

# CURRICULUM VITAE

**Emmanuel Opoku Marfo**

**Associate Professor**

[Ph.D, FCMC, FCh.PA, MBA, BA]

**Address:** Department of Entrepreneurship and Business Sciences  
University of Energy and Natural Resources  
P.O.Box 2014, Sunyani Bono Region

**Date and place of Birth:** 11<sup>th</sup> March 1974, Yamfo

**Marital Status:** Married, with [3] Children

**Nationality:** Ghanaian

**Current Rank and** Associate Professor

**Position:** Head, Centre for Entrepreneurship and Business Incubation

**Religion:** Christianity

## Contact



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## ADDRESS

P.O. Box 1586, Sunyani-Ghana.

BY-0195-6104, Berlin-Top Road, Sunyani

## 1. CAREER OBJECTIVE

To be able to work with different categories of people as well as professionals in order to achieve the desire objectives, aims and set targets of the institution through enhanced service delivery as well as contributing meaningfully towards the development and growth of the institution, humanity and the country as a whole.

## RESEARCH AND TEACHING INTERESTS

### • Research

I have interest in sustainability, and corporate social responsibility reporting, accounting for extracting natural resources and their social and environmental impact, entrepreneurship and Small and Medium Size (SME) related issues and qualitative and quantitative research in Corporate Social Responsibility.

- **Teaching**

Sustainability reporting; Strategic management and Business Policy; Business Planning; Social Responsibility and Ethics; Social Entrepreneurship; Managing Business Growth; Management; and Research Methods for Business Managers

<b>2. EDUCATION</b>		
<b><u>YEAR</u></b>	<b><u>DEGREE</u></b>	<b><u>UNIVERSITY</u></b>
09/2013 – 06/2016	Ph.D in Management Sci. & Eng. (Finance)	Jiangsu University, China
09/2006 – 11/2007	MBA in Finance	University of Lincoln, UK
09/2002 – 06/2006	BA Accounting and Finance	University of Lincoln, UK
09/1991 – 06/1993	ICSA (Part 1)	Kumasi Polytechnic, Ghana

<b>3. EMPLOYMENT AND POSITIONS HELD</b>		
<b><u>YEAR</u></b>	<b><u>INSTITUTIONS</u></b>	<b><u>POSITION</u></b>
09/2024 – To date	University of Energy and Natural Resources for	Ass. Professor, Head, Centre Entrepreneurship and Business Incubation (CEBI)
08/2022 – 08/2024	University of Energy and Natural Resources	Senior Lecturer, Ag. Dean, School of Arts and Social Sciences.
09/2020 – 07/2022	University of Energy and Natural Resources	Senior Lecturer, Head of Department (EBS)
08/2020 – 09/2020	University of Energy and Natural Resources	Lecturer, Head of Department (EBS)
09/2018 – 09/2020	University of Energy and Natural Resources	Lecturer
08/2016 – 08/2018	Sunyani Technical University	Senior Lecturer and Head of Department (ACC'Y)
10/2009 – 11/2016	Sunyani Technical University	Lecturer
06/1993 – 12/2000	Nsoatreman Rural Bank Ltd	Snr. Accounts Clerk

## RECORDS OF TEACHING EXPERIENCE

### **September 2018–Date: Senior Lecturer – University of Energy and Natural Resources, Sunyani Campus-Ghana**

- I am a full lecturer from 2018 – 2020, and I obtained my senior lecturer promotion in September 2020 and responsible for the following courses at the BSc. And Diploma programs in Entrepreneurship: Risk Management in Business I and II, Business Planning, Principles of Management. Managing Business Growth, Strategic Management and Business Policy, and Value Chain Management.
- I am also involved in the supervision of final year MPhil student's dissertation from Agribusiness and Ph,D Candidates from School of Natural Resources, UENR and KNUST as well as invigilation of examinations at the University.
- I also serve as the Chairman for the students' dissertation defense Board for the BSc. Entrepreneurship candidates, UENR

### **October 2009-August 2018. Senior Lecturer in Finance (Full time), Sunyani Technical University**

- I have been teaching in the Bachelor of Technology (B. Tech- Accounting) and Higher National Diploma (HND) programs at the Department of Accountancy in the above institution. Courses that I have taught include Business Finance I&II, Entrepreneurship. Cost Accounting, Principles of Management, and Economics for Engineers.
- In addition to the above, I am involved in teaching professional courses (Principle of Financial Accounting) in the Accounting Technicians Society of West Africa (ATSWA) programs mounted by the Technical University.
- I have been involved in the supervision of final year student's project work as well as invigilation of examinations at the Technical University.
- Guidance and Counseling- Providing career, guidance and counseling services to students.

