



**WORLD ASSOCIATION**  
For Academic Doctors

**DILLARD**  
UNIVERSITY  
Center for Racial Justice

WAAD 6<sup>th</sup> Global Academic Conference (Oct 26 – 28, 2023)

## 6<sup>th</sup> GLOBAL ACADEMIC CONGRESS

**Theme:** Globalization of Social Justice: Perspectives on Economics, Environment, Health, and Technology

# PROGRAM & BOOK OF ABSTRACTS

October 26 - 28, 2023

Sponsored by



**WORLD ASSOCIATION FOR ACADEMIC DOCTORS**  
(WAAD) - [www.waadinc.org](http://www.waadinc.org)

&

**DILLARD UNIVERSITY CENTER FOR RACIAL  
JUSTICE**  
[www.dillard.edu](http://www.dillard.edu)



WAAD 6<sup>th</sup> Global Academic Conference (Oct 26 – 28, 2023)

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# Program & Schedule of Presenters

Wednesday, October 25, 2023

## ARRIVAL

**WEDNESDAY, October 25, 2023 (CST) United States**

Time	Location	Event
3:00 pm – 5:00 pm	Homewood Suites New Orleans French Quarter 317 North Rampart Street, New Orleans, LA 70112	Arrival, Networking
6:00 pm – 10:00 pm	Homewood Suites New Orleans French Quarter	Meeting Session & Light Refreshments

## Conference Schedule of Presenters – Day 1

Thursday, October 26, 2023

## DAY ONE

**THURSDAY, October 26, 2023 (9:00 am – 5:30 pm) (CST)**

Time (MST)	Conf Room	Event/Speaker
8:30 am (PROMPT)	Dillard University Bus Pickup	Bus Pickup for Participants from the Hotel to the Conference Venue. <b>Pickup at 8:30 AM PROMPT</b>
9:00 am – 9:30 am	PSB 115	Conference Setup, Arrival, Registration
9:30 am – 10:00 am	PSB 115	<b>Day1 Welcome Address, by Dr. Ashraf Esmail (Conf Chair)</b>  <b>Opening Remarks: Dr. Henrietta Okoro (Founder/President)</b> <u>Title:</u> Opening Remarks  Dillard University Diamonds Team <b>Dr. Jana Myers-Smith (Advisor)</b>
10:00 am to 10:45 am Keynote	PSB 115	<b>Keynote Speaker - Dr. Sherice Janaye Nelson</b> <u>Title:</u> American Higher Education in Crisis: The Faculties Role in Reaching Stability



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11:00 am to 12:00 pm	PSM 131/135	Student Poster Presentations – 26 Topics
12:00– 1:00 pm Lunch	Dillard University Kearney Cafeteria	<b>Lunch</b>
1:00 pm to 2:00 pm	PSB 115	<b>Presenter: Rev Brisbon Panel / Forum</b> Title: Unity in Community - The Role of HBCUs and Spiritual Heritage in Promoting Racial Justice
2:00 pm – 2:30 pm	PSB 115	<b>Presenter: Dr. Henrietta Okoro</b> Title: Information Governance Best Practices: Perspectives of Economics, Health, and Technology
2:30 pm to 3:00 pm	PSB 115	<b>Presenter: Dr. Cecily Nwokocha</b> Title: Viability and Sustainability of Renewable Energy in Nigeria by the End of the 21 <sup>st</sup> Century
3:00 pm – 3:30 pm	PSB 115	<b>Presenter: Dr. Angela Pope</b> Title: Business Intelligence and Call to Action: Understanding Barriers to Application Means Studying Behavior
3:30 pm to 4:00 pm	PSB 115	<b>Presenter: Dr. Chioma Nwakanma</b> Title: Coping with Climate Variability and Emerging Environmental Crisis in Coastal Areas of Southern Nigeria: A Study
4:00 pm to 4:30 pm	PSB 115	<b>Presenter: Dr. Ojel Clara Anidi</b> Title: Linguistic Analysis and Graphic Illustrations of Selected Igbo African Folktales as Education Resource in Nigeria
4:30 pm to 5:00 pm	PSB 115	<b>Presenter: Dr. Angela Esedebe</b> Title: The Importance of Understanding Current Global Migration Trends
5:00 pm to 5:30 pm	PSB 115	<b>Presenter: Dr. Ghosh Thinnakkakath</b> Title: An Analysis of Strategic Leadership Skills in Implementing Artificial Intelligence (AI). <i>Via Zoom - Oct 26, 2023, 05:00 PM Central Time (US)</i> Join Zoom Meeting <a href="https://us02web.zoom.us/j/81421369027?pwd=U0huU1JqaVIwcjhydlZERFh6dFpGZz09">https://us02web.zoom.us/j/81421369027?pwd=U0huU1JqaVIwcjhydlZERFh6dFpGZz09</a> Meeting ID: 814 2136 9027 Passcode: xdKp19
5:30 pm – 6:00 pm (PROMPT)	Dillard University Bus Pickup	Bus Pickup for Participants from the Conference Venue to the Hotel. <b>Pickup at 5:30 PM</b>



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## Conference Schedule of Presenters – Day 2

Friday, October 27, 2023

### DAY TWO

FRIDAY, October 27, 2023 (10:00 am – 5:00 pm) (CST)

Time (MST)	Conf Room	Event/Speaker
9:30 am (PROMPT)	Dillard University Bus Pickup	Bus Pickup for Participants from the Hotel to the Conference Venue. <b>Pickup at 9:30 AM PROMPT</b>
10:00 am – 11:00 am	PSB 131/135	K-12 Presentations
11:00 am – 12:00 pm	PSB 115	K-12 Panel
12:00 pm 1:00 pm		Campus Tour – K-12 students and conference participants
1:00 pm to 2:00 pm Lunch	Dillard University Kearney Cafeteria	<u>Lunch</u>
2:00 pm to 2:30 pm	PSB 115	<b>Presenter: Dr. Teibowei Marie Therese</b> Title: Medical Translation Processes and MetaAnalysis of Translational Methodologies <i>Via Zoom - Oct 27, 2023, 02:00 PM Central Time (US)</i> Join Zoom Meeting <a href="https://us02web.zoom.us/j/83281144683?pwd=SU93KzhLK0FBRG1rKzNwMnVZbGxQUT09">https://us02web.zoom.us/j/83281144683?pwd=SU93KzhLK0FBRG1rKzNwMnVZbGxQUT09</a> <b>Meeting ID: 832 8114 4683 -- Passcode: W83HWF</b>
2:30 to 3:00 pm	PSB 115	<b>Presenter: Dr. Egbo, Walamam Mansi &amp; Dr. Yaguo, Eremasi Benjamin Ikele</b> Title: Occurrence of Cadmium in Boreholes Water in Yenagoa Metropolis of Bayelsa State and the Toxicological Risk Implication
3:00 to 3:30 pm	PSB 115	<b>Presenter: Dr. Chinyere Ukomadu &amp; Dr. Henrietta Okoro</b> Title: Educational Module and Managing Patient Non-Compliance in Healthcare System
3:30 pm to 4:00 pm	PSB 115	<b>Presenters: Dr. James Lester and Dr. Ashraf Esmail</b> Title: Decision Making and Leadership
4:00 pm– 4:30 PM	PSB 115	<b>Presenter: Dr. Alexander Onukwugha</b> Title: Causes of Resistance to Learn and Change: Remedies to Overcome the Practice
4:30 pm – 5:00 pm	PSB 115	<b>Presenter: Mr. Geeta Sandeep Nadella</b> Title: Validating the IS-Impact on Educators in U.S. High Schools Using IS-Impact Measurement Model – A Quantitative Study
5:00 pm – 5:15 pm	PSB 115	<b>Communique Team Summary</b> Day 1 - Dr. Vanessa Washington & Dr. Grace Opigo, Day 2 - Dr. Angela Esedebe & Dr. Njideka Kelley
5:15 pm – 5:30 pm	PSB 115	<b>Closing Remarks:</b> Dr. Ashraf Esmail & Dr. Henrietta Okoro
5:30 pm - 6:00 pm (PROMPT)	Dillard University Bus Pickup	Bus Pickup for Participants from the Conference Venue to the Hotel. <b>Pickup at 5:30 PM</b>



