub-sector calls for effective and efficient leadership. The principal's role becomes more intense and cumbersome as he considers the values, interest needs of teachers and students and also the community where the school is situated. In view of this, the leader must possess certain qualities that will make him worthy to be in control of the school. These include his personal, academic and professional qualities which will help him to obtain not only respect but also the cooperation of those he is leading. This paper highlights the qualities and practice of principalship in the 21st century. The role of the principal in educational supervision, some challenges of the principal which include lack of administrative skills, lack of support from teachers and the community. This paper recommended the need to improve administrative skills of principals through workshops and training. The paper also stressed the need to improve the relationship of interest group so that success will be attained in school administration.

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## **Management of Digital-Multimedia in Advancing Education in the 21<sup>st</sup> Century**

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### *Abstract*

The descriptive paper explores into the dynamic influence of global trend of digital technology, especially the use of technological devices in the classroom, on the education of learners, in public Schools in Nigeria, a means of preparing them, functionally, to face the challenges of increasing National rate of unemployment. The study was conducted on 235 students studying Mathematics, in their second year at each of the five colleges of Specialized Education; Basic Sciences; Social Sciences; Humanities; and Languages. An online survey was sent to them regarding their use of technology and its devices. The Pearson Correlation Coefficient and Descriptive Statistics were implemented to study the frequency of, and relationship between, technology and learning achievement in mathematics courses. A significant relationship was found between the use of technology and their achievements in Mathematics, ( $r = .42$ ) at  $p < .05$ . It also demonstrated that most used devices are laptops (45%), phones (34.5%), laptops (15%), tablets (5%) and computers laptops (0.5%). The study therefore concludes that the use of technology produces comparatively, increases in academic achievement than would non-usage. This gives the learners the ability to do more in their studies by creating the connections that turns innovative ideas into reality, thereby prepares them admission into the much unexplored grounds in the 21st Century global discoveries

**Keywords:** Achievement, colleges, learning; mathematics, technology.

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## **Social Interaction is the Essence of Learning**

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*Abstract:*

Social interaction is the essence of learning. Such an interaction can be designed and facilitated in the online classroom to enhance student's learning experience. The objective of this study was to investigate the effectiveness of a redesigned course in the master's program of health care administration. The theoretical framework supported this research is Moore's model of interaction. The data were compared between the old and new version of this studied course. One-way analysis of variance was used to uncover the differences between two different versions concerning students' academic performance, engagement, and satisfaction. The results of this evaluation study demonstrated favorable outcomes in the revised course. This empirical study also validated previous research findings that instructors have a strong influence on students' perceived learning and satisfaction. This study suggested that higher education institutions might consider providing faculty development opportunities to strengthen the instructors' capability of facilitating interactions and developing the learning community that is promising for increasing the retention rates in the online learning.





## **Policies Improvement Initiatives of North American Cybersecurity**

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&

**Dr. Muhammad Naseer Akhtar**

Head of Research, Editor-in-chief, NUST Business Review

Assistant Professor of Human Resource Management

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### *Abstract*

A chain is only as strong as its weakest link. IT security can no longer be considered only a national issue, as we live in a global society. The internet has made information available at all times and in all places across national borders. This information can not only be accessed by IT professionals but has proven easy to access by individuals from many backgrounds, including those who pose security threats. Differing levels of cybersecurity training and software has rendered some nations as “weak links” in our chain of data sharing. This paper will compare security strength and weakness in the United States and Canada. While both been attempting to address the issues through infrastructure and training, it would be beneficial to develop a working relationship between the countries to mutually improve training, infrastructure, and policy.



## **Education and multi-cultural challenges: The 21st-century prospects**

**Raj K. Singh, Ph.D.**

*(Day 2 - Keynote Speaker)*

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### *Abstract*

21st century challenge is to create inclusive classroom. As educators, we need to ask what factors make it difficult for students to succeed. It helps lay the foundation for us to respond as educators. Many of these factors are beyond our control, but even our being aware of them can help make us more understanding when students struggle, and in some cases help us reduce greatly these challenges such as: Conflict in cultural beliefs & practices, Teacher assumptions about home, Lack of access to resources, Student outside commitments, Abilities & disabilities that are not understood, Poverty issues, Homelessness or unstable living circumstances, and Dysfunctional home life (abuse, alcoholism, drugs). The next step in addressing these challenges is also to ask what factors contribute to student success. Some ideas listed below can be helpful to structure our classrooms and teaching for success for all students: Understanding of expectations, Supportive classroom environment, Seeing self in curriculum design, Success & opportunities to succeed, and Making connections to their lives. Other dimensions of multicultural education in 21st century include Content integration, Knowledge construction, prejudice reduction, equity pedagogy and empowering culture of educational organizations.