### **October 2016-Date: Senior Lecturer (Adjunct)-University of Cape Coast (UCC)**

- I joined UCC as a part-time lecturer in the College of Distance Education (CoDE) on Sunyani campus and IDL sessions in Sunyani for the Msc and MBA programs in Accounting and

Finance. Courses taught are Management Accounting, Advanced Audit and Assurance and Public Sector Accounting.

- I am also involved in the supervision of final year MSc and MBA student's dissertation as well as invigilation of examinations at the University.

**December 2013- June 2016: Entrepreneurship Tutor (Part-Time), Jiangsu University, China, PRC.**

- Alongside my PhD program, I had the opportunity to teach all Bachelor of Commerce students, and Finance which are courses required for the first-degree students to undertake before graduation in China.
- Tutoring comprised preparing for weekly classes that entail overseeing and providing leadership to 15-20 foreign students in a classroom setting discussing issues and problems and also sometimes trying to solve numerical examples.
- Marking weekly homework assignments that were done using Excel spreadsheets.
- Due to the trust my supervisors had in me, I was given the opportunity to moderate end of semester exam question papers for the courses I teach as well as marking exam papers, quizzes and assignments and recording marks.

#### 4. COMMUNITY AND PROFESSIONAL SERVICE

S/N	Service to the University (Statutory committees)	Duration
1		
2	Dean, School of Arts and Social Sciences, UENR	2022- 2024
2	Head, Department of Entrepreneurship and Business Sciences	2020 – 2022
3	Member, Academic Board, UENR	2020 – to date
4	Chairman, UENR cafeteria/Canteen Committee	2021 - today
5	Chairman, UENR Financial Regulations, Policies & Procedures, Review Committee	2021 - 2022
6	Member, UENR, GUSSS Committee	2020 – to date
7	Member, Curriculum Documents Review Committee for NCTE and NAB	2020– to date
8	Member, Graduate School Board – UENR	2020 – 2022
9	Member, School Appointment and Promotion Committee.	2020– to date
10	Chairman, Graduate Programmes Development Committee- (SMSL)	2020– to date
11	Chairman, UTAG-UENR Transport Committee	2020– to date

12	Academic Tutor, UENR	2018– 2020
13	Chief Invigilator, First Semester Examinations,	2019 – 2019
14	Chief Invigilator, Second Semester Examinations.	2019 – 2020
15	Chief Invigilator, First Semester Examinations.	2020 – 2021
16	Head, Department of Accountancy, Sunyani Technical University.	2016 – 2018
17	Academic Board Member, Sunyani Technical University.	2016 – 2018
18	Resource Person, Workshop for final year students project writing.	2019 – 2020

### **National**

19	<b>Commissioner</b> , National Development Planning Commission (NDPC)	2021 - 2024
20	Scholarship Committee Member, Sunyani Municipal Assembly	2020 - to date
21	Chairman, Ahafo RCC, Audit Committee (IAA Rep)	2022- to date
22	Member, Berekum College of Education (IAA Rep)	2022- to date
23	Resource Person, Capacity Building, Tano North Municipal Assembly Members	2020- to date
24	Member, Advisory Board of Yamfo College of Health (Municipal REP)	2020-to date
25	Internal Audit Agency (IAA) Representative, Ahafo RCC,	2022- 2024
26	Internal Audit Agency (IAA) Representative, Berekum College of Education-Audit C'ttee)	2022 - 2024

### **International**

27	Reviewer, Journal of Sustainable Finance & Investment.	2019 – to date
28	Reviewer, International Journal of Engineering Research in Africa	2017 – to date
29	Reviewer, Journal of International Development	2017 – to date
30	Reviewer, Journal of Communicatio	2017 – to date
31	Reviewer, Journal of R&D Management	2017 – to date