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## Conference Schedule – Day 3

### DAY THREE

**SATURDAY, October 28, 2023 (4:00 pm – 9:00 pm) (CST)**



Time	Location	Event
9:00 am – 1:00 pm [4 hours]	French Quarters	Site Seeing - City of New Orleans ( <b>Optional</b> )
4:00 pm ( <b>PROMPT</b> )	<i>Bus Pickup from Hotel</i> 317 N. Rampart, New Orleans, Louisiana, 70112 <i>to</i> <i>Boat Cruise Boarding Venue:</i> <i>Lighthouse Ticket Office</i>	Boat Cruise Boarding Address: <b>Woldenberg Park,</b> 400 Toulouse St, New Orleans, LA 70130, USA
5:00 pm – 9:00 pm [4 hours]	Riverboat CITY of NEW ORLEANS Boarding begins at 6:00 pm <b>PROMPT.</b>	<b>Closing Ceremony, Induction, &amp; Dinner Cruise</b>

### DEPARTURE

**SUNDAY, October 29, 2023**

Time		Event
Hotel Checkout	End of Conference	<b>Checkout from Hotel</b>



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## Conference Chair Welcome Address

Dear Conference Attendees:

On behalf of the Center for Racial Justice at Dillard University and the World Association of Academic Doctors it is our distinct honor and privilege to welcome you to the **6th Global Academic Conference**. The theme of the conference is “Globalization of Social Justice: Perspectives on Economics, Environment, Health, and Technology.” We look forward to the conversations to continue the dialogue.

We are living in a society where racial issues are impacting us around the world. The issues of racial inequality hopefully do not designate our future behavior. It is the responsibility of all of society to work toward addressing racial issues in our homes, in our neighborhoods, in every classroom, and in every workplace. The participants at this conference will have an opportunity to consider the role of racial inequality can have in their professional and personal lives. Each presentation has been chosen with this goal in mind. It is our hope that you will leave this Conference with some essential tools that will help you as an educator, regardless of your age and regardless of your profession. Children and parents, teachers and students, clinicians and clients must develop an infrastructure whereby strong positive relationships will flourish. We hope that this conference will provide these infrastructure-essential tools-for adults and children of all ages to use when communicating with those around them.



It is also our hope that this Conference will provide you with numerous opportunities to dialogue about these tools, thereby, encouraging you to begin the change process within yourself and with the significant professional and personal relationships in your life. Children and adolescents do what the adults around them do. When we are successful in developing a vocabulary where we address conflicting situations in relation to race and resolve situations with a win/win result then we will have what is necessary for a peaceful society and a peaceful world. We look forward to your participation in this Conference. If you have any questions about the site or program throughout the Institute, please reach out to me.

Sincerely,

Dr. Ashraf Esmail  
Dillard University  
Director for the Center for Racial Justice  
WAAD Conference Chair





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## President's Opening Remarks



Dear Colleagues:  
Welcome to our **6<sup>th</sup> global academic** conference jointly hosted by the **World Association for Academic Doctors (WAAD) and Dillard University - Center for Racial Justice**. The world today is complicated. Technological advancements have ensured that we are more connected than ever before, yet in many ways, we have never been more disconnected. We are more aware than ever of the problems faced by humanity. Yet the distance provides a sense of security. What we fail to realize is that in a globalized world, every issue is a global one. The year is 2022-2023, yet the social justice issues we face today remind us, and the world, of our troubled past; how we deal with them will decide our future as a leader of social freedoms and the land of liberty.

**The theme:** Globalization of Social Justice: Perspectives on Economics, Environment, Health, and Technology, offer training and skills enhancement benefits with critical issues and ways forward in this post-pandemic era. There are plenary sessions led by academic administrators and industry experts; concurrent sessions offer in-depth discussions and

question-and-answer periods on current and future trends, and dinner cruise to tour the host city. The university conference room sessions allow conference presenters and attendees to brainstorm and discuss the challenges they face, the opportunities they are creating for themselves, and what lies ahead for their institutions and communities.

After our prior successful global academic conferences in 2021, 2020, 2019, 2018, and 2017 respectively, WAAD continues to strive for excellence in partnering with universities while promoting professional developments, research, publications, and developments. This year 2023, Dr. Esmail took another mantle of leadership as the conference chair and secured Dillard University, Center for Racial Justice as one of our partners, to offer opportunity to those who missed the 2021 conference. In this 6<sup>th</sup> WAAD global conference, it provides opportunity to gather collections of professionals, students, instructors, administrators, and professors to spend three days learning about vital topics that are important to our field, while networking with colleagues from around the world to address globalization of Social Justice on Economics, Environment, Health, and Technology. Finally, many thanks to our WAAD's 2023 Conference Chair for working tirelessly to ensure a successful conference, the conference committee members, and the entire WAAD members, you all squared up into a marvelous team! Finally, but not least, on behalf of WAAD, Inc. we extend our gratitude to the Dillard University team for their awesome support. The work everyone has done portrays excellence and a great learning experience. The conference is officially open.

**Dr. Henrietta M. Okoro, DM/IST, CDPSE, CSTE**  
*Founder / President (WAAD Inc.)*



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## Conference Chair Profile

**Dr. Ashraf Esmail** is a 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 also the senior editor for the Journal of Education and Social Justice and editor in-chief for the international journal of leadership education and business studies (IJLEBS).



## Planning Committee

- Dr. Ashraf Esmail
- Dr. Syed Adeel Ahmed
- Dr. Margaret Vianna
- Dr. James Hyatt
- Dr. Charles Lagu
- Professor Charles Waiswa
- Dr. Adejoke Sheyin
- Dr. Grace Opigo
- Dr. Ogechi Azubuike
- Dr. Alex Onukwugha
- Dr. Francisca Mbanaja-Opara
- Dr. Anthony Ogbo
- Professor Sylvester Udeorah
- Dr. Uchenna Ukachukwu
- Dr. Njideka Kelley
- Dr. Angela Esedebe
- Dr. Edward Agbai
- Dr. Ibeawuchi Frank Amagwu
- Dr. Maureen Onyia
- Dr. Scholastica Iloghalu
- Dr. Helen Uzokwe
- Dr. Henrietta Okoro



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**Day 1 - Communique Team Profile**



**Dr. Vanessa Washington**  
*Communique Team Member*



**Dr. Grace Opigo**  
*Communique Team Member*

**Day 2 - Communique Team Profile**



**Dr. Njideka Kelley**  
*Communique Team Member*



**Dr. Angela Esedebe**  
*Communique Team Member*

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## WAAD Founder's Profile



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

Dr. Okoro has over seven years of project management experience in the Telecommunication Industry. She is a published author and serves as a University Adjunct Professor. She has presented and published several peer-reviewed articles in management, leadership, cybersecurity, information systems, and technology. Her quest to elevate quality education and research emerged with the World Association for Academic Doctors (WAAD), Inc. founding in 2014 to involve the global community. Her vision is engrossed in initiative-driven projects to harness partnerships with government, non-governmental agencies, corporations, members, and volunteers in their respective communities to empower women, youth, and the underprivileged.

