

CURRICULUM VITAE FOR CHRISTOPHER DICK-SAGOE (Ph. D.)

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Senior Lecturer, Public Administration, University of Botswana

Research Fellow, Institute for Advanced Study, Princeton, New Jersey, USA

Research Fellow, University of South Africa, South Africa.

Research Associate, Institute of Policy Analysis and Research (IPAR-Rwanda)

(<https://ipar.org.rw/people/associate-researchers>)

Googlescholar:<https://scholar.google.com/citations?user=C7Q3yrgAAAAJ&hl=en>

ResearcherID: AAX-2739-2021

Web of Science ResearcherID: J-4673-2015

(<https://www.webofscience.com/wos/author/record/900622>)

Scopus Author ID: 57198802327

LinkedIn: www.linkedin.com/in/christopher-dick-sagoe-phd-5763ba42

Twitter: <https://twitter.com/dicksagoe>

UB: https://converis.ub.bw/converis/portal/detail/Person/7618027?auxfun=&lang=en_GB

EDUCATION

Ph.D. Veer Narmad South Gujarat University, **PUBLIC ADMINISTRATION**

(https://www.vnsgu.ac.in/student/vnsgu_foreign_students.html#gsc.tab=0) 2015-2016 year group

(<http://nirf.vnsgusurat.in/content/christopher-dick-sagoe>)

January 2015 to 29May 2018

Thesis Topic: Fiscal Decentralisation and Public Service Provision for Local Development of the district assemblies in the Central Region of Ghana

Committee: Prof. Amit Dholakia (chair), Prof. Ardhanary Venkatraman,

Prof. Priti Garg, Prof. Satish L. Patel

Course work modules completed: Developments in Public Administration Theories: From Classical “Wilsonian” perspective to the modern “New Public Management”, Introduction to Public Policy, Advanced **Research Methodology**, Contemporary public administration: Issues and Trends (**Accountability and responsibilities in governance**). Public Administration and Governance: Developments in Praxis (**Good governance, Crises and disaster management, Liberalization, Privatization and Globalization and Impact of Science and Technology on Governance**).

MPhil University of Cape Coast, **DEVELOPMENT STUDIES**, 30Sept 2013

Thesis: “Performance and challenges of Internally Generated Revenue mobilization of the Abura-Asebu-Kwamankese District Assembly for local level development” Available online at

<https://ir.ucc.edu.gh/xmlui/bitstream/handle/123456789/2918/DICK-SAGOE%202013.pdf?sequence=1&isAllowed=y>

Lead Advisor: Professor John V. Mensah

Course work: Please refer to the **Transcript** (enclosed) for details

Theories of development and underdevelopment, Advanced Statistical Methods and SPSS applications, Advanced Research Methods, Contemporary Issues in Development Studies.

BSc Kwame Nkrumah University of Science and Technology, **Development Planning** 26June2004
Graduated with a Second Class, Upper Division

Project Topic: Role of **women** in the **Small-Scale Enterprise Development** in KEEA district, Central Region (July 2003- May 2004) (Principal Supervisor: Professor Romanus Dinye)

Course work: Please refer to the Transcript (enclosed) for details

Development Planning Process, Social aspect of Development, Urban and Rural Development, **Project Planning and Management, Theories of development**, Infrastructure Planning.

Certificate Ghana Institute of Management and Public Administration
Project Monitoring and Evaluation course May 2001
Performance Based Monitoring and Evaluation, Logical framework, Project Evaluation, Setting monitoring and Evaluation targets.

Certificate University of Botswana **Special Education Modules for Assessment and Moderation**
December 2022
Preparation and Delivery of Teaching and Learning Materials, facilitating teaching and Learning sessions, Assessment of students Learning, Moderate Assessment, Plan Assessment, Reporting on Assessment.
Botswana Qualification Authority: Accredited Assessor- A03070
Botswana Qualification Authority: Accredited Moderator- M00547

Certificate MDPI Education Sciences' Special Online Webinar on Critical Pedagogy and Climate Justice (Jan, 22, 2024)

Certificate Workshop on transforming Development and Humanitarian Aid through Local Leadership. An online workshop organized by DevelopmentAid on the 27th of February, 2025

HONOURS AND AWARDS

Title of Fellowship 2015
Indian Government Scholarship for Ph. D. studies (Indian Council for Cultural Relations, ICCR Scholarship)

FUNDED RESEARCH PROJECT

Project Name: GLOBAL E3 ANALYSIS AND EVALUATION (Field Code: 350000.57-500-03-15)

Evaluation of Water, Sanitation and Hygiene Projects for Urban Poor (WASH-UP). Project funded by USAID – **Local Logistics Coordinator** August 2018 – Sept 2018
Lead consultants are: Management Systems International (MSI- from USA) and PRAGMA, from USA.

Offinso District Assembly, Ashanti Region, Offinso, Ghana. January 2006 to December 2006
Project funded by the Ministry of Local Government and Rural Development

Position: **Project Facilitator**

- Designed District Water and Environmental Sanitation Plan (2004-2008)
- Designed District Medium Term Development Plan (DMTDP, 2006-09/ 2010-2013)

INVITED TALKS / LECTURES / GUEST LECTURES

Guest lecture on the topic: New Public Management and what is expected from Public Healthcare Service Delivery (2nd December, 2022)

Research Paper on: “Access to decentralised public healthcare service delivery in Rural Areas of Lesotho”

Supervisor: Dr. drg. Ernowaty, M.Kes

Invitation by the African Chair of the Foreign Services Institute, School of Professional Area Studies – Africa Regional Studies, operating under the purview of the United States Department of State, to deliver a lecture on the subject of Climate Change in Southern Africa as part of the AF 1003L course (14th November, 2023).

Television Discussion on Climate and conflict induced migrations in Africa: Lessons for Botswana. A television discussion on Botswana TV on the 1st June, 2024 at 14:10pm.

Invitation by the Department of Tertiary Education Financing, under the Ministry of Education, Skills and Development of Botswana to give a Talk on the Student Loan System of Ghana (7th March, 2024).

TEACHING EXPERIENCE

Research Fellow under the Andrew W. Mellon Foundation’s sponsorship. Summer Program in Social Science. Institute for Advanced Study in Princeton, New Jersey, USA. February 2024 to February, 2026. Supervisor: Prof Dedier Fassin

Papers presented in October 2024:

Manuscript 1: **Enhancing the Participation of the Vulnerable groups in Climate Change Adaptation: Insights from Botswana’s National Adaptation Plan**

Manuscript number 2: **Empowering Vulnerable Women for Climate Resilience: Bridging Policy and Practice in Rural Botswana's Adaptation Projects**

Current ongoing research:

Manuscript 1: **Empowering Women Entrepreneurs: Advancing Gender Equality in Ghana’s Clean Energy Revolution**

Manuscript 2: **The “true” cost of green transition in Africa: Towards branding Congo’s cobalt as conflict mineral.**

Non-Resident Visiting Professor of Public Administration, University of Lay Adventist, Kigali, Rwanda. Business Management Department.

June, 2023 to present.

(<https://site.unilak.ac.rw/prof-christopher/>)

(<https://site.unilak.ac.rw/visiting-profs/>)

Post Doctoral Researcher, Department of Health Policy and Administration, Airlangga University, Indonesia- March, 2022 to February, 2023

Botswana Open University

January 2022 to present

Senior Lecturer, Department of Public Administration (Part time)

Teaches and Supervises Commonwealth Executive Masters in Public Administration students

Courses I teach: Public Policy

Supervises masters dissertation. **I have supervised more than 35 masters dissertations.**

Masters of Public Administration thesis supervised at Botswana Open University

Segomotso Deborah Sibanda (202203448). Evaluation of the Digitalisation of Botswana’s Land Management: A focus on Kweneng Land Board. Master of Public Administration thesis (March, 2025).

Tshoganetso Tumagole The role of Influence groups in Addressing Gender-Based Violence in Botswana. Master of Public Administration thesis (October, 2024).

Kgalalelo Laetsang (201910002). The Impact of Training and Development on Organisational Performance of Ngwaketse Land board. Master of Public Administration thesis (October, 2024).

Lesego Moalafhi (202206988). Evaluation of Botswana Government’s Agricultural Policy implementation: A focus on Livestock Management and Infrastructure Development Scheme. Master of Public Administration thesis (October, 2024).

Keneilwe Molongwa (202201149). Exploring Perceived Usefulness and Ease of Use of Digital Human Resources on Public Sector Employees in Botswana. Master of Public Administration thesis (October, 2024).

Nonofa Molly Otukile (An exploration of School managers and Administrators’ Capacity to implement Performance Management and Development (PMD) in the Bobirwa Sub Region, Botswana. Master of Public Administration thesis (October, 2024).

Yamodimo Koonne (202200982). Exploring the nexus Between Work Motivation and Employee Productivity within the Public Sector: A focus on the department of Social Development Headquarters, Gaborone, Botswana. Master of Public Administration thesis (October, 2024).

Teaching: Public Policy (Masters students)

University of Botswana

Feb 2021 to December, 2025

Senior Lecturer, Department of Political and Administrative Studies

Coordinator, MPhil / Ph. D programmes of the Department of Political and Administrative Studies (October, 24th 2022 to present)

(https://converis.ub.bw/converis/portal/detail/Person/7618027?auxfun=&lang=en_GB)

Chairperson for MPhil /Ph D Public Administration and Political Science thesis defense sessions for the Department of Political and Administrative Studies (October, 24th 2022 to present)

Assessor: Unit Standard Verification Programme (USVP) at UB – Certificate in Teaching Competency Programme for Assessing and Moderating in Higher Education. (January, 2023 to present)

Chairperson: Public Administration Course Allocation Committee (June, 2023 to present)

Courses taught, development of course materials and course outlines for:

Teaching **Social Science Foundations of Public Policy, Industrial Relations in the Public Sector, Project Management and Evaluation, Industrial Relations in the Public sector, Applied Policy Analysis, Advanced Qualitative Methods, Ethics in Research and Public Policy, and Foundations of Public Management and Institutions**, a master course averaging 60 students per semester.

Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), mixture of face to face and online lectures, and student led teaching method.

- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading
- Developing course materials and outlines
- Developing the syllabus

Teaching **Government Budgeting and Development Administration**, an undergraduate course averaging 120 students per semester.

Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), Mixture of face to face and online lectures, and student led teaching method.

- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading
- Developing course materials and outlines
- Developing the syllabus

STUDENTS' EVALUATION OF MY TEACHING

Undergraduate courses: PAD 402: Government Budgeting

PAD 401: Development Administration

PAD 404: Contemporary Issues in Public Administration

Postgraduate courses: MPA 601: Foundations of Public Management and Institutions

MPA 605: Industrial Relations in the Public Sector

MPA 612: Project Management and Evaluation

MRP 604: Social Science Foundations of Public Policy

MRP 606: Ethics in Research and Public Policy

MRP 609: Applied Policy Analysis

MRP 607: Advanced Qualitative Methods

MPA 604: Economics for Development Management

YEAR	COURSE CODE	NUMBER OF..STUDENTS	SECAT SCORE (1=Poor and 5= Excellent)
SEMESTER ONE			
2021	PAD 402	147	4.8
2021	MPA 601	33	4.8
2021	MRP 604	25	4.5
SEMESTER TWO			
2022	MPA 605	25	3.8
2022	MPA 612	19	4.9
2022	MRP 606	18	4.0
SEMESTER ONE			
2023	MPA 601	32	4.9
2023	MRP 604	19	4.6
SEMESTER TWO			
2023	MPA 605	20	4.9
2023	MPA 612	14	4.9
2023	MRP 606	26	4.9
SEMESTER ONE			
2024	MRP 604	30	4.8
2024	MPA 601	42	4.7
2024	PAD 401	120	4.7
SEMESTER TWO			
2025	MPA 605	30	4.9
2025	MRP 609	28	4.8
2025	MRP 607	12	4.8

Administrative Positions at the University of Botswana (Sept 2021 to present)

Acting Head of Department, Political and Administrative Studies Department, University of Botswana (23rd to 28th September, 2024).

Chairperson, MPhil/ Ph D Seminar presentation and thesis proposal presentation for PAS Department and School for Graduate Studies (October 2022 to present)

Organises Ph. D voce viva (PAS Department) for the School of Graduate Studies

Facilitates admission of New MPhil / Ph D candidates for Political Science and Public Administration programmes.