## **5. SCHOLARSHIPS, RESEARCH GRANTS AND AWARDS**

2018	Transforming Energy Access – Learning Partnership (TEA-LP)- Curriculum Development, United Nation Sponsored Programme for Energy Management under the Partnership with University of Cape Town in South Africa. The process is ongoing.
	Jiangsu University, Presidential Scholarship Award for Ph.D studies and Research
2013- 2016	

## **6. MEMBERSHIP OF LEARNED/PROFESSIONAL ASSOCIATION**

2021 – To date	Chartered Management Consultant (CMC) GH
2018- To date	University Teachers Association of Ghana (UTAG)
2007- To date	Institute of Chartered Management (ICM) UK
2014- To date	Technical University Teachers Association of Ghana (TUTAG)
2009- 2013	Polytechnic Teachers Association of Ghana (POTAG)

## 7. AREAS OF RESEARCH INTERESTS

2013 – 2016	Ph.D Thesis	The Study of the differences in behaviour and performance of Corporate Social Responsibility: Evidence from the Mining Industry in Ghana
2006 – 2007	Master Thesis	Mergers and Acquisition: The Performance of the Acquiring Firm, Case Study of Chevron Texaco (Chevron Corporation)
	Areas of Research Interest	Mergers and Acquisition, Corporate Ethics and Social Responsibilities, Corporate Financial Management, Entrepreneurship and Micro Finance

## 8. PRESENTATIONS AT SEMINARS, CONFERENCES, PUBLIC LECTURES

08/2023	<b>Presenting Author: Emmanuel Opoku Marfo:</b> Managers of Micro and Small-Scale Enterprises Attitude Towards Corporate Social Responsibility: Evidence from Sunyani, Ghana, THEME: Advancing Sustainable Futures through Science, Technology and Health Innovations: The Role of African Scientists, STHISD International Conference, UENR_GHANA, 23-24 August 2023.
10/2022	<b>Participant:</b> Transformational Leadership Workshop for Deans, Heads, Directors Workshop by: Centre for Professional Development (CePDev-UENR) 13th October, 2022
10/2022	<b>Participant:</b> Agricultural Innovations, Entrepreneurship and Trade for Sustainable Development, Ghana Association of Agricultural Economists (GA AE), 5th Annual Conference, Sheila's Executive Hotel, Sunyani, Ghana, 05-08 October, 2022

11/2020	<b>Marfo, E. O.</b> , Akwaa-Sekyi, E. K and Amoako, K. O. (2020). <i>“Women In Entrepreneurship and Regulatory Constraints: Evidence From Sub-Saharan Africa”</i> , 2020 Virtual Global Development Finance Conference, University of Cape Town, South Africa, 18-19 November 2020
06/2015	<b>Marfo, E. O. (2015). Presenter:</b> <i>The Power of Desire: Making the rest of your life the best of your life</i> . Main Speaker, Builder Conference 2015, Jiangsu University- China
11/2015	<b>Presenter:</b> International Conference for Foreign Students (SINO-2015), Jiangsu University- China, Paper Presented: <b>Corporate Social Responsibility:</b> The Heralds of Corporate Irresponsible Behaviour.
11/2014	Amoako, K.O. and <b>Marfo, E.O.</b> (2013). <i>Environmental Management Accounting and The CEOs role in an organization</i> , Sino-conference for foreign Post graduate students, Jiangsu University, Zhenjiang-China, Nov 2014.
12/2014	<b>Participant:</b> Jiangsu University Conference for Plastic Waste Management, (2014), Zhenjiang, P.R. China
11/2013	<b>Marfo, E.O</b> and Amoako, K.O. (2013). <i>“The industrial Differences of Corporate Social Responsibility Reporting: An empirical study of Listed Firms in Ghana”</i> , Sino-conference for foreign Post graduate students, Jiangsu University, Zhenjiang-China, Nov 2013.
04/2011	<b>Participant:</b> International Conference of Entrepreneurship Educators, Researchers and Entrepreneurs in Africa. (2011). Kumasi Technical University.
12/2009	<b>Participant:</b> Sunyani Polytechnic Lecture Series IV, (2009). Energy and the Environment. Sunyani Technical University.
09/2024	<p><b>PUBLIC LECTURE</b></p> <p><b>Participant:</b> Universities, Entrepreneurship, and Enterprise Development for Sustainable Development: Policies, Practices, Trends, and Experience in Ghana, UENR Public Lecture Committee in collaboration with the University Relations Office, Friday, 06/09/2024</p>
10/2023	<b>Participant:</b> Topic: Global Change: The conscience of European Fossil Society (2023). UENR, Sunyani, Ghana. By Prof. Michal V. Marek, 23/10/2023
09/2024	<p><b>Training/seminars/workshops</b></p> <p><b>Theme:</b> Leadership Development. Training Program for Deans, Directors, Heads of Departments and Centres, UENR, Thursday, 09/05, 2024</p>