### **Community Involvements:**

- Certified Data Privacy Solutions Engineer (CDPSE)
- Certified Software Test Engineer (CSTE)
- Commissioner, Governor's Commission on African Affairs (GCOAA), Maryland, USA
- Founder/President, World Association for Academic Doctors (WAAD), 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



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## WAAD's MILESTONE: 2014 - 2023

### WAAD 2024 UPCOMING EVENTS

- 2024 WAAD Book – 2<sup>nd</sup> Edition **in Progress**
- **Fall 2024 –Vol-6** - International Journal of Leadership Education and Business Studies (IJLEBS) **in Progress**

### WAAD 2023 ACCOMPLISHMENTS

- October 2023 – In Collaboration with Dillard University, hosted WAAD 6<sup>th</sup> Global Academic Conference
- 2023 WAAD Book – 1<sup>st</sup> Edition Published

### WAAD 2022 ACCOMPLISHMENTS

- **Fall 2022 –Vol-5** - International Journal of Leadership Education and Business Studies (IJLEBS).

### WAAD 2021 ACCOMPLISHMENTS

- October 2021 – In Collaboration with Dillard University, hosted WAAD 5<sup>th</sup> Global Academic Conference
- October 2021 – Governor of Maryland Citation in recognition of leadership excellence.



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## **WAAD 2020 ACCOMPLISHMENTS**

- October 2020 – In Collaboration with Colorado Technical University, hosted WAAD 4<sup>th</sup> Global Academic Conference (Virtual Conference)
- October 2020 –Governor of Maryland Citation in recognition of WAAD’s global collaboration.
- **Fall 2020 –Vol-4** - International Journal of Leadership Education and Business Studies (IJLEBS).

## **WAAD 2019 ACCOMPLISHMENTS**

- June 2019 – WAAD Collaboration with South University, hosted WAAD 3<sup>rd</sup> Global Academic Conference in Tampa Florida
- June 2019 –Governor of Maryland Citation in recognition of leadership excellence.
- June 2019 –Governor of Florida Congratulatory Greeting Letter in recognition of leadership excellence.
- June 2019 - Maryland State Attorney Proclamation
- June 2019 –Prince Georges County of Maryland, County Executive Citation in recognition of leadership excellence.
- **Fall 2019 –Vol-3** - International Journal of Leadership Education and Business Studies (IJLEBS).

## **WAAD 2018 ACCOMPLISHMENTS**

- June 2018 – In Collaboration with Ashford University, hosted WAAD 2<sup>nd</sup> Global Academic Conference (A Virtual Conference)
- June 2018 – Provided a Free Training Session for Marylanders and Conference Participants on how to use Technology and Zoom Platform

## **WAAD 2017 ACCOMPLISHMENTS**

- June 2017 – Inaugural World Congress
- June 2017 – IJLEBS Launching
- June 2017 – Citations & Proclamations
- June 2017 – Academic Excellence Award
- June 2017 – Top Team Builder Award Recipients
- June 2017 – Most Dedicated Member Award
- June 2017 – Eminent Leadership Award
- **Fall 2017 –Vol-2** - International Journal of Leadership Education and Business Studies (IJLEBS).



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## **WAAD 2016 ACCOMPLISHMENTS**

- Collaborated with the Association of Nigerian Women Academic Doctors to host training workshop and 3rd global conference in Nigeria.
- October 2016 – 3rd global conference in Great Wood Hotel, Owerri, Imo State. Theme: “A Road Map for Tomorrow—The Youth Perspective
- October 2016 – Academic Excellence Awards to the five students who received a meritorious award for emerging the overall winner in the inter-continental academic event.
- October 2016 – Awards to exemplary leaders in the society
- October 2016 – Motherless Baby Home, Owerri – Foods & Resources Donation
- Collaborated with ANWAD Inc to execute Books Donation Project (ABDP-2016)

## **WAAD 2015 ACCOMPLISHMENTS**

- **Fall 2015 – Vol-1** International Journal of Leadership Education and Business Studies (IJLEBS).
- January 2015 Outreach Event
- Outreach Event with Maryland Governor Larry Hogan, First Lady Yumi, Lt. Governor Boyd K. Rutherford, and his wife Monica Rutherford

## **WAAD 2014 ACCOMPLISHMENTS**

- WAAD Inc. was officially incorporated in the State of Maryland, United States of America.

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## WAAD VP Operations Profile



**Dr. James C. Hyatt** is currently teaching at the University of the Cumberlands in the Computer Information Systems (CIS) Executive Master and Doctoral Programs. He is also a business consultant in technology and analytics, Vice President of Operations and on the editorial board of World Association for Academic Doctors (WAAD) and serves as a peer reviewer for multiple journals. He also previously taught at Barton Community College, Ashford University, Forbes School of Business, and Ford Hays State University, Robbins College of Business and Entrepreneurship.

Dr. Hyatt 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. Dr. Hyatt has consulted with companies such as Procter and Gamble and Hobby Lobby in the function of predictive analytics and operation management. Dr. Hyatt has been designated as a World Content Expert by the Chinese government

in IT Security, has served as committee chair for multiple international conferences and has co-authored a textbook. Dr. Hyatt has worked as a research project coordinator, financial advising assistant for ING, web page designer and a business manager.

## WAAD VP Programs Profile



**Dr. Alexandria Onukwugha** graduated with a BS in Purchasing and Supply and completed two master's degrees. His first Master's Degree was in Marketing from the University of Ibadan whereas his second Master's Degree was in Economics from University of Maiduguri. In 2011 Dr. Onukwugha completed and obtained a Doctor of Business Administration Degree in Marketing from Argosy University, Washington DC Campus. He has worked for several large organizations such as Elf Oil Nig Ltd, Gottscalks and EMS divisions of UAC, Bauhaus International Ltd. and several other institutions. Dr Onukwugha served in Elf Oil (Nig) Ltd. in various capacities. He joined the company as a Sales Representative (Petroleum Products Sales) and left as Head General Services.