Allocates supervisors for MPhil / Ph D candidates for Political Science and Public Administration.

Member, School of Graduate Studies Executive Board and attends meetings of the executive board

Coordinator, MPhil/ Ph. D programme of the Political and Administrative Studies Department – (October, 24th 2022 to present)

Administrator, for considering applications for MPhil /Ph. D programmes for the PAS Department. (October, 24th 2022 to present)

Chair, PAS course allocation committee (June, 2023 to present)

Member, PAS Department Programmes Review and Qualification Committee (In charge of MPhil Public Administration and Ph D in Public Administration.

Coordinates the allocation of MPhil / Ph. D thesis supervisors and examiners for PAS Department. (October, 24th 2022 to present)

Verifier for Unit Standard Verification Programme (Certificate of Teaching Competency programme) for the Centre for Academic Development (University of Botswana). January 2023 to present

Member; PAS programmes accreditation sub-committees for reviewing the department's courses to meet Botswana Qualifications Authority's (BQA) criteria. (September 2021 to present)

Member; PAS Learning programmes sub-committees for reviewing all the Learning programmes to meet Botswana Qualifications Authority's (BQA) criteria. (September 2021 to present)

Master of Research in Public Policy
MPhil / PhD programmes in Public Administration

Member, Selection team for considering applications for the position of Teaching Assistant for the Political and Administrative Studies Department (September 2021).

Member of the interview panel for Lecturer position in Political Science and Senior lecturer position in Public Administration (March 22nd 2022), Political and Administrative Studies Department.

Member of the interview panel for Lecturer position in Public Administration (April 5th 2024), Political and Administrative Studies Department.

Committee member for academic and research collaboration between the University of Botswana (Political and Administrative Studies Department) and the Centre for African Smart Public Value Governance (C4SP) (University of Middlesex, Mauritius and University of Bern, Switzerland). February 2022 to present (Committee members: Prof Lekorwe- leader, Mr Mokaloba and Myself (Dr Dick-Sagoe)

Committee member for the selection of PA modules for co-teaching collaboration between University of Botswana (Political and Administrative Studies Department) and the Centre for African Smart Public Value Governance (C4SP) (University of Middlesex, Mauritius and University of Bern, Switzerland). October 2022 to present (Prof Lekorwe- leader, Dr Bash Mothusi and Myself (Dr Dick-Sagoe)

Drafted Memorandum of Understanding (MOU) between The University of Botswana--Department of Political and Administrative Studies (PAS) and the Centre for African Smart Public Value Governance Public Service Value (C4SP) at MiddleSex University--Mauritius.

Department of Political and Administrative Studies, University of Botswana, Departmental Seminar Series

- Flypaper effects of intergovernmental transfers on the spending behaviour of Central Region local governments in Ghana: does status matter? (28th September 2021)
- Digitisation and decentralisation in Africa; a two-case case study of Botswana and Ghana (3rd November 2021)
- Access to decentralised public healthcare service delivery in Rural Areas of Lesotho in times of the COVID-19 pandemic, June, 2022
- Local Governments responses to the impact of Climate Change in Africa. 11th April, 2024

National University of Lesotho

October 2018 to January 2021

Lecturer, Department of Agricultural Economics and Extension (**PART TIME LECTURER**)

Courses taught, **Leadership and Governance** and **Project Monitoring and Evaluation**, a Masters course in Agribusiness averaging 20 students per semester.

- Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), face to face lectures, and student led teaching method.
- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading
- Developing course materials and outlines
- Developing the syllabus

National University of Lesotho

October 2018 to January 2021

Lecturer, Department of Political and Administrative Studies

Courses taught, development of course materials and course outlines for:

Taught **Introduction to Public Administration**, an undergraduate course averaging 150 students per semester, covering the following topics: Public Administration in Changing World - New Public Administration, New Public Management, Theories of Administration, The structure and role of government, Approaches to Public Administration, Theories of Governance; E-Governance, Good governance, Peoples' Participation in Administration, Entrepreneurial Government; Development Administration.

- Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), face to face lectures, and student led teaching method.
- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading
- Developing course materials and outlines
- Developing the syllabus

Taught **Local Government and Decentralisation**, an undergraduate course averaging 150 students per semester, covering the following topics: Introduction to Decentralization, Theoretical Issues on Decentralisation questions from 17th- 19th Century Philosophers and Politicians, Introduction to local Government management, Decentralisation Policy of Lesotho: Provisions for Local Governments, Local Governments and Public Goods Provision and Case Studies: Decentralisation, Local Government and Public goods / service provision: the case of education and health

- Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), face to face lectures, and student led teaching method.
- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading
- Developing course materials and outlines
- Developing the syllabus

Taught **Management of Public Enterprises**, an undergraduate course averaging 150 students per semester, covering the following topics: Public Enterprises: Concepts, Policies and Scenario- national and international, Appraisal of Public Enterprise Performance, Personnel Management in Public Enterprises, Project Management, Management of Finance, Privatization, Corporate Governance in Public Enterprises, Accountability in Public Enterprises and Corporate Social Responsibility.

- Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), face to face lectures, and student led teaching method.
- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading
- Developing course materials and outlines
- Developing the syllabus

Experience in Running a Programme / Course: Curriculum Development/ New courses Developed for my department

Designed Short courses on **Project Monitoring and Evaluation**, a certificate course, covering the following topics:

- Project and Project Cycle
 - Logic Model and Theory of Change
 - Monitoring and Evaluation's (M&E's) Fundamentals.
 - Developing Monitoring and Evaluation (M&E) Frameworks
 - Understanding Indicators
 - Developing a Monitoring Plan.
 - Conventional and Participatory Monitoring
 - Participatory Rural Appraisals (PRA) methods for Participatory M&E.
 - Research and Evaluation
 - Evaluation Designs and Process.
 - Handling Data - Collection & Collation.
 - Data Analysis and Interpretation
 - Computer Assisted Data Analysis
 - Developing an Evaluation Terms of Reference (ToR)
 - Monitoring without Indicators.
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- Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), face to face lectures, and student led teaching method.
 - Developed quizzes, exams, and homework
 - Revised the syllabus to meet accreditation standards
 - Coordinated grading
 - Developing course materials and outlines
 - Developing the syllabus

Designed Short courses on **Disaster and Crises Management**, a certificate course, covering the following topics:

- Disaster Risk Reduction: Concepts and Terminologies
 - Key elements of disaster risk reduction
 - Conceptual frameworks
 - Trends on disaster impacts
- People centred Approach to Disasters Strategy
 - How people perceive disasters
 - Acceptance of disaster risks
- Disaster cycle and Disaster Risk Reduction
 - Mitigation
 - Preparedness: Components of a disaster preparedness system
 - Response
 - Recovery

- Risk Assessment and Management
 - Risk categorization
 - Disaster risk management: Policies, programmes, Planning, resourcing and Operations
 - Risk Assessment Methods
- Disaster Mitigation Measures
- Structural and non-structural measures
- Hazard Mapping
- Adoption and Enforcement of use /zoning practices
- Implementation and Enforcement of building codes
- Teaching methods includes: Research and presentations, class discussions, audiovisuals (videos), face to face lectures, and student led teaching method.
- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading
- Developing course materials and outlines
- Developing the syllabus

Courses introduced and/or modified as a member of the Public Administration course offerings sub-committee

- Governance and Development Administration (modified an old course Development Administration)
- Local Government and Decentralisation (modified an old course Local Government)
- Urban Governance and Management (new course introduced)
- Administration of Public projects (new course introduced)
- Regulation Management and Governance (new course introduced)
- Monitoring and Evaluation (new course introduced)
- Contract Negotiation and Management (new course introduced)
- Disaster and Crisis Management (new course introduced)
- Climate change (new course introduced)
- Local Economic Development

Administrative Positions Held at the National University of Lesotho

- Acting Head of Department (HOD), Political and Administrative Studies (July to September 2019)
- Public Administration course offerings sub-committee: A special committee for reviewing the Public administration courses for the department.
- Political and Administrative Studies Department's Representative on the Faculty of Social Science Semesterisation Board. In charge of calculating credits, notional hours, etc. for the various courses of the department (March 2019 – ongoing)
- Member of the General Academic Regulation Board for the Faculty of Social Sciences and the Department of Political and Administrative Studies. Our task was to align the general academic regulations of the faculty of social sciences with the general academic regulations of the University. Again, to align the general academic regulations of the department of political and

administrative studies with the general academic regulations of the faculty of social sciences.
(Sept 2019 – October 2019)

Special meetings attended as Acting HoD

Faculty of Social Science Executive Committee meeting at the Economics Seminar room on the 6th September 2019. Consideration and approval of Bachelor of Art in Financial Services programme of the Business Administration Department.

Faculty of Social Science Executive Committee meeting at the Economics Seminar room on Semesterisation: Redesigning course outlines, Determination of subject-specific competencies, General competencies, calculating notional hours and credits for courses. July 10th, 2019.

Name of University: **Ghana Communication Technology University** Sept 2013 to Aug 2015

Lecturer / Research Coordinator, Department of IT/ Business

Taught Introduction to **Research Methodology**, an undergraduate course averaging 40 students per semester, covering the following topics:

- The nature, Values and definitions of Social Research: Approaches to knowledge; The social sciences and research; Types of social research; Aims, motives, usefulness and limitations of social research;
- Principles of Social Research (Validity, Reliability, etc.), Ethical Practices in Research;
- The Research Process; The Research Problem or Topic, Formulation of Objectives, research questions and hypothesis
- Determination of variables
- Review of Literature, Citation
- The Research Design
- Sampling and Sampling Procedures: Probability Sampling
- Sampling and Sampling Procedures: Non-Probability Sampling
- Methods of Data Collection
- Developed quizzes, exams, and homework
- Revised the syllabus to meet accreditation standards
- Coordinated grading.

Researcher for Enterprise Development Unit. Central Region Development Commission, Cape Coast, Ghana (2004 to 2005).

Responsibilities

- Organizing training for Small and medium Scale enterprises
- Organization of trade fairs for small and medium scale enterprises
- Promote small-scale enterprises in the Central Region

Cape Coast Metropolitan Assembly (Local Government body in charge of the development of Assistant Planning Officer. Cape Coast, Ghana)- May 2002 to August, 2002.

Responsibilities

- Preparation and Review of Medium-Term Development Plans (Physical, Social Economic, Infrastructure and Environmental Plans)
- Development projects inspection

Masters Students Advised / Supervised at the Ghana Communication Technology University and Kwame Nkrumah University of Science and Technology

Arthur Christopher, “Causes of Delays in Government Construction Works in Ghana: the case of Western Region”, May 2015

Ahyiah, William Sakyi, “Does monetary incentives really matter in motivating employees? Opinions from the employees of the Ghana rubber estate limited”, July 2015

Dwaase, Daniel. Abina, “Evaluating the Effect of Internal Controls on the Management of Public Funds in Public Universities in Ghana: A Study of University of Cape Coast”, August 2015

Masters supervision at the University of Botswana (June 2021 to present)

Keiketle Damara Tabengwa. A Review on the threats associated with Human Trafficking in Botswana: Implications for Human and National Security. A master’s thesis (MA) in the Political and Administrative Studies Department – **Completed in July, 2022**

Mothata Gaothuse Makgasane. Exploring Crime Status of Botswana’s Undocumented Immigrants and its impact on National Security. A master’s thesis in the Political and Administrative Studies Department – **Completed in July, 2022**

Oratile Pearl Baleti. A review of Botswana’s Educational Policy from 1994 to Date and its effects on the stated Knowledge Economy objectives. **A completed MA thesis in August 2022.**

Co-supervised Alexander Gabo Seiphetlheng’s masters thesis on the topic “Towards building a national policy on obesity, endometrial and ovarian cancer in Botswana” A completed MA thesis in September 2022.