08/2023	<b>Theme:</b> The law and academic intellectual property rights in the current digital age: Mapping and Redefining the New Dimensions of Intellectual Property Rights in Academia, CeGRI, UENR, 31/08-01/09, 2023
07/2023	Capacity Development Workshop on Corporate Governance for Advisory Board Members, MOH & CHAG, 11/07/2023
02/2023	Management Retreat: THEME: UENR's Strategic Plan Vis A Vis Vice Chancellor's Vision, Two years Through, The way Forward, UENR-CePDev, 21-24 Feb, 2023
11/2022	Training on Research Methods, Research Concept, Approach to Research Implementation, Scientific Writing, Identification and Review of Academic Materials, Presenting Research Ideas and Tips on Projects Execution. Organised by the Spring Board Team, UENR- App. Lab. On Wednesday 16, 2022
09/2022	Writing for Impact Research Workshop, <b>Theme:</b> Cutting Edge issues: Reporting on the Environmental and Social impacts of Mining Activities in Ghana. Organise by Centre for Climate Change and Gender Studies-(3CGS), UENR, in Partnership with Centre for Transformational Environmental Accountability (CTEA), @Sheila's Executive Hotel, Sunyani, on Thursday, 29-09-2022.
01/2022	Innovative Teaching and Assessment Practices in Higher Education Training, Organised by Centre for Professional Development (CePDev), University of Energy and Natural Resources, Sunyani, From January 10-12, 2022
	Training on Professional Administration and Internal Consultancy – Organised by Chartered Management Consultants – Ghana. Mr. Samuel Mawusi Asafo; 02-03 November
11/2021	Management & Leadership Functions for Office Administration – Prof. Wisdom Gagakuma Management & Leadership Skills for Office Administration and Internship Manual Exercise – Mr. Samuel Mawusi Asafo Administrative Law and the Administrator in Decision Making – Lawyer Nana Anna Abaka-Cann Strategic Auditing: Worksheet Analysis, Strategic Posture, and Corporate Governance Evaluation – Mr. Samuel Mawusi Asafo
07/2021	Strategic Auditing: Financial Statement and Ratios for Performance Interpretation - Prof. Daniel Agyapong Strategic Auditing: Corporate Performance Evaluation using the Balanced Scorecard – Cont. Prof. Wisdom Gagakuma Constitutional Law and Administrative Management, and Case Studies- Mrs. Mavis Kwainoe



Strategic Auditing: SWOT, TOWS and QSP Matrix Analysis – Mr. Samuel Mawusi Asafo

Labour Law and the Administrator in Decision Making Mrs. Nana-Anna Abaka-Cann

Labour Law & Case Study –Mrs. Nana-Anna Abaka-Cann

Strategic Auditing: Corporate Performance Evaluation using the Balanced Scorecard – Prof. Wisdom Gagakuma

Strategic Auditing: Alternative Strategy Development and Recommendation (Corporate, Business, Functional level)- Prof Wisdom Gagakuma

Public Procurement, the Law and the Administrator-Prof. Oswald Seneadza

Practical Contract Document Development- Prof. Oswald Seneadza

Strategic Auditing: Evaluation, Control, and Report Format – Mr. Samuel Mawusi Asafo