Elf Oil (Nig) Ltd used to be a French owned Petroleum conglomerate, before they merged with TOTAL Oil (Nig) Ltd. In November 1998, he joined Bauhaus International, as a Sales and Procurement Manager and remained with them till June 2001, two months before he relocated to the United States of America. On arrival in US, he has been working with BTC technologies as an IT Consultant between 2001 till present He has a considerable teaching experience having earlier taught Mathematics and Economics for Grades 11 and 12 at Anglican Girls Grammar School Ijebu Ode, Nigeria. He also taught undergraduate and graduate students of Imo state University, Principles of Economics, Fundamentals of Marketing, International Marketing, Marketing Management etc. between 1998 till 2000. He is presently an Adjunct Professor of Marketing, University of Riverside, CA and STRAYER University, Arlington/Alexandria Campus. Dr. Onukwugha has so far recorded several publications including his dissertation titled "Relationship between Product branding and purchase decision" He is married with four children and can be reached via email: [Alexander.Onukwugha@Strayer.edu](mailto:Alexander.Onukwugha@Strayer.edu)





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# WAAD Members Group Photo





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**Dr. Okoro's – Leadership Excellence Award**



**The Heroes Awards – 2019 (WAAD Heroes)**





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**WAAD Induction, 2019 TAMPA - Florida**





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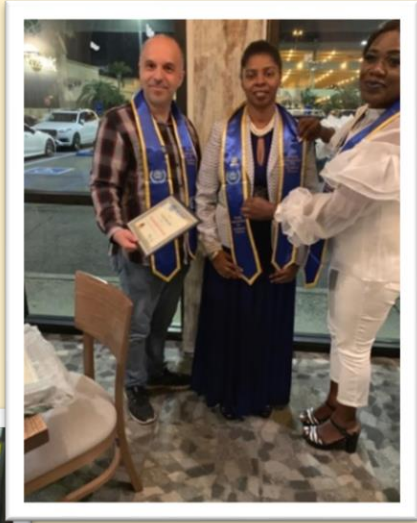
## WAAD Conference, 2019 TAMPA - Florida





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# WAAD Induction, 2021 - New Orleans





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**2021 Students' Poster Presentations**



**2021 Induction Dinner Ceremony**





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## ACTIVE WAAD Members LIST

<u>Title</u>	<u>Last Name</u>	<u>First Name</u>
Professor	Okoro	Henrietta
Dr.	Ukachukwu	Uchenna
Dr.	Opigo	Grace
Dr.	Kelley	Njideka
Dr.	Sheyin	Adejoke O.
Dr.	Opigo	Helen
Dr.	Njideka	Kelly
Professor	Hyatt	James C.
Dr.	Lagu	Charles
Dr.	Ashraf	Esmail
Dr.	Vianna	Margaret
Dr.	Onukwugha	Alex
Professor	Amagwu	Frank Ibewuchi
Dr.	Uzochukwu	Grace
Dr.	Mbakpuo	Ndidi
Dr.	Azubuike	Ogechi
Dr.	Aderogba	Kofoworola
Dr.	Ikeanyionwu	Chioma
Dr.	Adewale	Emmanuel
Dr.	Nkadi	Francisca
Dr.	Adeyemi	Oluwakemi
Dr.	Mnyanyi	Cosmas
Dr.	Ogbo	Anthony
Dr.	Nwadinobi	Evelyn
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Dr.	Funmi	Bolonduro
Dr.	Kayode	Itiola
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Dr.	Funmi	Bolonduro
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## Keynote Speaker's Profile



### **DR. SHERICE JANAYE NELSON**

Dr. Sherice Janaye Nelson is a speaker, author, researcher, and has a decade of higher education experience. She has taught at the University of California, Berkeley, and other premier institutions in the San Francisco Bay Area and in Los Angeles, California. She was the inaugural Director for the Jewel Limar Prestage Public Policy, Polling, and Research Center, which performs mixed methods research that tell the stories of Blacks with data at Southern University.

She is a proud alumna of Howard University and as a political analyst, provides commentary for the Harold Fisher Show on WHUR & Sirius XM. There she received a Doctor of Philosophy in Political Science at 27 years old specializing in Black Politics, and International Relations. These specializations have defined her as a Black Diaspora scholar who focuses on the political, social, and economic effects of chattel slavery on present day democracies.

She is the originator of the term Insulated Blackness, which speaks to African Americans separation from Black political identity due to infrequent experiences of racial discrimination. This was explored in her co-authored piece “Insulated Blackness: A Cause for Fracture in Black Political Identity.” She wrote *The Congressional Black Caucus: Fifty Years of Fighting for Equality*, the only comprehensive work on the impact the Black caucus has had on the American landscape. She also co-authored *Why Wait Your Turn Means No Turn At All: A Millennial Perspective of Black Church, College and Community*, which speaks to the generational differences that hinder unity and progress in Black spaces.

She is an executive board member for the Center for Racial Justice at Dillard University, and the 2023 Anna Julia Cooper Teacher of the Year awarded by the National Conference of Black Political Scientists. Dr. Nelson is only HBCU educated and earned her Master of Public Administration focusing on Public Management at the University of the District of Columbia, and graduated Magna Cum Laude with a dual degree in History and English from Stillman College in Tuscaloosa, Alabama.

## Presenters Profile



### **DR. GHOSH THINNAKKAKATH**

Ghosh Thinnakkakath has many years of IT consulting and management experience at various organizations. Ghosh has a Ph.D. in Information Technology in addition to his master's in mathematics, Postgraduate Diploma in Computer Applications, and an MBA. Certificate programs in Data Analytics (Cornell University) and Management Essentials (Harvard Business School Online). Member of the World Association of Academic Doctors (waadinc.org) and PMP certified (Project Management Institute). Certified ScrumMaster (CSM), Solution Architect (AWS, AZURE, and IBM),

Oracle Certified Professional (OCP), SAP-Certified: ECC, SAP HANA & SAP S/4 HANA, and CompTIA Security+. As a lifelong learner, Ghosh believes in servant leadership and mentoring / training others to raise them to the next level.



### **DR. OJEL CLARA ANIDI**

Ojel Clara Anidi is a Chief Lecturer in the Department of Language Studies (School of General Studies) of the Institute of Management and Technology (IMT), Enugu, Nigeria, where she also functions, at present, as the Director of Research and Development. She teaches both the polytechnic and degree students of the Institute. She has the Ph.D and M.A. degrees in English and Literary Studies, a B.A. in English and History, and a Professional Diploma in Education (PDE), among other academic certificates. She has served as the Editor-in-Chief of the IMT International

Journal of the Arts and Sciences; Director, School of General Studies; and Head, Department of Language Studies of the IMT, Enugu. Anidi is in addition the Co-Founder and Chief Executive Officer of Ojelobi Arts Home Foundation, a non-profit organization committed to values orientation and reorientation of children and youths. She belongs to a number of professional associations, including the African Literature Association (ALA) where she presently serves as the Secretary of the Women Caucus of the association (WOCALA). Her academic publications number about fifty and she is happily married with children.

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**DR. ANGELA POPE**

Dr. Pope is a university professor. She has served in numerous roles throughout her career in higher education in the Information Technology, Information Technology, and Business disciplines. Pope serves on advisory boards, advisory councils, and committees to support university initiatives. Moreover, she retired from North Carolina State Government in Education and Information Technology in 2016. Finally, she is a member of Alpha Kappa Alpha Sorority, Incorporated. Dr. Pope earned her Doctor of Philosophy in Organization and Management with a Specialization in Information Technology Management from Capella University in 2014. She completed a Master of Science in Information Systems from Strayer University in 2005. Further, Pope completed a Bachelor of Science in

Communication with a minor in Sociology in 1986. She holds the ITIL Foundation Certification in IT Service Management. Her research interests include organization and management, information technology management, business intelligence, cloud computing, sociology, mobile computing, software development, and information technology service management.



**DR. ANGELA ESEDEBE**

Dr. Esedebe is an experienced Education Professional and Professor of Business and International Relations. Dr. Esedebe has served as faculty, Campus Dean, and Campus President at various institutions in the United States. Originally from Nigeria, Dr. Esedebe received her master's degree in international law and diplomacy from Lagos, Nigeria and her Doctorate from Howard University in Washington, DC. USA. Her doctoral dissertation focused on "Global Migration and its Impact" on Nation-States. Dr. Esedebe has expertise on issues related to refugees, resettlement, migration, humanitarian assistance and protection, and related issues on international migration. Dr. Esedebe is also recipient of the Donald R Stoddard Faculty Award of Excellence and African Community Service Award.