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## **An exploration of the critical career planning measures for doctoral students and junior faculty in Human Resources, Business, Education, and Information Technology**

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*Abstract:*

With so many universities offering both traditional and on-line offering doctoral degrees, academic publishing and career planning has become a critical aspect of the selection process for adjunct faculty and other critical academic jobs. This presentation demystifies the process for thinking about academic scholarship, career planning, and peer review academic publishing and presenting. This presentation seeks to bolster academic writers' confidence with the assurance that their papers can be published. Peer reviewed publications is one of few methods at instructor's disposal, beyond degrees and transcripts, to demonstrate academic expertise and academic discipline relevance. You don't have to be engaged in hardcore research to get published. Many journals will take same papers that you have submitted for your graduate and doctoral classes and publish them as long as they have references and are in APA format as conceptual papers.



## **Leadership Traits Modeled by Women of Diversity Charter School Principals**

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### *Abstract*

Observations of the attributes, styles, and practices perceived by charter school staff and teachers assisted with characterizing the leadership traits modeled by their women of diversity principals. Feminist ideology, critical theory, Fred Fiedler's Contingency Leadership theory, and Transactional and Transformational Leadership theories guided the phenomenological study. Data collection comprised four focus groups employing semi-structured interview sessions. Data collected from four groups using semi-structured interviews were analyzed using a Modified van Kaam method by Moustakas (1994). Five major and three minor themes gleaned from the data. Major themes encompassed: (a) strong leadership/high expectations, (b) caring/nurturing, (c) helpful, (d) personable/sincere, and (e) determined/competitive. Minor themes included: (a) professionalism, (b) knowledgeable, and (c) good communicator.



## **Mentoring & Teacher Education in Nigeria**

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### *Abstract*

Teacher education has been one of the critical issues in Nigeria educational sector. Its objective is to prepare and produce highly motivated, conscientious and efficient classroom teachers for all levels of our educational system. The various reform initiatives and the increasing attention generated by several national reports have necessitated the need for action in teacher education in Nigeria. In view of this, there is need for newly qualified teachers to go through mentoring before they are fully integrated into the teaching profession. The task of preparing and training both new teachers and student teachers and as well as retaining them involves extra help or support from old teachers. This paper discusses the relevance of mentoring in teacher education. Opinions of the newly qualified and employed teachers were sought through a researcher- made structured interview. The responses from the subjects to the questions were analyzed with 90% of the respondents seeing mentoring as a veritable tool in professional development of teachers. It is then recommended that mentoring should be adopted where the old and well experienced teacher supervises or mentors the younger and newly qualified teachers for at least two years, to achieve effectiveness in teacher education.

Keywords: Mentoring, Teacher Education, highly motivated, conscientious, reform initiatives.



## **Advancing Teachers' Instructional Methodology for a Productive Classroom in the 21st Century**

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&

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### *Abstract*

The study was carried out in Ideato – North Local Government Area of Imo State, Nigeria with a total population of 145 primary school teachers that were undergoing cluster training on the use of 21st century instructional strategies. The teachers were given the questionnaire that indicated most of the ALIS characteristics across the instructional system components (Teachers, Learners, Teaching methods, Instructional materials, learning environment, Assessment/ Evaluation techniques) that anchor also on the constructivism approach to teaching and learning adapted from Gray (2013). Out of the 145 teachers that attended the one-week training, 140 teachers filled the questionnaire correctly and were used as the sample size for the data analysis. Mean was used to analysis the responses and from their responses, they were not utilizing to a greater extent, the active learning instructional strategies in the classroom thereby still teaching traditionally and the learners were greatly cheated as the current 21st century practices were limited in use in Nigerian public/government primary schools. The teachers were later taught how to use collaborative/interactive instructional strategies and were strongly advised to employ the strategies in their instructional delivery. The study recommended that all the stakeholders should contribute immensely to advancing education, that teacher education programme curriculum needs to be revisited, revitalized and the primary school teachers of both pre- service and in-service be trained, retooled and re- trained for the best practices in teaching profession to be adopted.