Arbitration and Mediation & Case Study - Mrs. Mavis Kwainoe

Arbitration and Mediation & Case Study - Mrs. Mavis Kwainoe

02/2021

Consultancy Concepts, Theories and Models- Prof Wisdom Gagakuma

Concept Paper Writing & Expression of Interest- Prof Wisdom Gagakuma

Roles and Competencies of Trainers- Mr. Samuel Mawusi Asafo

Theories of Adult Learning and Training Needs Assessment- Mr. Samuel Mawusi Asafo

Management Consultancy Theory and Practice-- Prof Wisdom Gagakuma

Technical Proposal Writing (Practice)- Prof Wisdom Gagakuma

Financial Proposal Writing (Theory)- Mr. Samuel Mawusi Asafo

Financial Proposal Writing (Practice)- Mr. Samuel Mawusi Asafo

Consultancy Project (Group Exercise): Competitive Bidding- Prof. Wisdom Gagakuma

Contract Negotiation and Contract Law- Prof Oswald Seneadza

Marketing of Consultancy Services- Mr. Kofi Fumey

Training Manual Development (Theory) – Mr. Samuel Mawusi Asafo

Training Manual Development – (Practice)- Mr. Samuel Mawusi Asafo

Budgeting, Evaluation, and Post Training Audit- Mr. Samuel Mawusi Asafo

06/2021	<b>June 29, 2021;</b> Africa entrepreneurship and innovation Series, The Centre for Enterprise and Innovation at De Montfort University, Tuesday, 29 June 2021 15:00 (GMT),
05/2021	<b>May 24, 2021:</b> International Centre for Transformational Entrepreneurship (ICTE) Think Tank Webinar: Transformational Entrepreneurship and the post Covid19 Global Economy, Coventry University, Principal Partner; on 24/05/2021 at 12.30pm UK Time.
05/2021	<b>May 21, 2021:</b> Research Professional, Virtual Training on How to write Research Proposal for Project Funding; Alborg University, London, Trainer: Sarah
04/2021	<b>April 19, 2021:</b> MoNaL- Mobility Sustainably thought through the life cycle, Kick-Off Workshop; Mobility for Sub Sahara Africa, Bochum University of Applied Sciences-Germany/University of Energy and Natural Resources, @Eusbett Hotel, Sunyani Ghana,
01/2019	<b>January 2019:</b> Good Assessment Practices in Higher Education: Improving Teaching and Learning Workshop; University of Energy and Natural Resources, Sunyani
11/2018	<b>November 2018</b> Introduction of New Programmes Workshop, School of Management Sciences and Law, University of Energy and Natural Resources, Sunyani.
02/2011	<b>February 2011:</b> Improving Assessment Practices in the Tertiary Institution. (2011). Sunyani Polytechnic, By Prof. Y. K. Etsey. (Department of Educational Foundations, UCC. Cape Coast) and Mr. Ben Antwi Boasiako. (Former NAPTEX Executive Secretary).

## 9. PUBLICATIONS

### A. After Senior Lecturer

1. Marfo, E.O., Amoako, K.O., Arthur, J.L. and Yankey, N. (2024), "Sustainability dimensions in the mission, vision and value statements of the largest corporations in Ghana: a sectoral analysis", International Journal of Law and Management, Vol. ahead-of-print No. ahead-of-print. 1754-243X , <https://doi.org/10.1108/IJLMA-08-2023-0169> (Scopus)
2. **Marfo, E. O.** (2024) Mechanisms and initiatives of corporate social responsibility behaviours in Ghana: a co-integration approach, *Cogent Business & Management*, 11:1, 2312580, DOI: 10.1080/23311975.2024.2312580 (Scopus)
3. **Marfo, E. O.**, Kwakwa, P. A., Aboagye, S., & Ansu-Mensah, P. (2023). The role of female population, urbanization and trade openness in sustainable environment: The case of carbon dioxide emissions in Ghana. *Cogent Economics & Finance*, 11(2), 2246318. (Scopus)
4. Amoako, K. O., Dixon, K., Amoako, I. O., **Marfo, E. O.**, Tuffour, J., & Lord, B. R. (2023). Stakeholders' perceptions of sustainability performance of a gold mining subsidiary in Ghana. *Journal of Accounting & Organizational Change*. DOI: <https://doi.org/10.1108/JAOC-08-2022-0119>, (Scopus)