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## **DR. CHIOMA NWAKANMA**

Dr. Chioma Nwakanma obtained her PhD in Animal and Environmental Biology from the University of Port – Harcourt, Nigeria in 2012. She is an Associate Professor in the Department of Environmental Management & Toxicology and served as the Deputy Dean of the College of Natural Resources and Environmental Management (2017 -2022). Her broad research interest is in the development, application, and validation of methods to assess the effects of contaminants, degraded water quality, soil quality, air quality and other environmental stressors on aquatic organisms and human health in the ecosystem. She has attended several Diploma certificate

courses both in Nigeria, USA, East Africa and Europe through several fellowships by the Netherland (NFP Fellowships), TWAS-OPCW-IAP fellowship and German government (Exceed-DAAD Fellowship).

She has also attended professional training with Shell Petroleum Company Development (SPDC) on Health Safety Environmental Competency courses (Level 1 & 3) and Environmental Waste Management courses. She is a member of so many professional bodies and have served in several capacity among which include Nigerian Environmental Society (NES), Fisheries Society of Nigeria (FISON); Biotechnology Society of Nigeria (BSN); Graduate Women in Science, USA (GWIS); Organization for Women in Science for the Developing World (OWSD); Association for Environmental Impact Assessment of Nigeria (AEIA); Association of Nigerian Women Academic Doctors International (ANWAD) etc. She has more than 60 publications in reputable proceedings and peer reviewed journals. She has attended both local and international conferences and workshops where she presented scientific papers and co-chaired plenary sessions in international conferences. She is an Editorial Board member of Journal of Ecography and Ecosystem, Journal of Next Generation Application and Sequencing and some University Based Journal of Nigeria. She teaches and supervises postgraduate and undergraduate students. She is happily married with children. She started her teaching career in Godfrey Okoye University and as the pioneer Co-ordinator of Biotechnology programme in the Department of Biological Sciences, Faculty of Natural and Applied Sciences, Godfrey Okoye University, Enugu State.



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**DR. CHINYERE UKOMADU**

(DNP, MSN, BSN, RN)

Dr. Chinyere Ukomadu has been a nurse for over 15 years. Her passion for nursing led her to achieve Doctor of Nursing Practice (DNP) 2019. As a clinician, Dr. Ukomadu has contributed immensely to the field of nursing and in finding solutions for pressing clinical challenges. She is an Evidence-Based Practitioner, a change agent, a Professional Collaborator, Effective Communicator, and an Educator/Consultant in the nursing industry. Dr. Ukomadu authored a book 2019 published by ProQuest on “An Educational Module on High Blood Pressure Management and Control” during her doctoral dissertation that can be referenced in Walden University Library and online goggle scholars.

In 2019, Dr. Ukomadu deemed it necessary to dive into Global Health problems and solutions for quality improvement. She then earned a Certificate in Improving Global Health: Focusing on Quality and Safety from Harvard University edX.

Dr Ukomadu has worked in various hospitals/acute care facilities and in different specialties ranging from (Cardiology, Transplant, and Dialysis. ICU, MIMU, MEDICAL SURGICAL and PACU. She contributed to the outpatients/chronic care facilities in pediatrics and geriatrics. She has held positions as director of nursing (DON) and Alternate administrator in geriatrics within the healthcare system. Her passion for nursing and having seen the challenges emanating in the nursing field including the challenges nurses face concurrently in all facilities motivated her to envisaged (PINA) Professional Inspirational Nurse Advocate. In her quest to find a solution for the financial dilemma facing families, Dr. Ukomadu ventured into understanding how money works. She dived into the financial industry with the intension to educate families the best way to have financial freedom. She therefore earned a Life and Health Insurance license and became a licensed agent as a Marketing Director with World Financial Group for a decade helping family secure the financial future.

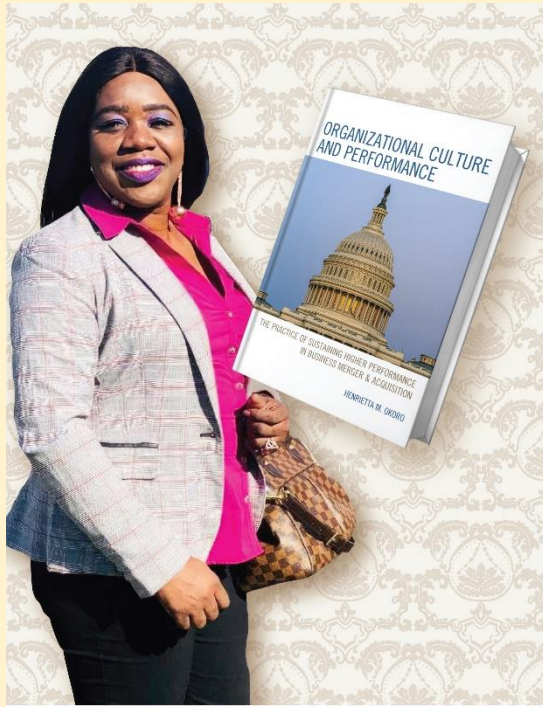
Dr. Ukomadu’s graduate school as in (MSN) Master of Science of Nursing with Specialty in Leadership/Management and during preceptor-ship program in UTMB, she collaborated with a team of nurse professionals in developing DEU/Preceptor program (Dedicated Education Unit). Dr. Chinyere Ukomadu contribution in leadership to the society earned her outstanding awards as HONOR MEMBER Award and Inclusion into CANBRIDGE WHO’S WHO. STRATHMORE WHO ‘S WHO HONOR AWARD and Inclusion for her leadership contribution 2019.

Dr. Chinyere Ukomadu is a member of American Nursing Association for over decade. Member and a contributor in American Leaders Digest during the Covid-19 pandemic Member, National Society of Leadership and Success Walden University Selection Member with (IAW) International Association of Women Houston Chapter



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**DR HENRIETTA OKORO**



**DR. MRS. HENRIETTA OKORO**  
**AUTHOR**

Dr. Okoro is the Founder/President of the World Association for Academic Doctors (WAAD), Inc. She is an alumnus of Harvard University, John F. Kennedy School of Government, Cambridge, Massachusetts, USA, where she earned Executive Education Certificate in Leadership & Decision Making. She has a Doctor of Management with a specialization in Information Systems and Technology from University of Phoenix and a dual master’s degree in accounting and management from Southeastern University, Washington DC. She is a Certified Data Privacy Solutions Engineer (CDPSE) from ISACA and a Certified Software Test Engineer (CSTE) from the Quality Assurance Institute (QAI). Dr. Okoro is a strategic management consultant with in-depth experience spanning over twenty years and proven expertise in management information systems, technology, and research. Dr. Okoro has over seven years of project management experience in the Telecommunication Industry. She has presented and published several peer-reviewed

articles in management, leadership, cybersecurity, information systems, and technology. She is a published author and serves as a University Adjunct Professor. Her 2023 book, *Organizational Culture, and Performance: The Practice of Sustaining Higher Performance in Business Merger & Acquisition*, is available online via top booksellers: <https://a.co/d/ua6Orx>

**DR. ASHRAF ESMAIL**



Dr Esmail is a 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 also the senior editor for the Journal of Education and Social Justice and editor in-chief for the international journal of leadership education and business studies (IJLEBS).