Onkgetse Kealeboga. An Empirical Review of Terrorism and Its Consequences for Mali's National Security. (supervisors: Dr Christopher Dick-Sagoe, Dr Stanley Ehiane). A completed Master of Defense and Strategic Studies thesis in July, 2023

Essiet Effiong. Exploring the Implications of Border Management on the National Security of Nigeria (supervisors: Dr Stanley Ehiane, Dr Christopher Dick-Sagoe). A completed Master of Defense and Strategic Studies thesis in July, 2023

Dimpho Seakgano. Exploring The Interconnectedness of Globalisation and Conflict in Northern Mozambique (supervisors: Dr Stanley Ehiane, Dr Christopher Dick-Sagoe). A completed Master of Defense and Strategic Studies thesis in July, 2023

Robson Nkhwa Malomo. Gender-based violence cases in Botswana: An exploration of registered cases from 2003-2021. A completed Master of Science in Defence and Strategic Studies in July 2023. Supervisors: Dr. K. Mooketsane and Dr. C. Dick-Sagoe

Oletilemang Bolaane. The Impact of Porous Border on National Security: A study of Zimbabwean Illegal Immigrants in South Africa. A completed Master of Science in Defence and Strategic Studies in July 2023. Supervisors: Dr. C. Dick-Sagoe and Dr Stanley Ehiane

Kebalepile O Modiagane. Exploring the Interconnection between Good Policy Formulation and Governance Towards Economy Acceleration: A Study of Botswana. A completed Master of Science in Defence and Strategic Studies in July 2023. Supervisors: Dr. C. Dick-Sagoe and Dr Stanley Ehiane

Queen Tshiamo Gaosafelwe. The synergy of transparency and accountability as measures of annihilating corruption in Botswana: An analysis of the whistle-blowing and the declaration of assets and liabilities acts. A completed Master of Research in Public Policy in July 2023. Supervisors: Dr. C. Dick-Sagoe

Kebalepile O Modiagane. Exploring the Interconnection between Good Policy Formulation and Governance Towards Economy Acceleration: A Study of Botswana. A completed Master of Science in Defence and Strategic Studies in July 2023. Supervisors: Dr. C. Dick-Sagoe and Dr Stanley Ehiane

Oletilemang Bolaane. The impact of porous border on national security: A study of Zimbabwean Illegal Immigration in South Africa. A Study of Botswana. A completed Master of Science in Defence and Strategic Studies in July 2023. Supervisors: Dr. C. Dick-Sagoe and Dr Stanley Ehiane

Robson Nkhwa Malomo. Gender-Based Violence Cases in Botswana: An Exploration of Registered Cases from 2017-2021. A completed Master of Research in Public Policy in July 2023. Supervisors: Dr Keneilwe S. Mooketsane and Dr. C. Dick-Sagoe

Shepherd Kereng Monyeke. A Review of Government's Policy Position on Gender and Development in Botswana. A completed Master of Research in Public Policy in July 2023. Supervisors: Dr. Keneilwe S. Mooketsane and Dr. Christopher Dick-Sagoe

An Empirical Review of Terrorism and Its Implications on National Security of Mali. A completed Master of Science in Defence and Strategic Studies in July 2023. Supervisors: Dr. C. Dick-Sagoe and Dr Batlang Saebo

Narrative Review of Proxy Wars in the 21st Century: Dynamics, Actors, and Implications for Global Security. A completed Master of Science in Defence and Strategic Studies in June 2024. Supervisors: Dr. C. Dick-Sagoe and Dr. K. Mooketsane

MPhil / Ph. D supervision at the University of Botswana (June 2021 to present)

Application of Private Sector Management Strategies in Public Service Institutions: Making Strategy Implementation Effective in Botswana using a Balanced. A completed Ph. D thesis at the Political and Administrative Studies Department by Boingotlo Bonolo Mbae– **Completed (18th October, 2024)**
(For details, see page 20 of <https://www.ub.bw/sites/default/files/2024-10/2024-UB-Graduation-Programme-Day-2.pdf>)

The Efficiency of Strategic Human Resources Management Practices in the Banking Sector of Botswana. An ongoing Ph. D thesis at the Political and Administrative Studies Department by Ms Leungo Ben-Watson – **Ongoing**

An Evaluation of the Awareness of Equal Employment Opportunity in Uganda. An ongoing Ph. D thesis at the Political and Administrative Studies Department by Batuusa Sseguya Haroon Rashi– **Ongoing**

Whistleblowing and the protection of whistle blowers in Lesotho. An ongoing Ph. D thesis in the Political and Administrative Studies Department by Ms Mapoli S. Thulo – **Ongoing**

Psychosocial Support in the Public Educational Institutions in the Greater Gaborone, Botswana. An ongoing Ph. D thesis in the Political and Administrative Studies Department by Ms Letete Masisibi – **Ongoing**

The effectiveness of ICT in the Botswana Public service processes and e-citizenry An ongoing Ph. D thesis in the Political and Administrative Studies Department by xxxx – **Ongoing** (June, 2022 to date)

The introduction of working from home (hybrid work) in the public sector: A step towards work-life balance. Ph. D thesis in the Political and Administrative Studies Department by Ms Oarabile Machola– **Ongoing** (Supervisors: Prof D. Mpabange, Prof Pheko and Dr Dick-Sagoe)

Masters Students Supervised at the National University of Lesotho (2019-2021)

An assessment of the impact of inventory and stock challenges on agro-service providers in Lesotho – master’s thesis in Agribusiness in the Agricultural Economics Department of the National University of Lesotho - **Completed**

Evaluation of Agricultural credit facilities of Commercial Banks in Lesotho –master’s thesis in Agribusiness in the Agricultural Economics Department of the National University of Lesotho – **Completed**

Sustainability of donor funded Smallholder Agriculture Development Projects in Bothabotho District, Lesotho–master’s thesis in Agribusiness in the Agricultural Economics Department of the National University of Lesotho – **Completed**

Challenges Faced by Local Agricultural-Input Service Providers in Lesotho. By Ngakantsi Moshoeshe–master’s thesis in Agribusiness in the Agricultural Economics Department of the National University of Lesotho – **Completed**

MPhil and Ph. D thesis External Examination

Appointed as an external examiner for masters and Ph. D Thesis from the department of Public Administration, University of Zululand, South Africa on the September 17th, 2021

Appointed as an external examiner for masters and Ph. D Thesis at Rhodes University, South Africa on the January 8th, 2022

Appointed as an external examiner for masters and Ph. D Thesis at University of South Africa, South Africa from November 8th, 2022 to present

Appointed as an external examiner for masters and Ph. D Thesis at the University of Namibia, Namibia on the July 28th, 2023 to present

Appointed as an external examiner for masters and Ph. D Thesis at the University of Pretoria, South Africa on the May 13th, 2024 to present

As an internal examiner for masters and Ph. D Thesis at the University of Botswana, Department of Political and Administrative Studies, University of Botswana (August 2021 to present)

- By Saone Bagwasi. Dissertation Title: Ethnic Marginalization as a Cause of Conflict: the case of Cabo Delgado, Mozambique. Master of Defense and Strategic Studies, University of Botswana. 11th August, 2022
- By Lapologang Mokeresete. The lack of Good Governance in Botswana: An assessment of weak oversight function and public confidence in Oversight Institutions. Master of Research in Public Policy, University of Botswana. 20th August, 2022
- By Rina Phuti. A Critical Assessment of Soft Skills in the Recruitment and Selection Process in the Public Sector in Botswana. Master of Public Administration (Human Resource Management), University of Botswana. 25th August, 2022
- By Kenneth Katse. The Efficacy of Social Protection Policies in Reducing Poverty Rates in Botswana. Master of Research in Public Policy. 20th April, 2023
- By Clement G. Mooketsi. Assessing the use of Media to Communicate Government's COVID-19 Response Strategies in Botswana. Master of Research in Public Policy. June, 2023
- By Relebogile Base Basiamang. Government Support in Developing Women Entrepreneurs in Botswana: An Evaluation of the Citizen Economic Empowerment (CEE) Policy. Master of Research in Public Policy. June, 2023
- By Segolame Seloka. Integration Strategies for Refugees in Botswana – Policy Implications. Master of Research in Public Policy. June, 2023

- Kagiso Oahile. Globalization and Electoral Policy: The Role of the Media in Electoral Policy Making in Botswana between 2008 and 2018. Master of Research in Public Policy. July, 2023
- Oaitse Jobe Bolotsang. Challenges Communities Face when Participating in the Public Policy Making Process in Botswana. Master of Research in Public Policy. July, 2023
- Chawapiwa Chawa Masole. Public-Private partnerships and the improvement of service quality in the aviation sector - A case of Air Botswana. Master of Research in Public Policy. July, 2023
- Gabolete Gofetamang. A Critical Evaluation of the Influence of Decentralisation on Service Delivery in Botswana, the Case of Local Government Institutions. Master of Research in Public Policy, May, 2024

Guest Lectures

On the 23rd of October 2019, I lectured Master of Art Students in Economics, at the Department of Economics of the National University of Lesotho on Public Choice theory and its application in Public Administration.

On the 2nd December, 2022, I lectured “Public Management and what is expected from Public Healthcare Service Delivery” to the department of Health Policy and Administration Students (Masters and First Degree Students) at the University of Airlangga, Indonesia.

14th November, 2023. I lectured at the Foreign Service Institute College of the United States of America. The topic for the lecture was climate change in the Southern African context.

OTHER WORK EXPERIENCE

Position: Project Logistics Coordinator, Management Systems International, Takoradi, Ghana, August to Sept 2018

Tasks: Coordinated logistical needs for the evaluation of Water, Sanitation and Hygiene Projects for Urban Poor (WASH-UP). Project funded by USAID

PUBLICATIONS AND CITATIONS

Google scholar: H-index: 13, i10-index: 16, Citations: 608
(<https://scholar.google.com/citations?user=C7Q3yrgAAAAJ&hl=en>)

Scopus: Documents: 24, Citations: 174, h-index: 8
(<https://www.scopus.com/authid/detail.uri?authorId=57198802327>)

Recognizable research citations in international reports

Cited in (page 16 footnote) “*Delivering Together: Using Indonesia’s Village law to Optimise Frontline Service Delivery. A report jointly sponsored and Published by the World Bank and the Australian Government (2021)*”

Report available online at <https://openknowledge.worldbank.org/handle/10986/36205>

Cited in “*Fiscal Space Profiles of Countries in Eastern and Southern Africa Case Study – Kenya Fiscal Space Analysis*” A report sponsored and published by UNICEF May 2017. Available online at <https://www.unicef.org/esa/sites/unicef.org/esa/files/2018-09/UNICEF-Kenya-2017-Fiscal-Space-Analysis.pdf>

Decentralization for improving the provision of public services in developing countries: A critical review, a paper I authored was judged as among the most highly cited in Cogent Economics & Finance in the last five years (based on the Web of Science data) on the 9th of June, 2022. This email was sent by Chloe Browne, Commissioning Editor (Chloe.Browne@tandf.co.uk). On behalf of the editorial team for Cogent Economics & Finance

Research Interests

Decentralised service Provision, Service Provision, Local Governance, Climate Change, Entrepreneurship

Book project

Dick-Sagoe, C., Ehiane, S. O., Adams, I. (on-going). Planning for Climate Change in the Context of Urban Governance in the Global South. Springer Nature (Scopus)

Dick-Sagoe, C., Odoom, D., & Ehiane, S. O. (on-going). Conflicts, Migration, and Sustainable Development in Africa. Springer Nature (Scopus)

Dick-Sagoe, C., Ehiane, S. O., & Mkhize, G, (On-going). Gender-Responsive Climate Governance in Developing Countries: Policies, Practices, and Pathways. Springer Nature

Book Chapters in Recognized Publishers

Hope, K. N., Brobbey, L. K., & **Dick-Sagoe, C. (In press)**. Colonial Rule and Natural Resource Exploitation in Post-Colonial Africa. Springer Nature

Dick-Sagoe, C., and Odoom, D. (In press). Navigating the Uncharted Terrain of Terrorism Threats in Ghana: Narrative and Bibliometric Insights, Springer Nature

Ngang, C.C., & **Dick-Sagoe, C.** (2024). Right to Development Approach to Local Governance in Africa. In: Darmame, K., Ross, E. (eds) Local Governance and Development in Africa and the Middle East. Local and Urban Governance. Springer, Cham, pp 15–30. https://doi.org/10.1007/978-3-031-60657-1_2. Available: [Right to Development Approach to Local Governance in Africa | SpringerLink](#) Electronic ISSN: 2524-5457, Print ISSN: 2524-5449 (Scopus Indexed)