5. Amoako, K. O., **Marfo, E. O.**, Akwaa-Sekyi, E. K., Amaning, N., & Yankey, N. (2023). Stakeholder perceptions of sustainability reporting on the websites of technical universities in Ghana. *Benchmarking: An International Journal*, 30(2), pp 1-37. (Scopus)
6. **Marfo, E.O.**, Amoako, K.O., Amaning, N., Anim, R.O., & Owiredi-Ghorman, K. (2022). The impact of accounting on the sustainability practices of small and medium size enterprises (SMES) in Ghana, *Academy of Accounting and Financial Studies Journal*, 26(6), 1-22. (ABDC/Scopus)
7. Asigbetse, S., Arthur, J. L., Amoako, K. O., **Marfo, E. O.**, & Arthur, S. D. (2022). An Empirical Assessment of the Nexus between Sectoral Structure, Inflation, Exchange Rate and Economic Growth in Ghana. *Open Journal of Business and Management*, 10, 2242-2275  
<https://doi.org/10.4236/ojbm.2022.105113>
8. Amaning, N., Kuranchie, A., Amoako, K. O., **Marfo, E.O.**, Osei-Anim, A. (2022). Investigating the Auditor's Adopted Safeguards in Ensuring Audit Quality amid the COVID-19 Pandemic: Evidence from an Emerging Market. *East African Scholars J Econ Bus Manag*, 5(3), 81-96.
9. Awuah, L. S., Amoako, K. O., Yeboah, S., **Marfo, E. O.**, & Ansu-Mensah, P. (2021). "Corporate Social Responsibility (CSR): motivations and challenges of a Multinational Enterprise (MNE) subsidiary's engagement with host communities in Ghana". *International Journal of Corporate Social Responsibility*, 6(1), 9. doi:10.1186/s40991-021-00064-8. (SPRINGER)
10. Ansu-Mensah, P., **Marfo, E. O.**, Awuah, L. S., & Amoako, K. O. (2021). "Corporate social responsibility and stakeholder engagement in Ghana's mining sector: a case study of Newmont Ahafo mines". *International Journal of Corporate Social Responsibility*, 6(1), 1. DOI: 10.1186/s40991-020-00054-2 (SPRINGER)
11. Amoako, K. O., Amoako, I. O., Tuffour, J., & **Marfo, E. O.** (2021). "Formal and informal sustainability reporting: insight from a mining company's subsidiary in Ghana". *Journal of Financial Reporting and Accounting*, Vol.19(4) ISSN 1985-2517, DOI 10.1108/JFRA-12-2020-0368. (Scopus)

#### **B. Before Senior Lecturer**

12. **Marfo, E.O.** (2019). "Heralds of Corporate Irresponsible Behavior: Using Partial Least Square Approach of Structural Equation Modeling", *International Journal of Engineering Research in Africa*, Vol. 42, No.1, pp. 172-188. DOI:10.4028/www.scientific.net/JERA.42.172. (SCOPUS, EI,)
13. Nsiah G. E., **Marfo. E.O.**, Owiredi-Ghorman. K., & Amoako, K. O. (2018). "Corporate Governance, Firms' Profitability and Sustainability in Rural Community Banks: Evidence from Ghana". *International Journal Of Research Science & Management*, Vol. 5(1), pp 15-26. ISSN: 2349-5197. DOI: 10.5281/zenodo.1168818
14. Amoako, K. O., Amoako I. O. and **Marfo, E. O.** (2018). "Comparing sustainability disclosures on corporate websites: A case study of Newmont Mining Corporation's plant sites in Ghana", *International Journal of Multinational Corporation Strategy*, Vol.2, No.3-4, pp.241-275.