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**DR. JAMES LESTER**

Jamie Lester is a doctor in Business Psychology and holds a master’s degree in business administration and is a State Certified General Real Estate Appraiser in several states. He has been in the real estate and right of way business for multiple projects for over 38 years including acquisition, permitting, negotiations, and appraising, etc. Dr. Lester is former Vice-President of Cross-Country Land Services and former CEO/President of Diversified Broadband Services. He has managed million-dollar projects and over two hundred agents throughout the United States. His experience in the pipeline infrastructure process and acquisition process is broad along with both professional and informal education in a variety of right of way industries. This included, but is not limited to, roadways, transmission line, cell tower, fiber optics, and pipeline projects. His dissertation was titled “Understanding Perceived Fairness in Eminent Domain: The Case of Texas Energy Pipelines” which combined his personal experience, project management knowledge, legal experience as an expert witness, and overall right of way acquisition experiences. He has been appointed Special Magistrate in a variety of counties in Florida to hear and rule on cases between landowner and county assessor/appraisers. His clients include but are not limited to right of way companies, pipeline companies, telecommunications companies, Department of Transportations, Engineering companies, along with assignments with financial institutions, FBI, and with the US Marshall office. Jamie grew up in the Florida Panhandle known as Port St. Joe/Wewahitchka Florida area of Gulf County. He has a home there and a farm he enjoys near Prattville, Alabama. Mr. Lester has authored several books and is a published author. Jamie’s focus is on his three sons. He loves to farm, hunt, fish, and teach.



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**DR. YAGUO ETEMASI BENJAMIN IKELE**

Dr Yaguo Etemasi Benjamin Ikele, holds a Bsc. Degree in applied Biology (Microbiology Option), Msc. In environmental Biology and Phd. In environmental Biology (Specialty in Ecotoxicology & HydroBiology). She lectures in Department of Science Laboratory Technology, Bayelsa State Polytechnic, Aleibiri in Bayelsa State, Nigeria. She published over 20 Journal publications (international and local). Currently, Dr. Ikele is the director of academic planning.



**DR. ALEXANDRIA ONUKWUGHA**

Dr. Onukwugha, graduated with a BS in Purchasing and Supply and completed two master's degrees. His first master's degree was in Marketing from University of Ibadan whereas his second Master's Degree was in Economics from University of Maiduguri. In 2011 Dr. Onukwugha completed and obtained a Doctor of Business Administration Degree in Marketing from Argosy University, Washington DC Campus. He has worked for several large organizations such as Elf Oil Nig Ltd, Gottscalks and EMS divisions of UAC, Bauhaus International Ltd. and several other institutions. Dr

Onukwugha served in Elf Oil (Nig) Ltd. in various capacities. He joined the company as a Sales Representative (Petroleum Products Sales) and left as Head General Services.

Elf Oil (Nig) Ltd used to be a French owned Petroleum conglomerate, before they merged with TOTAL Oil (Nig) Ltd. In November 1998, he joined Bauhaus International, as a Sales and Procurement Manager and remained with them till June 2001, two months before he relocated to the United States of America. On arrival in US, he has been working with BTC technologies as an IT Consultant between 2001 till present He has a considerable teaching experience having earlier taught Mathematics and Economics for Grades 11 and 12 at Anglican Girls Grammar School Ijebu Ode, Nigeria. He also taught undergraduate and graduate students of Imo state University, Principles of Economics, Fundamentals of Marketing, International Marketing, Marketing Management etc. between 1998 till 2000. He is presently an Adjunct Professor of Marketing, University of Riverside, CA and STRAYER University, Arlington/Alexandria Campus. Dr. Onukwugha has so far recorded several publications including his dissertation titled "Relationship between Product branding and purchase decision" He is married with four children and can be reached via email: [Alexander.Onukwugha@Strayer.edu](mailto:Alexander.Onukwugha@Strayer.edu)



## BOOK OF ABSTRACTS

**DR. GHOSH THINNAKKAKATH**

### AN ANALYSIS OF STRATEGIC LEADERSHIP SKILLS IN THE IMPLEMENTATION OF ARTIFICIAL INTELLIGENCE (AI)

By

**DR. GHOSH THINNAKKAKATH**

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#### **ABSTRACT**

Artificial intelligence and data analytics were revolutionized by the exponential surge of data from various sources and the rise of digital technology to store and retrieve data faster than ever before. Predictive, business, and data analytics are widely used across all industries. The widespread use of the internet, social media, and sophisticated tools and techniques are revolutionizing business practices. Change is inevitable and not an easy task, especially in business processes. Change disrupts habits, causes personality conflicts, or causes uncertainty for some employees. Implementing AI in business is a disruptive change that requires careful planning and strategic leadership skills. The theoretical framework in this study is based on the assessment of previous research studies of organizational change initiatives. This study analyzed the benefits of AI tools and techniques in business and examined the strategic leadership skills in implementing them. AI plays a vital role in the financial industry's high growth and performance. In digital transformation, artificial intelligence plays an increasingly important role and creates tremendous potential. According to the study, seven leadership skills can help implement disruptive changes: Self-awareness, Unity in diversity, Communication, Cultural Awareness, Empathy, Sharing knowledge, and Stewardship (S-U-C-C-E-S-S). A servant leadership style emphasizes these seven qualities, and great servant leaders are needed everywhere to improve the world. AI implementation requires a substantial budget, effective leadership & skilled employees. A thorough feasibility analysis should be conducted based on the company's financial strength and business strategy.

**Keywords:** analytics, artificial intelligence, digital transformation, disruptive change, servant leadership



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**DR. CECILY NWOKOCHA**

**VIABILITY AND SUSTAINABILITY OF RENEWABLE ENERGY IN NIGERIA BY THE END  
OF THE 21ST CENTURY**

By

**DR. CECILY NWOKOCHA**

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**ABSTRACT**

Photovoltaic (PV), as a viable option for renewable energy, has significant potential in Nigeria to provide the desired sustainable energy needs. However, among many of the major barriers faced in its penetration into effective implementation is awareness and information gap. In contributing to alleviating such gaps as they vary across locations, the awareness and information on PV penetration in Nigeria has been studied. The objectives are to present contemporary information and statistics on the awareness of solar PV energy, the attitude towards utilizing PV resources and the expected benefits from PV energy resources using the Likert-scaled questionnaires as the primary data source. The reliability of the latent scales has been tested using Cronbach's alpha whereas the responses to the scale items have been analyzed using descriptive statistics. The results present pointers in remediating PV energy challenges in Nigeria and are vital inputs to energy infrastructure planning, renewable energy investments, and national policy. Findings: In this study, PV energy penetration in Nigeria has been studied with the view of addressing the gaps in the barrier, awareness and information. The latent variables of the barrier, which are (i) awareness of PV energy, (ii) attitude towards utilizing PV resources, and (iii) expected benefits from PV energy, has been investigated using reliability tested component items drawn from a national survey across the 36 states and FCT. The items within each latent variable vary across locations whereas their interrelationship among the locations and across the locations as well as the remediating measures to the PV energy challenge has been presented.



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**DR. HENRIETTA OKORO**

**INFORMATION GOVERNANCE BEST PRACTICES: PERSPECTIVES OF ECONOMICS,  
HEALTH, AND TECHNOLOGY**

by

**DR. HENRIETTA M. OKORO**

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School of Computer & Information Sciences

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**ABSTRACT**

The advancement of technologies in business globalization necessitates the need for effective information governance (IG) in the management of risks and business processes. Such an approach facilitates a top-down method for identifying, evaluating, minimizing, and controlling potential risks in an organization. Thus, information governance best practices help to protect against unauthorized access to organizational networks, maintain the confidentiality of information, and build integrity of information across the globe. This paper focuses on identifying information governance best practices with perspectives of economics, health, and technology in most organizations.