- Ehiane, S. O. and **Dick-Sagoe, C.** (2023). Climate Change and Justice in Botswana's National Adaptation Strategy and Programming: The Journey so Far. (Edited) Climate Action Policies, Strategies and Programming in Southern Africa: Missed Opportunities for Climate Justice. Routledge. <https://doi.org/10.4324/9781003397120>
<https://www.taylorfrancis.com/books/edit/10.4324/9781003397120/climate-action-southern-africa-philani-moyo> (**Scopus Indexed**)
- Botlhale, E. & **Dick-Sagoe, C.** (2023). Digitalising Decentralisation Policy Across Regions in Africa. In: Onyango, G. (eds) Public Policy and Technological Transformations in Africa. Information Technology and Global Governance. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-031-18704-9_14
- Molokwane, T. & **Dick-Sagoe, C.** (2022). Public Management and Administration in Botswana During Uncertain Times, in Sebake, B.K., Molokwane, T & Hussein, M & Nduhura, A. (eds.). Public Management and Administration in Africa: The Quest for Resilience in Uncertain Times, Batalea Publishers, South Africa, pp. 2-13.
- Asare-Nuamah, P., Onumah, J., **Dick-Sagoe, C.**, and Kessie, K. O. (2022). Perceptions and Coping Strategies to COVID-19 in a Rural Ghanaian Community. In Faghih, Nezameddin, and Forouharfar, Amir (Eds.). Socioeconomic Dynamics of the COVID-19 crises: Global, Regional and Local perspectives. Contributions to Economics, Springer Nature, Switzerland. Available at https://link.springer.com/chapter/10.1007/978-3-030-89996-7_18#citeas (Scopus)
- Dick-Sagoe, C.** & Asare-Nuamah, P. (2020). Reducing Poverty through Decentralised Public Service Provision of District Assemblies in the Central Region, Ghana. In T. Simelane, L. R. Managa and M. Muchie (eds.). Poverty Alleviation Pathways for Achieving Sustainable Development Goals in Africa. African Institute of South Africa, Pretoria, Section A, Chapter 2, pp 7-32. **ISBN: 978-0-7983-0508-2 [Peer reviewed Publication]**
- Nhemachena, A. & **Dick-Sagoe, C.** (2017). What Indigenous Agricultural Communities Have to Say? Transnational Corporate Social Responsibility and the Mining Environment in Tarkwa Nsuaem Municipality, Ghana. In A. Nhemachena & T. Victor Warikandwa (eds.). Mining Africa: Law, Environment, Society and Politics in Historical and Multidisciplinary Perspectives. Langaa Research and Publishing, Chapter 6, pages 187-213. Available online at: https://books.google.co.in/books?id=akDUDgAAQBAJ&pg=PP5&lpg=PP5&dq=christopher+dick-sagoe&source=bl&ots=IDZyF2_wtO&sig=b1MwWMd4D9p8a8FuT7_kYItL5nM&hl=en&sa=X&ved=0ahUKEwj20qXji-jVAhVGK48KHVwzAnQ4ChDoAQgrMAE#v=onepage&q=christopher%20dick-sagoe&f=false. **ISBN: 10:9956-764-32-9; ISBN: 13:978-9956-764-32-7 [Peer reviewed Publication, Scopus]**

Dick-Sagoe, C. (2016). Does Decentralisation address allocative efficiency at the local level? Evidence from Jomoro District Assembly in Ghana, pp; 37-49. In P. P. Balan, G. Sunny and T.P. Kunhikaman (eds.). *Marginalisation and Deprivation: Studies in Multiple Vulnerabilities*. KILA's International Conference Series- 5 (International conference on Marginalisation, Poverty and Decentralisation, **Kerela Institute of Local Administration**: Kerala. Available at <http://dspace.kila.ac.in/bitstream/123456789/276/1/Marginalisation%20and%20Deprivation%20Studies%20in%20Multiple%20Vulnerabilities.pdf> [ISBN: 978-93-84555-84-3]

Refereed/Accredited Journals in Internationally Recognised Indexing Databases

Dick-Sagoe, C. (In peer review). Navigating Resistance to Renewable Energy Development in Africa: Addressing Conflicts Among Vulnerable Communities and Indigenous Groups in South Africa. Transactions of the Royal Society of South Africa

Sekhomba, J. W. B., **Dick-Sagoe, C.**, Musekiwa, N., & Mooketsane, K. (**In press**). Public Participation in Climate Change Adaptation Projects in Botswana: A Critical Review. Transactions of the Royal Society of South Africa - Decision on Manuscript ID TTRS-2024-0064.R1 (**Scopus Indexed**)

Chirozva, L., Tagutanazvo, F., and **Dick-Sagoe, C.** (under peer review). Climate Justice and Women in Africa: The Transformative Potential of the Article 18 of the Maputo Protocol. SN Social Science journal. (Scopus indexed)

Dick-Sagoe, C. & Odoom, D. (**In press**). Contextual Drawbacks to implementing Digital Systems in the southern African public sector: An integrative review. Ghana Social Science Journal (IBSS / Web of Science)

Dick-Sagoe, C., Seleke, T. L., & Ramphile, T. G. (under peer review). Assessing the Quality of Decentralized Healthcare Service Delivery in Botswana: Insights from Healthcare Users. Indian Journal of Public Health (Scopus indexed).

Essel, C. B., Boakye, A. O. & **Dick-Sagoe, C.** (2025). Linking Despotic Leadership to Employee Lateness and Early Departure: The Mediating Role of Affective Commitment. SN Business & Economics. <https://doi.org/10.1007/s43546-025-00906-8> (Scopus indexed, Q3)

Dick-Sagoe, C. (In Press). Trade Unions and Climate Change-induced Just Transitions in South Africa: A Review. Journal of Emergency Management. JEM-D-24-00150 (Scopus indexed)

Dick-Sagoe, C. (In press). Enhancing the Participation of the Vulnerable Groups in Climate Change Adaptation: Insights from Botswana's National Adaptation Plan. Journal of Emergency Management. JEM-D-24-00149 (Scopus indexed)

- Dick-Sagoe, C.** (Peer review). Assessing the Quality of Decentralised Healthcare Service Delivery in Botswana: Insights from Healthcare Users. *Indian Journal of Public Health* (Scopus indexed)
- Seliti, O., **Dick-Sagoe, C.**, Ehiane, S., Odoom, D., & Mpuangna, K. N. (2025). Influence of Training on Employee Performance in African Public Sector Organizations: A Systematic Review. *Journal of Management World*, Academia Publishing Group, vol. (3), pages 96-111. <https://doi.org/10.53935/jomw.v2024i4.1068> (**Tier 2**)
- Dick-Sagoe, C.**, Tingum, E. N., Asare-Nuamah, P., Yunis, N. D., and Baidoo, N. (2025). Central transfers and incentives to collect local revenue among the Central Region of Ghana's local government officials: analysing the flypaper effect. *Humanities and Social Sciences Communications Journal*. <https://doi.org/10.1057/s41599-025-05463-x> (**Scopus Indexed, Q1**)
- Mbae, B. B., **Dick-Sagoe, C.**, Odoom, D., Adams, I. (2025). Enhancing E-Service Delivery in African Public Sector Organizations: An Insight into the Digitalization Strategies in Botswana's Ministry of Agriculture. *Digital Society* 4 (37). <https://doi.org/10.1007/s44206-025-00186-7>. (**ProQuest / IBSS**).
- Thulo, M. S., **Dick-Sagoe, C.**, Odoom, D., Ehiane, S. O. and Lwendo, S. B. (2025). Guardians of integrity: comparative analysis of whistleblower protection frameworks in Lesotho, the United Kingdom, and South Africa. *SN Social Science* 5, 97 (2025). <https://doi.org/10.1007/s43545-025-01136-3> (**Scopus Indexed, Q4**).
- Odoom, D and **Dick-Sagoe, C.** (In press). Leadership styles and Leadership Effectiveness in Ghanaian Organisations: A mixed Method Study in Accra. *African Journal of Human Resources, Marketing and Organisational Studies*. (**IBSS Indexed**)
- Odoom, D., Mensah, E. O., **Dick-Sagoe, C.**, Lee, K. Y., Opoku, E. and Obeng-Baah, J. (2024). Examining the Level of Public Awareness on the Sustainable Development Goals in Africa: An Empirical Evidence from Ghana. *Environment, Development and Sustainability journal*. <https://doi.org/10.1007/s10668-023-02959-x> (**Scopus, Q1**)
- Odoom, D., Agyepong, L., **Dick-Sagoe, C.**, & Opoku Mensah, E. (2024). Unveiling the Social Media Landscape: Exploring Factors Influencing Usage Patterns among Tertiary Education Students in Ghana. *Education and Information Technologies Journal*. <https://doi.org/10.1007/s10639-024-12944-0> (**Scopus Indexed, Q1**)
- Asare-Nuamah, P., Botchway, E., **Dick-Sagoe, C.**, Asamoah, J. O., Kabanda, U., & Anane-Aboagye, M. (2024). Agricultural knowledge and youth participation in agriculture and agribusiness in an African context. *Development in Practice*, 1–21. <https://doi.org/10.1080/09614524.2024.2402480> (**Scopus Indexed, Q2**)

- Yussif, A. B., Agyepong, L., Odoom, D., Tindi, S., & **Dick-Sagoe, C.** (2024). Social media and political communication in Ghana: views of inhabitants of Tema metropolis. *Information Impact: Journal of Information and Knowledge Management*, 15:1, 30-46, DOI <https://dx.doi.org/10.4314/ijikm.v15i1.4> (Tier 2)
- Dick-Sagoe, C.**, Ernawaty, E., & Odoom, D. (2024). Access to Decentralised Public Healthcare Service Delivery in Rural Areas of Lesotho. *Journal of Asian and African Studies*, 0(0). <https://doi.org/10.1177/00219096241270684> (**Scopus Indexed, Q2**)
- Odoom, D., **Dick-Sagoe, C.**, Opoku, E., Obeng-Baah, J. (2024). Participatory Communication in the Provision of Development Services within the Ghanaian Decentralized Local Government System: Evidence from the Central Region. *Discover Sustainability* 5, 266. <https://doi.org/10.1007/s43621-024-00336-w> (**Scopus, Q2**)
- Lesole, T. Q., **Dick-Sagoe, C.**, Odoom, D. & Agyepong, L. (2024). Interrogating the Effectiveness of Statutory Bodies and State Enterprises Committee on Budget Oversight in Botswana: An Exploratory Study. *Ghana Journal of Development Studies*, Vol. 21 (1). Doi/<https://dx.doi.org/10.4314/gjds.v21i1.5> (**IBSS Indexed**)
- Magosi, E., **Dick-Sagoe, C.**, Odoom, D., Kwofie, S and Obeng-Baah, J. (2024). Interrogating Land Administration Procedures and Systems Implementation in Africa: Evidence from Botswana. *E-Journal of Humanities, Arts and Social Sciences (EHASS)* Volume 5 Issue 11 September 2024 pp 1915-1931. (Tier 2)
- Lugu, L. K., Odoom, D., **Dick-Sagoe, C.**, & Asumang, E. (2024). Do Persons with Disability Really Participate in Community Development Services in Ghana? Evidence from the Adenta Municipality. *E-Journal of Humanities, Arts and Social Sciences (EHASS)*, Vol. 5 No. 6 Issue Article 10 pp.917-936. DOI: <https://doi.org/10.38159/ehass.20245610> (Tier 2)
- Gotlhe, K. G., Mpuangnan, K. N., **Dick-Sagoe, C.**, Roboji, Z. (2024). Leadership Practices at Public High Schools in Gaborone, Botswana. *International Journal of Educational Best Practices*, Vol 8, No 1. Doi: 10.31258/ijebp.v8n1.p1-20 <https://ijebp.ejournal.unri.ac.id/index.php/IJEBP/article/view/8215/pdf> (**Teer 2**)
- Dick-Sagoe, C.** (under review). Facilitators and levels of public participation in decentralised solid waste management policy making process in developing countries: a focus on Ghana. *Journal of Policy Practice and Research* (**Scopus, Q3**).
- Saka, M., Ehiane, S., **Dick-Sagoe, C.**, and Bodilenyane, K. (2023). Post-Third Wave Democratization: A Study of Nigerian and Ghanaian Democratic Experience in the West African Sub-Region. *African Renaissance*, Vol. 20, No. 4 (**Scopus, Q3**).