## **Teachers' Perception of Problems for Inclusion of Students with Autism in Regular Secondary Schools in Imo State**

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&

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### *Abstract*

The Study investigated teachers' perception of problems of inclusion of students, with Autism in regular secondary schools. The study adopted a descriptive survey design; three research questions guided the study with ninety teachers as sample for the study. The Instrument for data collection was Teachers' Perception of Problems of Inclusion of Autism among Secondary Students (TPPIASS). Mean rating scale was used in analyzing the data. Findings show among others, that secondary schools teachers lack training and knowledge of handling students with autism. Recommendations includes; Teachers should be trained on autism management. Stakeholders should work together with teachers and government for an improved curriculum that will benefit the autistic students. Finally, effective inclusive education is still facing a lot of challenges and does not fully benefit the autistic students.



## **Cultural Practice and Material Mortality in Nigeria: Implications for National Development**

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### **Abstract**

One indisputable and distinguishing characteristic of man is that he alone has culture, it is in conceivable to have a society, such as Nigeria, without a culture. The paper examines the influence of cultural practices on maternal mortality development. In doing this, efforts were made to identify some cultural practices and how they contribute to complications in women birth roles in Nigeria. Cultural practice like Female Genital Mutilation. Early marriage, preference for male children, food taboo, etc were highlighted and discussed. Equally, maternal mortality and national development were explained. Consequent upon this the work explored the roles of women as a resource and the implications of it on national development. Given this, the work recommended strong inter-sectorial link among the government department and community mobilization recommended.





## **The US Security Clearance dilemma and Impact on the Shortage of Cybersecurity Professionals in The United States of America**

**Dr. Abioudun Adeleke**  
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### *Abstract*

Studies show, that there is a global shortage of cybersecurity professionals in the workplace. This gap, especially affecting the U.S. impacts the ability of the country to fulfill the directive of the Comprehensive National Cybersecurity Initiative (CNCI) and some other initiatives such as Cybersecurity National Action Plan (CNAP), which is President Obama's capstone of more than seven years of determined effort by this Administration, building upon lessons learned from cybersecurity trends, threats, and intrusions. Another initiative is National Initiative for Cybersecurity Education (NICE) and its mission is to energize and promote a robust network and an ecosystem of cybersecurity education, training, and workforce development. The purpose of this study is multi-faceted. First, its goal is to find solutions to eliminate the barriers related to security clearance regulations that affect the cybersecurity profession. Secondly, the purpose is to evaluate the barriers to provide guidance to help steer more traditional information technology (IT) specialists to become better qualified Cybersecurity professionals. The research takes a qualitative study approach to examine both the issue of security clearance regulations, and the training of IT personnel to become qualified cybersecurity professionals. The methodology allows the researcher to identify and elaborate on four major themes that emerged from the interviews such as *security clearance reciprocity, education (funding cybersecurity college education and enhancing student loan forgiveness programs for cybersecurity experts joining the Federal workforce), cyber skills, and a "clumsy" recruitment process in government.* This study dealt with the effects of security policies, i.e. clearance policies and procedures on the cybersecurity professional; the effects of these clearance policies and procedures on human resource management; and the effects on educational system. The researcher gathered data regarding the problems experienced in obtaining jobs that require security clearance and course curriculum teaching effectiveness on cybersecurity in Colleges from 18 Information Technology (IT) professionals with varying degrees of experience. The result shows a dilemma for the fully qualified Cybersecurity professional who has the background to obtain a security clearance. Even with the background and qualifications, the professional may find it difficult to secure a cybersecurity position because of absence of necessary clearance to apply for a job. Upon conclusion of the research, the author provides simple guidelines that the U.S. government should enforce. They include regulations that allow students to start the process of their security clearance early in their careers (from high-school to post-secondary cybersecurity degree program participation). Further, the author recommends and provides guidelines that the US government can use to form partnerships with private industry to establish pathways for students that are designed to develop cybersecurity professionals that includes traversing the security clearance process.

**Keywords:** Cybersecurity skills shortage, Cybersecurity, Cybersecurity talents, and Cybersecurity workforce.