**DR. ANGELA POPE**

**BUSINESS INTELLIGENCE AND CALL TO ACTION: UNDERSTANDING  
BARRIERS TO APPLICATION MEANS STUDYING BEHAVIOR**

by

**DR. ANGELA D. POPE**

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**ABSTRACT**

A literature review shows that the obstacles to using business intelligence technology in organizations, and thus achieving a vital ability for business maturity, lie not in cost or training but in individuals' attitudes toward technology use. This article reviews the several tools available for such studies, such as social influence theory, the technology acceptance model, and social cognitive theory, with suggestions for their application.



**DR. CHIOMA NWAKANMA**

**COPING WITH CLIMATE VARIABILITY AND EMERGING ENVIRONMENTAL CRISIS IN  
COASTAL AREAS OF SOUTHERN NIGERIA: A STUDY**

**By**

**DR. NWAKANMA, CHIOMA**

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**ABSTRACT**

In the coastal areas of Southern Nigeria, the impacts of climate change and climate variability remains difficult to forecast at the local level especially where the people live on less than \$1.20 a day. This is because of the increases of anthropogenic activities and emerging contaminants resulting from overutilization of plastics, antibiotics, and pesticides to meet the commercial demand for agriculture and livestock production. The threats to the ocean ecosystem through such activities cannot be measured directly due to incomplete data monitoring and climate models that predict impacts on global levels. In this study, the methodology used includes qualitative and quantitative analysis. A well-structured questionnaire, focal group discussions and key informant interviews were mainly the primary data, while secondary data were obtained from published works, newspaper articles and meteorological centers. GIS was used for site specific location and data obtained were analyzed using Microsoft excel 2007, principal component analysis and data were presented in frequency distribution, percentage, means and trend/radar analysis. Interactions with respondents living in study locations indicates a coping strategy using indigenous knowledge, climate – sensitive natural resources and community adaptive practices. Results obtained revealed that if the coastal areas are left unmanaged, climate impacts will reverse development progress and compromise the well- being of the people, increase unprecedented contamination of freshwater, rise in ocean contaminations and alternative livelihoods. The study recommends the immediate implementation of promising initiatives that incorporate local decision making, diversity and social learning at local levels using appropriate models to predict impacts at various scales and levels.

**Keywords:** Climate change, climate variability, coastal areas, emerging contaminants



**DR. OJEL C. ANIDI & DR. OBIORA. I. ANIDI**

**LINGUISTIC ANALYSIS AND GRAPHIC ILLUSTRATIONS OF SELECTED IGBO AFRICAN  
FOLKTALES AS EDUCATION RESOURCE IN NIGERIA**

**By**

**OJEL CLARA ANIDI, PH.D**

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Director, Research and Development  
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**OBIORA INNOCENT ANIDI, PH.D**

Sculptor, Education Technologist and Retired Chief Lecturer  
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**ABSTRACT**

In the traditional Nigerian African society, folktales used to be the major resource for inculcating proper values in the child. Today, it has become increasingly difficult to sustain the tradition of folktales in the training of children in Nigeria. The consequences are enormous in values disorientation and social cultural degeneration as found among the youths. Statistics indicate that about 70% of Nigerian youth engage, in one form or another, in compulsive examination malpractice, certificate forgery, drug abuse, sexual abuse, restiveness, violence, secret cults, ritual killing, get-rich-quick syndrome, etc. The need then arises for the documentation and studies of the indigenous Nigerian African folktales as educational resource and sustainable means of values reorientation among children and youths in Nigeria. A number of scholars have emphasized the importance of the traditional folktales in addressing decadence in Nigeria, but there has not been much work done on the linguistic analysis and graphic illustrations of the folktales as education and values reorientation resources in Nigeria, hence this study. The study shall rely mainly on descriptive survey and artistic illustration designs and shall be anchored on the traditional theories of values and child development. The findings of this study would be useful in sensitizing early childhood educators, parents, mothers, care givers, nursery school educators and education (curriculum) administrators and ministries in Nigeria, particularly in the five main and other Igbo states in southern Nigeria.

**Keywords:** Igbo African folktales, values, values disorientation, linguistic analysis, graphic illustration



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**DR. C. UKOMADU & DR. H. OKORO**

**EDUCATIONAL MODULE AND MANAGING PATIENT NON-COMPLIANCE IN  
HEALTHCARE SYSTEM**

**By**

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&

**DR. HENRIETTA M. OKORO**

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**ABSTRACT**

An educational module, based on evidence-based practice (EBP) guidelines by the 8<sup>th</sup> National Joint Committee (JNC 8) and the American College of Cardiology (ACC), was created and implemented to determine if its implementation will impact the knowledge of clinic staff regarding current EBP guidelines about self-management of hypertension (HTN). The module has the potential to contribute to the resolution of patient non-compliance with HTN treatment and management by increasing nursing staff proficiency in knowledge transfer to patients on effective self-management of their health condition. The creation of the module was influenced by the concept of need or asset assessment and the theory of planned behavior. The module comprised 2 short lecture presentations on HTN, current EBP guidelines on lifestyle modifications, and proper blood pressure measurement. The module also included pre- and post-lecture surveys that evaluated the current knowledge and practices of staff and reiterated the current guidelines and approaches presented in the lectures. Survey data were analyzed using McNemar's test for paired and binary data. Results show the staff's agreement in recognizing the module's utility in standardizing their knowledge of current EBP guidelines on lifestyle modifications and blood pressure measurement procedures. The results further imply the enhancement of staff proficiency, which could eventually lead to efficient education of patients on effective HTN treatment and management protocol. This pathway has the potential to eliminate the problem of patient non-compliance and improve patient health conditions.

**Keywords:** Educational Module, Evidence-Based Practice, Healthcare Management, Health Conditions, Non-compliance, Self-Management, Treatment



**DR. EGBO, WALAMAM MANSI & DR. YAGUO, E. B. IKELE**

**OCCURENCE OF CADMIUM IN BOREHOLES WATER IN YENAGOA METROPOLIS OF  
BAYELSA STATE AND THE TOXICOLOGICAL RISK IMPLICATIONS**

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**ABSTRACT**

The occurrence of heavy metals in boreholes water at a concentration above recommended level poses serious toxicological risk to public health. This is due to the toxicity of heavy metals such as Mercury, Lead, cadmium and others. Cadmium is very toxic to human health. It is scientifically shown to have toxicological effect on kidney, lungs, liver as well as bones. The aim of this study was to determine the occurrence of cadmium in boreholes water in Epie and Attissa districts within Yenagoa metropolis of Bayelsa State South-South Nigeria and the toxicological implications. Results of the study show that in a Epie district, fifty one (51) boreholes water samples collected from seventeen communities in Epie district, 43 samples have cadmium concentration below or within the recommended limit(0.003mg/l) while 9 samples (17.6% ) have cadmium concentration above the World Health Organisation (WHO) and the Nigeria standard limit (0.003mg/l). In Attissa district, 77.8% of all the water samples collected had cadmium concentration higher than the acceptable limit. The average percentage of cadmium concentration aver acceptable limit in Epie district is 55.5%. While the average percentage of cadmium concentration above acceptable limit in Attissa District is 724%. Conclusively, the occurrence of cadmium in boreholes water in Yenagoa metropolis especially in Attissa district potent serious toxicological risks to residents of Yenagoa. Therefore, government should provide pipe born water to residence of yenagoa metropolis, in the hinterland and establish central analytical laboratory in order protect public health and wellbeing of the citizenry.