- Odoom, D., Mensah, E. O., Frempong, F. A., **Dick-Sagoe, C.**, & Agyepong, L. (2023). Assessing the Effectiveness of Government Communication on Public Policy in Ghana: The Case of Planting for Food and Jobs Policy. *PanAfrican Journal of Governance and Development (PJGD)*, 4(2), 122-148. <https://doi.org/10.46404/panjogov.v4i2.4850> (Teer 2)
- Roboji, Z., Mpuangnan, K. N., Watson-Ben, L. & **Dick-Sagoe, C.** (2023). Adapting Employee Performance Management in the Face of the COVID-19 Pandemic. *Open Access Library Journal*, 10, 1-16. doi: 10.4236/oalib.1110496 (Teer 2)
- Dick-Sagoe, C.**, Hope, K. N. & Dick-Sagoe, A. D. (2023). Climate change and the livelihoods of food crop farmers in Lesotho: lessons for the implementation of the national climate change adaptation strategy. *Journal of Emergency Management*, Vol 20, No 1. Available at <https://wmpllc.org/ojs/index.php/jem/article/view/3468>. DOI:10.5055/jem.0674 (**Scopus, Q3**)
- Dick-Sagoe, C.**, Lee, K. Y., Boakye, A. O., Mpuangnan, K. N., Asare-Nuamah, P., & Dick-Sagoe, A. D. (2023). Facilitators of Tertiary Students' Entrepreneurial Intentions: Insights for Lesotho's National Entrepreneurship Policy. *Heliyon journal*, Volume 9, Issue 6, e17511. <https://doi.org/10.1016/j.heliyon.2023.e17511> (**Scopus, Q1**)
- Dick-Sagoe, C.**, Asare-Nuamah, P & Mokaloba, M. (2023). Mis-medication as COVID-19 pandemic response Strategy of rural folks in Lesotho: Implications for National COVID-19 Response Policy. *Journal of Emergency Management*, Vol 21 No 8. Available at <https://wmpllc.org/ojs/index.php/jem/article/view/3465> (**Scopus, Q3**)
- Dick-Sagoe, C.**, Lee, K.Y., Odoom, D., and Boateng, P. O. (2023). Stakeholder perceptions on causes and effects of public project failures in Ghana. *Humanities and Social Sciences Communications Journal* 10, 14. <https://doi.org/10.1057/s41599-022-01497-7> (**Scopus, Q1**)
- Osei-Brobby, J., Odoom, D., Mensah, E. O., & **Dick-Sagoe, C.** (2022). Covid-19 pandemic, personal hygiene and dietary behavior of Ghanaians: from the perspective of inhabitants of Burma Camp, Accra. *Lwati: A Journal of Contemporary Research*, Volume 19, No. 3. Available online at <https://www.ajol.info/index.php/lwati/article/view/232797> (Teer 2)
- Odoom, D., Mensah, E. O., Annor-Frempong, F., **Dick-Sagoe, C.**, Van Crowder, V. (2022). Promoting Gender Equality as a Strategy for Community Development in Ghana: Moving Beyond the Rhetoric. *E-Journal of Humanities, Arts and Social Sciences*, DOI: 10.38159/ehass.2022393 (Teer 2)
- Asare-Nuamah, P., **Dick-Sagoe, C.**, Sakah, B., Muzee, H., Asamoah, J. & Kessie, K (2022). Determinants of COVID-19 response strategies in selected African countries. *Journal of Applied Social Science*. Available at <https://journals.sagepub.com/doi/full/10.1177/19367244211055799> (**Scopus, Q3**)

- Asare-Nuamah, P., Antwi-Agyei, P. **Dick-Sagoe, C.** and Adeosun, O. T. (2022). Climate change perception and the adoption of innovation among mango plantation farmers in the Yilo Krobo Municipality, Ghana. *Environmental Development* 44, 100761. <https://doi.org/10.1016/j.envdev.2022.100761>. Available at <https://www.sciencedirect.com/science/article/abs/pii/S221146452200063X?via%3Dihub> (**Scopus, Q1**)
- Asare-Nuamah, P., Antwi-Agyei, P. **Dick-Sagoe, C.** (2022). Mitigating the risks of climate variability and change on mango seedlings in Ghana: Evidence from mango seedlings producers in the Yilo Krobo Municipality. *Environmental Challenges*, Vol 8. <https://doi.org/10.1016/j.envc.2022.100594> (**Scopus, Q2**)
- Dick-Sagoe, C.** and Nyamadi, W. K. (2022). Assessing Community Participation in District Development Facility funded projects in the Adentan Municipality of Ghana. *Loyola journal of Social Science*, Vol XXXVI, No 1, pages 41-57 (**IBSS Indexed**)
- Dick-Sagoe, C.**, Tingum, E. N., & Asare-Nuamah, P. (2022). Flypaper effects of Central Transfers on the spending behaviour of Ghana's central region local governments: Does status matter? *Masyarakat, Kebudayaan Dan Politik*, 35(3), 297–309. <https://doi.org/10.20473/mkp.V35I32022.297-309>. Available at: <https://e-journal.unair.ac.id/MKP/article/view/33280/22235> (**Web of Science**).
- Nkonkonya, M. K., **Dick-Sagoe, C.**, Adu, G. A. & Ennim, F. (2022). School Improvement and Support Officer as Curriculum Leader in Pru East District- Ghana: Roles, Challenges, and the Way Forward. *Journal of Positive School Psychology*, Vol. 6, No. 3, 1337–1351. Available at <https://www.journalppw.com/index.php/jpsp/article/view/1664> (Teer 2)
- Dick-Sagoe, C.**, Hope, K. N. & Asare-Nuamah, P. (2022). Perceived impact of climate variability and change on livelihoods of smallholder farmers in Lesotho. *African Journal of Science, Technology, Innovation and Development*, Vol 15, Issue 2. <https://doi.org/10.1080/20421338.2022.2058339> (**Scopus, Q2 / web of science**)
- Asare-Nuamah, P., **Dick-Sagoe, C.** and Ayivor, R. (2021). Farmers' maladaptation: Eroding Sustainable Development, rebounding and shifting vulnerability in smallholder agriculture system. *Environmental Development*. DOI: 10.1016/j.envdev.2021.100680 (**Scopus, Q1**)
- Dick-Sagoe, C.**, Tingum, E. N., Asare-Nuamah, P., & Dick-Sagoe, A. D. (2021). Contributions of smallholder farmers to water pollution in selected rivers and Streams in Lesotho. *Ecology, Environment and Conservation Journal*. Vol 27, Nov Suppl. Issue, 2021; Page No. 359-366. Available online at <http://www.envirobiotechjournals.com/EEC/v27novSuppl2021/EEC-53.pdf> (**Web of Science**)
- Dick-Sagoe, C.** and Tingum, E. N. (2021). Flypaper Effect of Intergovernmental Transfers and Incentives to Improve Own-Source Revenue Mobilization of Local Governments in the Central

Region of Ghana. Open Journal of Social Sciences, 9, 434-447. doi: 10.4236/jss.2021.98030. (DOAJ)

Dick-Sagoe, C., Asare-Nuamah, P., & Dick-Sagoe, A. D. (2021). Public choice and decentralised healthcare service delivery in Lesotho: Assessing improvement and efficiency in service delivery. Cogent Social Sciences, 7:1. <https://doi.org/10.1080/23311886.2021.1969737> (Scopus, Q2 / Web of Science).

Dick-Sagoe, C (2020). Decentralization for improving the provision of public services in developing countries: A critical review. Cogent Economics and Finance Journal. <https://doi.org/10.1080/23322039.2020.1804036> (Scopus, Q2)

Asare-Nuamah, P. & **Dick-Sagoe, C. (2019).** The Impact of Climate Variability and Change on Domestic Livestock in Adansi North District of Ghana. RUFORUM Working Document Series No. 18 (1): 452- 458. Available at <https://ruforum.files.wordpress.com/2020/12/vol-18-table-of-contents-1.pdf> [Peer reviewed Publication]

Djimatey, R., **Dick-Sagoe, C.,** Okyere, F. B., & Dick-Sagoe, A. D. (2017). Risk Management Practices in the Mining Sector of Ghana: The Case of Goldfield Ltd, Damang. Journal of Resources Development and Management, Vol 35, pages 21-26. Available online at: <http://iiste.org/Journals/index.php/JRDM/article/view/38434> [Peer Review Journal]

Dick-Sagoe, C. (2017). Understanding decentralisation from the public choice's perspective. *South Asian Journal of Socio-Political Studies*, Vol. 18, No. 1 pages 51-54 [Peer Review Journal]

Dick-Sagoe, C & Arthur, C. (2016). Construction Professionals' Perspectives on Government's Construction Projects Delays in the Western Region of Ghana. *International Journal of Research in Engineering and Social Sciences*, Volume 06 Issue 06, Page 32-43 Available at http://www.indusedu.org/pdfs/IJRESS/IJRESS_824_37512.pdf

Dick-Sagoe, C. & Tsra, G. (2016). Uncontrolled Sand Mining and its Socio-Environmental Implications on Rural Communities in Ghana: A Focus on Gomaa Mpota in the Central Region. *International Journal of Research in Engineering, IT and Social Sciences*, Volume 06 Issue 06, June 2016, Page 31-37. Available at http://www.indusedu.org/pdfs/IJREISS/IJREISS_847_70705.pdf

Dick-Sagoe, C. & Djimatey, R. (2015). Structure of Abura-Asebu-Kwamankese District Assembly's Revenue: Understanding the need of Fiscal Independence for District Assemblies in Ghana. *International Journal of Economics, Commerce and Management*, Vol. III, Issue 5, p. 622-633 Available at <http://ijecm.co.uk/wp-content/uploads/2015/05/3536.pdf> [Peer Review Journal]

Ampeire, H. K. & **Dick-Sagoe, C. (2015).** Predicting the Results of Primary Six Students' Scores in the National Assessment of Progress in Education Examination in Uganda. *Multi-Disciplinary Edu Global Quest (Quarterly)*, Volume-4, Issue-3 #15: 111-128. Available at

<http://mdegq.com/paper/predicting-results-primary-six-students%E2%80%99-scores-national-assessment-progress-education>.

Dick-Sagoe, C. & Ahyiah, W. S. (2015). Does monetary incentive really matter in motivating employees? Opinions from the employees of the Ghana Rubber Estate Limited. *South Asian Journal of Socio-Political Studies*, Vol XVI, No 1, July-December 2015, pp. 84-87 [**Peer Review Journal**]

Ujakpa, M. M., Arora, R., Nusrat-Jahan, A, Agblewornu, V & **Dick-Sagoe, C. (2015).** Application of Virtual learning Technologies in Teaching and Learning in Tertiary Institutions in Ghana. *Research Papers on Knowledge, Innovation and Enterprise*, Volume 3, pp.18-28. Available at http://www.kiecon.org/KIE%20Journal%20Volume%20III%202015_Martin%20UJAKPA%20Et%20Al.pdf

Dick-Sagoe, C. (2012). Survey of Literature on Fiscal Decentralisation as a Sustainable Local Development Tool in Ghana. *Journal of Sustainable Development in Africa*, Vol 14, No. 3: 228-251 [**Peer Review Journal**]

Dick-Sagoe, C. (2012). Performance Analysis of Internally Generated Revenue Mobilisation in Abura-Asebu-Kwamankese District Assembly, Ghana. *International Journal of Research in Commerce & Management*, Vol No. 3, Issue No. 10. (October). Available at https://ijrcm.org.in/article_info.php?article_id=2310 [**Peer Review Journal**]

Papers Accepted and Awaiting Publication in Refereed/Accredited Journals in Internationally Recognised Indexing Databases

Dick-Sagoe, C. and Asare-Nuamah, P. (forthcoming). Unveiling the Fiscal and Spending Behaviour of Central Region Local Government Officials under the support of Intergovernmental Fiscal Transfer Policy of Ghana. *Halduskultuur (Scopus)* [**Peer Review Journal**]

Dick-Sagoe, C. and Tingu, E. N. (forthcoming). Flypaper effects of intergovernmental transfers on the spending behaviour of Central Region local governments in Ghana: does status matter? A paper under review at the *Halduskultuur (Scopus)* [**Peer Review Journal**]

Dick-Sagoe, C. and Asare-Nuamah, P. (forthcoming). Intergovernmental transfers and fiscal behaviour of local government officials in the Eastern Region of Ghana: Does the status of local government matter? Paper under review at the *Halduskultuur Journal (Scopus)* [**Peer Review Journal**]

Peer Reviewed Conference Proceedings

- Dick-Sagoe, C.** (2017). Towards Quality Service Delivery Outcomes: what can local Governments' Own-Source Revenue Do? Paper presented at the 2nd **International Conference on Public Administration and Development Alternatives** in Gaborone, Botswana (26-28 July 2017). In MP Sebola and JP Tsheola (eds). (2017). *The Independence of African States in the Age of Globalisation*. University of Limpopo publication, South Africa, pages 223-228.
- Dick-Sagoe, C.** (2017). Reducing Poverty through Decentralised Public Service Provision of District Assemblies in the Central Region, Ghana. Paper presented at the 7th **African Union and Renaissance Conference**, South Africa 2017 (31st March to 1st April 2017)
- Dick-Sagoe, C.** (2016). Does Decentralisation address allocative efficiency at the local level? Evidence from Jomoro District Assembly in Ghana, pp; 37-49. In P. P. Balan, G. Sunny and T.P. Kunhikaman (eds.). *Marginalisation and Deprivation: Studies in Multiple Vulnerabilities*. Kerela Institute of Local Administration: Kerala. Available at <http://dspace.kila.ac.in:8080/jspui/bitstream/123456789/276/1/Marginalisation%20and%20Depri%20Studies%20in%20Multiple%20Vulnerabilities.pdf#page=37>
- Ujakpa Mabeifam, M., Arora, R., Abubakar, N. J., Agblewornu V. & **Dick-Sagoe, C.** (2015) Application of Virtual Learning Technologies in Teaching and Learning in Tertiary Institutions in Ghana. International Conference on Knowledge, Innovation and Enterprise/ Research Papers on Knowledge, Innovation & Enterprise, Volume III, Issue 1. Available at http://www.kiecon.org/KIE%20Journal%20Volume%20III%202015_Martin%20UJAKPA%20Et%20Al.pdf
- Dick-Sagoe, C.** (2017). Fiscal Decentralisation and Public Service Provision for local Development of Districts in the Central Region of Ghana. 10th Doctoral thesis conference co-organized by IBS Hyderabad and Indira Gandhi Institute of Development Research.

PRESENTATIONS AND INVITED LECTURES

- 15:30-15:50 **Afternoon plenary lecture 2** - Dr. Christopher Dick-Sagoe, Lecturer at University of Botswana, Botswana. Topic: Policy analysis of climate change adaptation at various government levels in SADC region. TIEMS Maiden online conference, July, 10, 2024
- Odoom, D., **Dick-Sagoe, C.**, Fosu, M. (2024). Developing A Framework for Promoting Climate Change Communication: A Narrative Review Approach. Communicating Climate Change in Southern Africa: Research, Policy and Advocacy. The 2024 Planetary Utilization of Sustainability Strategies (PLUS) Network Workshop, February 8-9, at Cresta Hotel, Gaborone, Botswana.

- Dick-Sagoe, C.** (2023). Enhancing Disaster Preparedness for Effective Response: Overview of the strategies employed by the National Disaster Management Organization (NADMO), Ghana. TIEMS conference, South Africa (Rhodes University)
- Dick-Sagoe, C., Roboji, Z., and Ehiane, S.** (2023). Trade Unions and Climate Change-induced Just Transitions in South Africa: A Systematic Review. HSRC conference, South Africa.
- Dick-Sagoe, C., Tandlich, R., & Asare-Nuamah, P.** (2022). Local Governments' Responses to the impact of Climate Change in Africa: A review. The International Emergency Management Society (TIEMS) 2022 Hybrid (Virtual / face to face) Annual Conference-hosted in the United States of America.
- Dick-Sagoe, C. and Mokaloba, M.** (2021). Mis-medication as COVID-19 pandemic response of rural folks in Lesotho: Implications for National COVID-19 Response policy. The International Emergency Management Society (TIEMS) 2021 Virtual Annual Conference. (https://tiems.info/images/pdf/TIEMS_2021_Virtual_Annual_Conference_Program_ver6.pdf)
- Dick-Sagoe, C. and Asare-Nuamah, P.** (2021). Public Choice and Decentralised Healthcare Service Delivery in Lesotho: Assessment of efficient service delivery from service providers and users. Paper presented at the 30th RESER International congress & Co-VAL conference- track 8 (VIRTUAL). Organised by the University of Alcala, Madrid, Spain on January 21st to 22nd, 2021 (Madrid, Spain – Virtual).
- Dick-Sagoe, C., Hope, K. H. & Asare-Nuamah, P.** (2020). Perceived Impact of Climate Change and Variability on Livelihoods of Smallholder Farmers in Lesotho. The International Emergency Management Society (TIEMS) 2020 Virtual Annual Conference. Available at https://www.tiems.info/images/pdfs/TIEMS_2020_Virtual_Annual_Conference_Subitted_Abstracts_ver7.pdf
Recorded presentation available at: <https://www.youtube.com/watch?v=Qh4tsE9UVoI&feature=youtu.be>
- Dick-Sagoe, C.** (2017). Towards Quality Service Delivery Outcomes: what can local Governments' Own-Source Revenue Do? Paper presented at the 2nd **International Conference on Public Administration and Development Alternatives** in Gaborone, Botswana.
- Dick-Sagoe, C.** (2017). **Reducing Poverty** through **Decentralised Public Service** Provision of District Assemblies in the Central Region, Ghana. Paper accepted for presentation at the 7th African Union and Renaissance Conference, South Africa 2017 (31st March to 1st April 2017)
- Dick-Sagoe, C.** (2017). Fiscal Decentralisation and Public Service Provision for local Development of Districts in the Central Region of Ghana. 10th Doctoral thesis conference co-organized by IBS Hyderabad and Indira Gandhi Institute of Development Research.

Dick-Sagoe, C. (2017). Service Provision for Sustainable Development of District Assemblies in the Central Region of Ghana. 47th Annual Conference of Gujarat Economic Association. Organised by D. D Tharkar Arts and K.J. Patel Commerce College.

Dick-Sagoe, C. (2016). Does **Decentralisation** address **allocative efficiency** at the **local level**? Evidence from Jomoro District Assembly in Ghana, pp; 37-49. In P. P. balan, G. Sunny and T.P. Kunhikaman (eds.). *Marginalisation and Deprivation: Studies in Multiple Vulnerabilities*. KILA's International Conference Series- 5 (International conference on Marginalisation, Poverty and Decentralisation, Kerala Institute of Local Administration: Kerala. Available at <http://dspace.kila.ac.in:8080/jspui/bitstream/123456789/276/1/Marginalisation%20and%20Deprivation%20Studies%20in%20Multiple%20Vulnerabilities.pdf#page=37>

Co-chaired a technical session on paper presentation session
March 27th, 2016 National Seminar on “Role of Statistics in Current Scenario” As part of the Golden Jubilee Celebration of Veer Narmad South Gujarat University.
Organised by the Department of Statistics, Veer Narmad South Gujarat University.

Title of Paper: **Intergovernmental transfers:** (dis)incentive to local governments' own-source revenue mobilisation in the Central Region of Ghana?

Seminars, Conferences or Workshops attended / Professional development training

1. Workshop on transforming Development and Humanitarian Aid through Local Leadership. An online workshop organized by DevelopmentAid on the 27th of February, 2025 (Available at <https://www.developmentaid.org/news-stream/webinars>)
2. Attended a collective Bargaining conference at Cresta Hotel on the 18th July, 2024 on the theme: Defending Collective Bargaining.
3. Presented a paper on the topic “analysing the flypaper effect: central transfers and incentives to collect local revenue among the central Region of Ghana's local government officials” on the 31st May, 2024 at the Bank of Namibia (Sam Nujoma Auditorium). A collaborative research seminar of the University of Namibia's Economics Department and the Bank of Namibia.
4. Sage's free webinar on “How to Be a Peer Reviewer”. Mar 28, 2024 03:00 PM London
5. Presented a paper at the Terrorism in Africa conference in King Faisal Centre for Research and Islamic Studies (African Studies Department), Riyadh, Saudi Arabia. February, 25th to 28th, 2024.
6. Hydrogen conference. Organised by the HSRC South Africa. I presented a paper on the role of Trade Unions on the Just transition from coal to clean energy. December 8th to 12th 2023.
7. ICARUS workshop, Held at the University of Michigan, United States (September 29th 2023 to 2nd October, 2023. Presented a paper on the topic “local government adaptation responses to the impact of climate change in selected African Countries. A review.”
8. TIEMS 2023 Annual Conference, held on the 11th to the 15th September, 2023 at the Rhodes University and the Stenden South Africa in Sarah Baartman District Municipality, the Eastern Cape in South Africa. Topic presented “Enhancing Disaster Preparedness for Effective

Response: Overview of the strategies employed by the National Disaster Management Organization (NADMO), Ghana”

9. Frequently Chair MPhil Thesis proposal presentations for the Political and Administrative Studies Department, University of Botswana (October 2022 to present)
10. Workshop: Graduate Programmes Coordinators Workshop, organised by the School of Graduate Studies, University of Botswana at Avani Hotel - Thursday 16th March 2023
11. Conference presentation on the topic “Local Governments’ Responses to the impact of Climate Change in Africa: A review” at the International Emergency Management Society (TIEMS) from October 17th – October 21st, 2022 (Video recording (day 5 video1) available at <https://vimeo.com/showcase/tiems2022annualconference?page=2>)
12. Conference presentation on the topic “Access to decentralised public healthcare service delivery in Rural Areas of Lesotho in times of the COVID-19 pandemic” at CIMPAD’s 12th International Conference on Public Management, Policy and Development being convened as a hybrid in-person/virtual conference in Malawi July 17-20, 2022 (Turned down offer for personal reasons)
13. 2nd Waste Management Indaba Conference, organized by Bushbuckridge Municipal Authority, and the University of South Africa, South Africa on June 22 to 24th 2022.
14. Frequently attends the virtual EGPA/IASIA conference hosted by the International Institute of Administrative Sciences. This conference presents new trends in the field of public administration research and development.
15. I attended several webinars organised by the Dullah Omar Institute (University of the Western Cape) on decentralisation and local governance.
16. I frequently attend periodic webinars on global issues hosted by the London School of Economics.
17. Member of the decentralization and local development Connection (<https://decentralization.net/2021/06/global-webinar-series-decentralization-and-local-development-in-africa/>), which organizes a series of webinars for its members to share best practices in decentralization and local governance around the world.
18. Conference presentation on the topic “Research into the Potential Links Between Covid-19, Misinformation and the "Mismedication" in the Kingdom of Lesotho” at the International Emergency Management Society (TIEMS) in 6th December 2021. Virtual Annual Conference.
19. Conference presentation on the topic “Public Choice and Decentralised Healthcare Service Delivery in Lesotho: Assessment of efficient service delivery from service providers and users” Paper presented at the 30th RESER International congress & Co-VAL conference- track 8 (VIRTUAL). Organised by the University of Alcalá, Madrid, Spain on January 21st to 22nd, 2021 (Madrid, Spain – Virtual).

20. Conference presentation on the topic “Perceived Impact of Climate Change and Variability on Livelihoods of Smallholder Farmers in Lesotho” at the International Emergency Management Society (TIEMS) in December 2020. Virtual Annual Conference. Available at https://www.tiems.info/images/pdfs/TIEMS_2020_Virtual_Annual_Conference_Subitted_Abst_racts_ver7.pdf
Recorded presentation available at: <https://www.youtube.com/watch?v=Qh4tsE9UVoI&feature=youtu.be>
21. Virtual EGPA/IASIA Conference on Open Access Workshop hosted by the **International Institute of Administrative Sciences** (IIAS), 3rd September 2020, 9:00 am Brussels time. Details at <https://mailchi.mp/62878493effa/ei2020-mainpage>
22. Seminar organized by the Political and Administrative Studies (PAS) Department, National University of Lesotho (NUL). Venue: Institute of Southern African Studies (ISAS) Auditorium, NUL. Date: 28th August 2019
Topic: The African Charter on Democracy and Governance and its value for Democratization in Africa. Presented by: Dr. Khabele Matlosa, Director of Political Affairs at the African Union Commission, Addis Ababa, Ethiopia, and Formerly Governance Advisor, UNDP Ethiopia
23. Maaparankoe Memorial Lecture on Lesotho’s Governance Reforms: New and False dawn. Venue: Victoria Hotel, Maseru, Lesotho. Presented by Dr. Khabele Matlosa, Director of Political Affairs at the African Union Commission, Addis Ababa, Ethiopia, and Formerly Governance Advisor, UNDP Ethiopia. Date: 31st August 2019
24. Workshop on the preparation of District Medium Term Development Plan. June 2006
Workshop covered: The Guidelines for the preparation of District Medium Term Development Plan under Growth and Poverty Reduction Strategy (GPRS II, 2006-09)
Sponsored by Ashanti Regional Coordinating Council.
25. Institute for Development Studies, University of Cape Coast, April 2005
Description: Certificate in Advanced Research Methodology.
26. Ghana Institute of Management and Public Administration, Accra, August 2002
Description: Certificate in Project Monitoring and Evaluation
Overview of Project: Monitoring and Evaluation, Policy Monitoring and Evaluation, Cost Benefit Analysis of Project, Logical framework Analysis, Project Impact Evaluation.