**Keywords:** Cadmium, heavy metal, toxicology, concentration, and occurrence.





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**DR. ALEXANDER ONUKWUGHA**

**CAUSES OF RESISTANCE TO LEARN AND CHANGE: REMEDIES TO OVERCOME THE PRACTICE**

**DR. ALEXANDER ONUKWUGHA**  
Professor of Marketing, Strayer University

**ABSTRACT**

Everyone agrees that change is inevitable but very few are prepared to easily subject themselves to those inevitable changes. The dilemma with change is that everyone likes to talk about it, but very few have tried to develop insight into their own willingness to change. Infact our present state of knowledge about change offers little practical guidance in the knowledge to anyone seeking to initiate real change process. Change management is a structured approach to transitioning individual's teams and organizations from a present situation to a desired situation. In this study, we will look at resistance to change at individual, team, departmental and organizational level. The paper reviews various causes of resistance to change as well as the remedies with a view to minimizing this phenomenon.

**MR. GEETA SANDEEP NADELLA**

**VALIDATING THE IS-IMPACT ON EDUCATORS IN U.S. HIGH SCHOOLS USING IS-IMPACT MEASUREMENT MODEL – A QUANTITATIVE STUDY**

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**ABSTRACT**

The present study aims to assess the impact of existing IT/IS tools (e-learning tools) in U.S. high schools: the misalignment between significant IT/IS tools performance and actual educational outcomes, especially for educators. Employing Gable's IS-Impact Measurement Model, this research utilizes Partial Least Squares Structural Equation Modeling via SmartPLS 4 to validate the IS-Impact model in a high school setting. Data were collected from 237 educators, administrators, and IT personnel across diverse U.S. high schools. Preliminary analyses indicate rigorous measurement models and structural models for reliability and validity. The study's preliminary findings promise to bridge the IT/IS gaps in U.S. high schools by providing empirical evidence for rationalizing IT success/impact. This validation offers actionable insights into educational policy and practice, fostering a better alignment between IS tools use and educational objectives. The research lays the groundwork for future studies on IS impact within educational settings, encouraging data-driven decisions in IS integration.



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**DR. ANGELA ESEDEBE**

## THE IMPORTANCE OF UNDERSTANDING CURRENT GLOBAL MIGRATION TRENDS

by  
**DR. ANGELA ESEDEBE**  
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### **ABSTRACT**

The number of people living outside the country of their birth continues to rise each year. The United States has more international migrants than any other country. It is important for the world to understand the key facts about international migrants. The current global estimate is that there were around 281 million international migrants in the world in 2020, which equates to 3.6 per cent of the global population. This presentation will examine factors that have driven the increase, why the United States is the world's top migrant destination, and opportunities and challenges presented by international migration.

**DR. JAMES LESTER & DR ASHRAF ESMAIL**

### **DECISION MAKING & LEADERSHIP**

By  
**DR. JAMES E. LESTER**  
Wallace State College  
&  
**DR. ASHRAF ESMAIL**  
Dillard University

This presentation examines the role of decision making as it relates to one becoming or wanting to become a leader at any age. The presentation will present the importance of leadership in society and its effects, both pros and cons. The question, “Why is leadership important in life and decision-making?” In addition, it will conclude an informal Qualitative research study on the individual/personal effects of leadership compared to one’s emotional stance and one’s category of honesty compared to the effects a leader or leadership influences one's thought pattern. Additional questions such as, “Is leadership quality a skill? “What types of leaders do we have that play or have played such a role in our life.” Finally, how one can utilize decision-making in your day-to-day life so that you can be an effective leader, motivator, mentor, person, etc. The combination of leadership, governance, and strategy when reaching your desirable and realizable decision. The evidence in the study will conclude decision-making skills are influenced by leadership variations, which do alter and change aspects of life, history, and the future.



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## STUDENT POSTER PRESENTATIONS -26 TOPICS

**Dajanee Aaron** – Unleashing the Shackles: History of Abolishing Slavery

**Sanaa Antwine** – African Americans and the Rights and Wrongs of Slavery

**Peyton Bevan** – Examining Slavery Through Politics

**Ahryan Charles** – From Chains to Chords: The Enduring Legacy of Cultural Expression After Slavery

**Keymoni Coleman** – The Resilience of African American Music: Tracing the Evolution of Slave Songs to Modern Hip-Hop

**Asia Collins** – Debt Bondage

**Raven Ducre** – Literature Art and Poetry of the Aftermath of Slavery

**Melanie Domengeaux** – Criminal Justice Disparities: Unveiling the Layers of Discrimination

**Jada Edwards** - Tales of the Bayou: Finding Light in the Tunnel to Celebrate the Freedom of African Americans

**Lucine Flores** – Slavery by Another Name

**Cameron Griffin** – Re-imagining Slavery in the Hip-Hop Imagination

**Jaren Handy** – Impact of Slaves on the Black Community: The Slave Mentality

**Veijah Johnson** – African American Spirituals: Songs of Survival and Resistance

**Camille Jones** – African American: Racism, Injustice & Segregation

**Jade Jordan** – A Walk Through Oppression and Expression. The story of our Roots Growing into Culture

**Malena Mitchell** – African Americans: The Legacy of Slavery in the US

**Leah Moore-Webber** – Slavery and the Real Truth

**Jameisa Newhouse** – A Walk Through Slavery

**Noah Oliver** – The Black Experience Through Music

**Shaylyn Owens** – The Leap of Captivity

**Clarence Pearson** – Living from the Depths of Slavery the Legacies of cultural expression: Dance of Movement

**Khaliyah Pearson** – Black Education: A Took for Resistance

**Kaylei Redman** – An American Tragedy: The Legacy of Slavery Lingers in our cities ghettos

**Ashley Reynaga** – Speak English, This is America

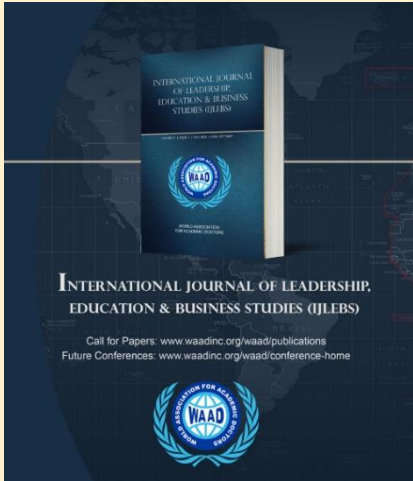
**Joshua Sherman** – The aftermath and Healing from Slavery

**Kylea Tanner** – The Expression of Black Culture Through Music

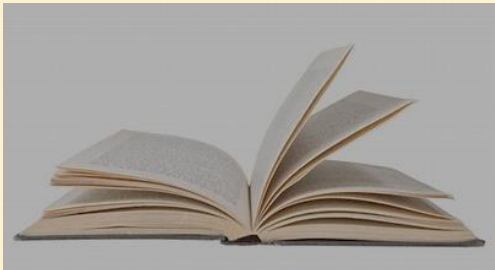


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# WAAD Upcoming Events



IJLEBS Academic Journal Volume 6  
2024 - Coming Soon



WAAD Book Volume 1 – Fall 2023  
WAAD Book Volume 2 – 2024 Coming Soon



2025 → 7th Global Academic  
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