PROFESSIONAL AFFILIATIONS / MEMBERSHIP OF LOCAL/ INTERNATIONAL ORGANISATIONS

Editorial team (Associate Editor): Journal of Management and Science
(<https://jmsleyon.com/index.php/jms/about/editorialTeam>)

Associate Editor, **Journal of Policy and Development Studies**, under African Journals Online (AJOL). Available at: <https://www.ajol.info/index.php/jpds/about/editorialTeam>

Screening Editor, NG Journal of Social Development, under African Journals Online (AJOL)
Available at: [Editorial Team | NG Journal of Social Development \(ajol.info\)](#)

International [Editorial Board](#) member (Humanities and Social Science Communication) - Scopus Indexed, Q1. Available at: <https://www.nature.com/palcomms/journal-information/editorialboard>

Member of TIEMS, South Africa, August 2020- present

The **International Emergency Management Society** (TIEMS): TIEMS was founded in Washington, USA in 1993, and is today registered as an international, independent, not for profit NGO in Belgium. [Website: <https://tiems.info/index.php/about-us/about-tiems>]

Associate Member, Lee-to-la Africa: Steering committee member and chair of sub-steering committee on conference sponsorship and conference team development. Steering committee for the organization of the 2nd Waste Management Indaba Conference, jointly organized by the Bushbuckridge Municipal Authority and the University of South Africa, all in South Africa. (2021 to present)

Associate Member Green Habitat Botswana: Collaborates in organizing local projects and member of the advisory team.

National Research Foundation (NRF), South Africa: Accredited Reviewer and Assessor (2022 to present)

Associate Member of the Local Public Sector Alliance (decentralization and local development Connection (<https://decentralization.net/2021/06/global-webinar-series-decentralization-and-local-development-in-africa/>)).

International Council for Science (ICSU), Regional Office for Africa (ROA), May 2017 to Present
Member / Leader of West African Research Consortia on the topic: “The impact of Climate Change and variability on rainfall and water resource management in Africa”, Pretoria,

Associate Member, Commonwealth Local Government Forum (CLGF)

Commonwealth House, 55-58 Pall Mall, London SW1Y 5JH

(Oct 2018)

Tel: +442077476482 Mobile: +447855506661

Regional Crew Director (Lesotho and Botswana), Earth Guardians Africa. Details available at <https://www.facebook.com/pg/Earth-Guardians-Africa-349583811866772/posts/>

Also available at <https://www.globalnpo.org/TG/Lom%C3%A9/349583811866772/Earth-Guardians-Africa> (May 2019 to present)

Regional Crew Director (Botswana), Earth Guardians Africa (July 2021 to present):

https://www.youtube.com/watch?v=CjF_c-3tx1Q

Grants: Won a grant to embark on an Environmental Project in the CBD of Botswana (Sept. 2022)

EDITORIAL SERVICES

Peer Review / Editorial services for the following journals:

- Commonwealth Journal of local government (indexed in Web of science and managed by the Association of commonwealth countries)
- Social Responsibility Journal (<https://www.emerald.com/insight/publication/issn/1747-1117>) (indexed in Emerald, Scopus). Evidence: <https://www.emeraldgrouppublishing.com/journal/srj/thank-you-2021-reviewers-social-responsibility-journal>
- Public Choice (<https://www.editorialmanager.com/puch/default.aspx>) (**Scopus indexed**)
- Pertanika Journal of Social Science and Humanities (Scopus indexed)
- Africa Review (Taylor and Francis, Scopus and IBSS indexed)
- Cogent Social Science Journal (Scopus/ web of science indexed)
- African Development Review Journal (Scopus/ web of science indexed) (<https://en.x-mol.com/paper/article/1412480315238948864>) (<https://onlinelibrary.wiley.com/doi/full/10.1111/1467-8268.12581>)
- Public Administration Research Journal. Canadian Center of Science and Education.
- Journal of Human Ecology (Scopus indexed)
- Sri Lanka Journal of Social Sciences (Scopus and web of Science indexed)
- The Open Nursing Journal (Scopus indexed)
- Cogent Education Journal (Scopus/ Web of science indexed)
- Asia-Pacific Journal of Regional Science (Springer, Scopus and Web of Science indexed)
- Net Journal of Social Sciences, Nigeria
- CEPRES Journal of Science and Innovative Studies (CEJSIS) – Liberia
- Transactions of the Royal Society of South Africa (Scopus indexed) (<https://www.tandfonline.com/toc/ttrs20/current>)
- Reviewer for Journal of Public Policy and Administration (<http://www.pubpolicy.org/reviewers>)
- Ghana Journal of Science, Technology and Development (<https://www.gjstd.org/index.php/GJSTD>)
- Vaccine: X journal (Scopus, Web of Science) (<https://www.sciencedirect.com/journal/vaccine-x/about/editorial-board>)
- Sage Open (Scopus indexed)
- Journal of Emergency Management (Scopus indexed)
- MDPI- social sciences (Scopus indexed)
- Social Sciences & Humanities Open (Scopus indexed)
- International Journal of Disaster Risk Reduction (Scopus indexed).
- Frontiers in Climate (Scopus indexed)
- Journal of Infrastructure, Policy and Development (Scopus indexed)
- Journal of Men's studies (Scopus indexed)
- Administration & Society (Scopus indexed)
- Environment and Social Psychology (Scopus indexed)

- Environmental Justice: <https://mc.manuscriptcentral.com/environmentaljustice> (Scopus indexed)
- Heritage and Sustainable Development (HSD), [Heritage and Sustainable Development \(ardascience.com\)](http://ardascience.com) (Scopus indexed)
- International Journal of Climate Change Strategies and Management
- African J. of Economic and Sustainable Development (AJESD)
- Journal of Applied Social Science (Scopus indexed)
- Discover Sustainability (Springer nature, Scopus Indexed)

Journal (Peer-Reviewed) Articles reviewed:

1. Commonwealth Journal of local government. Performance Management in Ghana's Civil Service: A Case Study of District Assemblies (Paper no 299, August 2019)
2. Commonwealth Journal of local government. Title of Paper: A critique of the newly proposed model of local government in Lesotho (Paper no 312, Sept 2019)
3. Cogent Social Science Journal (Taylor and Francis, Scopus and Web of Science indexed). Ref: COGENTSOCSCI-2021-0184, Research on Public Security Risk Assessment of Emergencies Based on Scene Coupling Driven (May 26, 2021)
4. Cogent Social Science Journal (Taylor and Francis, Scopus and Web of Science indexed). Ref: COGENTSOCSCI-2021-0354, "The Effect of Administrative Decentralization on Quality Public Service Delivery in Bahir Dar City Administration: The Case of Belay Zeleke Sub-City" (June 2021). Paper available at <https://www.tandfonline.com/doi/pdf/10.1080/23311886.2021.2004675>
5. Cogent Social Science Journal (Taylor and Francis, Scopus and Web of Science indexed). Ref: No. COGENTSOCSCI-2020-0207R1. Comparative study of Local Ownership and Democratic Governance of Security Sector Reform: The case of Liberia and Sierra Leone (Feb 2021)
6. Cogent Social Science Journal (Taylor and Francis, Scopus and Web of Science indexed). Ref: No. COGENTSOCSCI-2021-0302. "The Effect of Psychological Capital on Performance through the role of Career Engagement: Evidence from Indonesian Public Organisations" (July 2021)
7. Cogent Social Science Journal (Taylor and Francis, Scopus and Web of Science indexed). Ref: No. COGENTSOCSCI-2021-0368. Predicting Turnover Intention in Indonesia Public Organisations: Investigating the Effect of Customer Incivility, Workplace Incivility, and Job Insecurity (August 2021)
8. Public Choice (Springer) - [EMID:347c063c39732263] (Scopus indexed). PUCH-D-21-00248 "A free rider problem? The effect of electric vehicles on urban toll prices in Norway" (September 2021)

9. Social Responsibility Journal (Scopus / web of science). Manuscript ID SRJ-08-2021-0342 "Corporate Social Responsibility Investments: Do Risk-Taking Attitudes Play a Role?" (September 2021)
10. Cogent Business & Management (Taylor and Francis, Scopus and Web of Science indexed). Examining Civil Servants' Perception of the Civil Service Transformation: Case from Kazakhstan. Ref: No. COGENTBUSINESS-2021-0938 (November 2021)
11. Africa Review (Taylor and Francis, Scopus indexed, IBSS) "Liberation, Instability and Good Governance as Factors in the Democratic Consolidation of the States in Sub-Saharan Africa" (Manuscript No: BAFR-1005) (December 2021)
12. The Open Nursing Journal (Scopus indexed). Manuscript no: TONURSJ-MS for Review- Effect of Instructional Organized Sessions via Mobil-Based Application on Pregnant Women's Knowledge, Attitude and Practice toward COVID-19 December 2021
13. Journal of Human Ecology (Taylor and Francis, Scopus indexed). Brain Drain in Africa: Issues and Challenges in the Context of Higher Learning in Cameroon (May 2020)
14. CEPRES Journal of Science and Innovative Studies (CEJSIS) – Liberia. The Black Race, the African Continent and The Ultimate Necessity for The Development of Black Cultural Science (BLACOCLOGY)—The 21st Century African System of Thought (Paper code: CEJ 2001/116) – (June 2020)
15. CEPRES Journal of Science and Innovative Studies (CEJSIS) – Liberia. De-Racialization of the Liberian Colonial Constitution: A precondition for post conflict: De-Colonizing of the Liberian Democracy (Paper code: CEJ2102-114) – May 2021
16. Net Journal of Social Sciences, Nigeria. Public participation and enhancement of service delivery in the Zululand District Municipality, KwaZulu-Natal Province (NJSS-2021-018)- December 2021
17. International Journal of Management Development. IJMD-87308: Professional Conflicts in Public Institutions: Antecedents, Effects and Management-A case of Ghana (July 2021)
18. African Development Review Journal (Wiley, Scopus indexed). Fiscal decentralisation and efficiency of public services delivery by local government in Ghana (Manuscript ID: ADREV-09-2020-3964) - November 2020
19. Pertanika Journal of Social Science and Humanities (Scopus indexed). Assessing Climate Change Awareness Level of Government Functionaries in Cross River State, Nigeria (Manuscript ID JSSH-8452-2021) - May 26th 2022
20. Cogent Social Sciences (Scopus indexed). A Bibliometric Review of Inclusive Governance Concept. Manuscript COGENTSOCSCI-2022-1358 – 7th December, 2022

21. Cogent Education (Scopus indexed). Perceived or Real: Reasons Accounting for Difficulties in the Study of Public Administration in Ghanaian and Nigerian Universities. Manuscript Number COGENTEDU-2021-0706 - 11th August 2022
22. Cogent Social Science Journal (Taylor and Francis, Scopus and Web of Science indexed). Manuscript reference is COGENTSOCSCI-2022-1081 “Unpacking Decentralisation Failures in Promoting Popular Participation in the Ketu South Municipality of Ghana” (20th September 2022)
23. Asia-Pacific Journal of Regional Science (Springer and Scopus indexed) Manuscript reference is AJRS-D-22-00127R3 "Community perceptions of the impacts of desertification in relation to adaptive capacity in the Drylands of South Punjab, Pakistan" (October 01, 2022)
24. Ghana Journal of Science, Technology and Development. Manuscript reference is 358 Improving Livelihood as a Tool for Community Development in Ghana: Evidence from Beneficiaries of Cocoa Life Project (20th November 2022)
25. SAGE Open (Scopus) Manuscript ID SO-22-4017 "Aftermath of e-Governance in Smart Cities on Stakeholder's Satisfaction: Moderating Analysis of Institutional and Technological Innovation" (December, 8th 2022)
26. Transactions of the Royal Society of South Africa (Scopus indexed). Manuscript ID TTRS-2022-0051. The sun has become intolerably hot”: Local views and memories about Lesotho’s weather – present and past" (December 2nd 2022)
27. Vaccine: X journal (Scopus, Web of Science) Ms. Ref. No.: JVACX-D-22-00235. Comparison of COVID-19 Fear, Preventive Practices and Belief in Vaccine Effectiveness between Vaccinated and Unvaccinated Medical Students in Pakistan (December 10th, 2022)
28. Cogent Social Science Journal (Taylor and Francis, Scopus and Web of Science indexed). COGENTSOCSCI-2022-1226. The Advent of Ethnic Based Private Media in Ethiopia: Effects on Nation Building and Integration (January, 20th 2023)
29. Cogent Social Sciences. Journal Taylor and Francis, (Scopus and Web of Science indexed). COGENTSOCSCI-2022-1235. Institutional development of the local water company Tirta Lematang Lahat to improve service quality through diagnosis and intervention: Weisbord's Six-Box Model Approach (February, 3rd, 2023)
30. Journal of Emergency Management (Scopus indexed) JEM-D-22-00145 "COVID-19 Pandemic and Fourth Industrial Revolution: Reflection on the Challenges and Opportunities in South Africa" (February 20th, 2023)
31. Cogent Social Sciences (Scopus indexed) COGENTSOCSCI-2023-0190. Inclusive Public Service Model and Parameters (February 26th, 2023).

32. Journal of Environmental and Sustainable Development (UESD). Understanding the predictors of students' ecological behaviour: Evidence from a Ghanaian University (March 20th, 2023).
33. Ghana Journal of Science, Technology and Development (GJSTD). Improving Livelihood as a Tool for Community Development: Evidence from Beneficiaries of the Cocoa Life Project in Wassa East District, Ghana (January 5th, 2023)
34. Cogent Social Sciences (Scopus indexed) COGENTSOCSCI-2023-0267 The 'Smart City' between Urban Narrative and Empty Signifier: Hong Kong in Focus. (February 29th, 2023).
35. Journal of Emergency Management (Scopus indexed). JEM-D-22-00158. The Liberating Relationship and Resilience to Climate Change (April, 4th 2023)
36. Social Sciences. MDPI (Scopus indexed) Women's rights in Nigeria's Indigenous System: An analysis of Non-Discrimination and Equity under International Human Right Law. (20th March, 2023)
37. Cogent Social Sciences (Scopus indexed) COGENTSOCSCI-2022-1226R1 The Advent of Community-Based Private Media in Ethiopia: Implications for Nation Building and Integration", for Cogent Social Sciences (April 3rd 2023)
38. Cogent Social Sciences (Scopus indexed) COGENTSOCSCI-2022-1235R1 Institutional development of the local water company Tirta Lematang Lahat to improve service quality through diagnosis and intervention: Weisbord's Six-Box Model Approach (April 3rd 2023)
39. Cogent Social Sciences (Scopus indexed) COGENTSOCSCI-2022-1481, Effect of Public Relations Planning on Human Resource Management Performance of the Independent National Electoral Commission in Nigeria (April 22nd, 2023)
40. Applied Economics Letters (Taylor and Francis group, Scopus indexed) MS Number: RAEL-2023-0190. Does Deepening Fiscal Decentralization Decrease Cultural Finances? (May 30th 2023)
41. Social Sciences & Humanities Open (Scopus indexed) Manuscript No SSHO-D-23-00622 Application of the disaster management cycle and climate change: Studying flood disasters in South Africa (June, 20th 2023)
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43. Journal of Emergency Management (Scopus indexed). JEM-D-22-00158R1. A Hegelian Approach to Resilient Communities (July, 18th 2023)

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46. Cogent Social Science (Scopus indexed). COGENTSOCSCI-2023-1236R1, "Implementation of Environmental Policies on the Development of a New Capital City in Indonesia", (October, 5th 2023)
47. Frontiers in Climate. Manuscript (Scopus Indexed) "Smallholder Farmers' Perception of Climate Change and How It Influences Implementation of the Adaptation Strategies in the Semi-Arid Lands of Evurore Division, Kenya" (October 5, 2023)
48. Journal of Emergency Management (Scopus Indexed) JEM-D-23-00073. "Social Media and Disaster Management by the National Emergency Management in Nigeria: What it is and What it Should be". (October 8, 2023)
49. Cogent Social Science (Scopus Indexed). COGENTSOCSCI-2023-1458. "Public Participation of Environmental Cadre Groups in Surabaya City in Waste Management. (October 10, 2023)
50. Social Sciences & Humanities Open (Scopus Indexed). Review manuscript SSHO-D-23-00752R3. "Influence of Staff Performance on Public University Operations: Examining Motivation and Retention Factors" (October 10, 2023)
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53. Journal of Emergency Management (Scopus Indexed) JEM-D-23-00073. Social Media and Disaster Management by the National Emergency Management in Nigeria. What it is and What it should be. (October 16, 2023)
54. Journal of Men's Studies (Scopus indexed, Q1) MEN-23-0058. Social Barriers to Men's Utilisation of Health care Services in Quthing, Lesotho: An Exploratory Investigation. (October 20th, 2023)
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56. Administration & Society (Scopus indexed). A&S-23-0227. Framing Social (In)justice: How Informal Settlements are Fiscally Designed in Accra, Ghana. (December 30th, 2023)
57. Environment and Social Psychology. (Scopus indexed) #2267 Article. Blooming Resilience: Sustainability & Health in the United Arab Emirates – COP 28 and Beyond. (December 30th, 2023)
58. Social Sciences & Humanities Open. (Scopus Indexed). Manuscript SSHO-D-23-01925. The Effectiveness of Nature-based Solutions to Address Climate Change in Dhaka, Bangladesh" (30 January, 2024)
59. Social Sciences & Humanities Open. (Scopus Indexed). Manuscript Number: SSHO-D-24-00096. Linking performance appraisal fairness and performance feedback to bankers' extra-role customer service behavior: A serial multiple mediation model. (19 February, 2024)
60. Humanities and Social Sciences Communication. Manuscript Number: HSSCOMMS-20003, Title: Motivation and SRL in Home-Based Online Learning for University Students: A Second-Order Mediation Model (28 February, 2024)
61. Ghana Journal of Sociology and Anthropology. GJSA-2024-0005, titled "Public perception on stakeholder campaign against illegal mining in Ghana: The case of media coalition against galamsey (28 March, 2024)
62. Journal of Infrastructure, Policy and Development/ (JIPD) (Scopus and Web of Science Indexed). Manuscript ID: # 4816. Public Service Vs State Service in the Field of Healthcare: Legal and Terminological Issues in Ukraine and Internationally (28 March, 2024)
63. Cogent Social Science (Scopus and Web of Science Indexed). Manuscript ID: COGENTSOCSCI-2023-1458R2 Public Participation of Environmental Cadre Groups in Surabaya City in Waste Management (28 April, 2024).
64. Heritage and Sustainable Development (Scopus and Web of Science Indexed). Illegal Petroleum Refining and Health Security in Rivers State, Nigeria. (2nd June, 2024)
65. Cogent Social Science (Scopus and Web of Science Indexed). Manuscript ID: COGENTSOCSCI-2023-1777R3. Trends in Social Inclusion and its Impact on Public Services: Research by CiteSpace (20 June, 2024).
66. Transactions of the Royal Society of South Africa (Scopus and Web of Science Indexed). Manuscript ID TTRS-2024-0007. SDG 15, climate change and institutions in Botswana: A review" (24th July, 2024)
67. Journal of Emergency Management (Scopus Indexed), manuscript JEM-D-24-00066. Local government and resource mobilization during disaster response operations: A case study of hurricane Matthew in Bony, Chardonnières of Haiti in 2016 (4th August, 2024)

68. International Journal of Climate Change Strategies and Management. Manuscript ID IJCCSM-10-2024-0179 entitled "Climate Change and Migratory Patterns of Fulani Herdsmen in Nigeria. (Nov., 10, 2024)
69. African J. of Economic and Sustainable Development (AJESD). Manuscript ID AJESD-235759. Public Spending Efficiency on Human Capital and Income Inequality in Africa (November 6th, 2024).
70. African Geographical Review. Manuscript ID RAFG-2024-0035.R1. Barriers to Informal Social Protection in Uganda: Insights from Beneficiaries of Village Savings and Loans Associations (December, 28, 2024).
71. Digital Society. Manuscript Number: DISO-D-23-00149R2. Digital information platforms and support for immigrant professionals' employment and settlement: An integrative review (04 Jan 2025).
72. Digital Society. Manuscript Number: DISO-D-24-00161. Government Policies and Digital Transformation during COVID-19 in Pakistan: An Analysis of Digital and Financial Inclusion (4th January 2025)
73. Journal of Emergency Management. Ref.: Ms. No. JEM-D-24-00152. Seasonal variations in physical constituents of municipal solid waste from select layouts: a precursor for sustainable development (March 8th 2025)
74. Journal of Applied Social Science. Manuscript # JASS-25-0034 entitled "Sharable response overlaps or contested humanitarian logic? The military's engagement in Cyclone Idai and covid-19 disasters in Zimbabwe" (March 8th 2025)
75. Academia Green Energy. Manuscript ID: 2prymY. "Promoting Inclusive Energy Transition in Ghana: The Vital Role of Youth and Social Policy" (April, 9th 2025)
76. Humanities and social sciences communications. HSSCOMMS-30420 "Validation of the De Jong Gierveld Loneliness Scale (DJGLS) in the Czech Environment" (14th April, 2025)
77. Discover Sustainability. Experience of decentralization in Togo: perceptions of municipal elected officials. 22 May 2025.
78. Journal of Emergency Management (Scopus) JEM-D-25-00078. Paper entitled "Extreme Weather Preparedness Among Public Health Emergency Management Professionals in New York State" for this journal (28th July 2025)

1. Sharing study scholarships, internship opportunities and other opportunities for students and the general public on: [\(178\) Chris Sagoe - YouTube](#)
2. Leadership seminar talks: <https://www.youtube.com/watch?v=aF7SE5oZa2o>
3. Founding Head, Student organization for climate change (Earth Guardians Lesotho) at the National University of Lesotho (2019 to present)
4. Founding Head, student organization for climate change (Earth Guardians Botswana) at the University of Botswana (2021 to present). Raising youth leaders on environment
5. Associate Member of Green Habitat Botswana, an Environmental NGO in Botswana
6. Organization: International Council for Science (ICSU), Regional Office for Africa (ROA)
Leader of West African Research Consortia on the topic: “The impact of Climate Change and variability on rainfall and water resource management in Africa”, Pretoria, May 2017 to Present
7. Member (September 2021 to present): Local Public Sector Alliance of the Decentralisation and Local Development. This is an organisation which shares best practices on Decentralisation and local Development Globally through research.
8. Member of “**The International Emergency Management Society**” (TIEMS), South Africa, August 2020- present [Website: <https://tiems.info/index.php/about-us/about-tiems>]
9. Global Media Foundation
Associate Member, Research and Development Unit, Sunyani, Ghana, May 2015 to Present.
Write Proposals on HIV/AIDS, Climate Change and Livelihood Projects, Water and Sanitation Projects, and Field Training Participation
10. Regional Crew Director, Earth Guardians Africa. Details available at <https://www.facebook.com/pg/Earth-Guardians-Africa-349583811866772/posts/>

LANGUAGES

English: Superior Listener, Superior Speaker, Superior Reader and Superior Writer

FUNCTIONAL / TECHNICAL COMPETENCIES (KNOWLEDGE AND SKILLS)

Developing district development plans,
 Researching and supervision skills.
 Computer literacy,
 Conceptual skills,
 Problem solving and conflict management,
 Time management skills,
 Ability to effectively develop, use and facilitate online teaching, studying and communication.

BEHAVIOURAL COMPETENCIES

Emotional maturity,
 Interpersonal and diversity management,
 Professional and ethical integrity and committed to continued professional development,
 Ability to work well in complex teams (including across campus collaboration).

REFERENCES

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Relationship: Academic Advisor / Mentor, and Senior Colleague

I, the undersigned, certify that to the best of my knowledge and belief, the foregoing information correctly describes me, my academic qualifications, my publication record and my work experience;

(Signed)

Date: 20th August, 2025