15. **Marfo, E.O.**, Amoako, K.O., Antwi, H. A., Ghansah, B. and Mohammed, B. G. (2017). "Corporate Social Responsibility: Institutional Behavior Differences in Extractive Industry", *International Journal of Engineering Research in Africa*, Vol. 33, No.1, pp. 194-215. DOI:10.4028/www.scientific.net/JERA.33.194. (SCOPUS, EI, SCI)
16. Amoako, K. O., **Marfo, E. O.**, Gyabaah, E. N., & Owiredi-Ghorman, K. (2017). Achieving a Sustainable Business: The Role of Environmental Management Accounting in Corporate Governance. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 7(4), 11-20. DOI: 10.6007/IJARAFMS/v7-i4/3399
17. **Marfo, E.O.**, Chen, L., Xuhua, H. and Ghansah, B. (2016). "The Antecedents of Corporate Social Responsibility for Extractive Industries in the Governance Systems in Africa", *International Journal of Engineering Research in Africa*, Vol. 24, No.1, pp. 181-194. DOI:10.4028/www.scientific.net/JERA.24.181. (SCOPUS, EI)
18. Chen, L., **Marfo, E. O.** and Xuhua, H. (2016). "Corporate Social Responsibility behavior: Impact on Firm's Financial Performance in an information technology driven society", *International Journal of Engineering Research in Africa*, Vol. 23, No.1, pp. 162-173. DOI:10.4028/www.scientific.net/JERA.23.162. (SCOPUS, EI)
19. Lulin, Z., Antwi, H. A., Wang, W., Yiranbon, E., **Marfo, E. O.**, & Acheampong, P. (2016). The effect of herd formation among healthcare investors on health sector growth in China. *International journal for equity in health*, 15(1), 113. DOI 10.1186/s12939-016-0393-x. (SCOPUS, SSCI)
20. **Marfo, E.O.**, Chen, L. and Xuhua, H. (2015). "The Industrial Differences of Corporate Social Responsibility (CSR) Reporting: An Empirical Study of Listed Firms in Ghana", *International Journal of Academic Research in Business and Social Sciences*, Vol.5, No.8, pp. 313-331. DOI: 10.6007/IJARBSS/v5-i8/1787
21. **Marfo, E.O.**, Chen, L., Xuhua, H., Antwi, H. and Yiranbon, E. (2015). "Corporate Social Responsibility: Driving Dynamics on Firm's Profitability in Ghana", *International Journal of Academic Research in Accounting, Finance and Management*, Vol.1, No.5, pp. 116-132. DOI: 10.6007/IJARAFMS/v5-3/1804
22. **Marfo, E.O.**, Amoako, K. O. and Amaning, N. (2014). "Corporate Social Responsibilities as Determinant of Human Resource Management (HRM) reporting for MNCs in Emerging Economies", *British Journal of Economics, Finance and Management Sciences* Vol.9. No.2, pp. 24-45. (SCOPUS)
23. Amoako, K. O, **Marfo, E. O.** and Gyabaah, N. E, and Gyamfi, O, (2014), Accounting records keeping practices of SMEs in Ghana: Evidence from Sunyani Municipality, *British Journal of Economics, Finance and Management Sciences* 120 May 2014, Vol. 9 (1), ISSN 2048-125X . (SCOPUS)
24. Yiranbon, E., Lulin, Z., Antwi, H. A., **Marfo, E. O.**, Amoako, K. O., & Offin, D. K. (2014). Evaluating the Consequences of Ageing Population on Healthcare Cost to Ghana using Inflation-Adjusted Expenditure and Demographic Factors. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 4(2), 282-290. DOI: 10.6007/IJARAFMS/v4-i2/891
25. Yiranbon, E., Lulin, Z., Antwi, H. A., **Marfo, E. O.**, Amoako, K. O., & Offin, D. K. (2014). Exploring the Expectation and Perception of Healthcare Needs of the Elderly in Ghana: An Empirical Analysis. *International Journal of Academic Research in Economics and Management Sciences*, 3(3), 165-183. DOI: 10.6007/IJAREMS/v3-i3/991

26. Yiranbon, E., Lulin, Z., Antwi, H. A., **Marfo, E. O.**, Amoako, K. O., Offin, D.K. (2014). A Qualitative Review of Ghana's Elderly Care Policy: A Grounded Theory Approach Using EU's "CARMEN" Model, *International Journal of Academic Research in Public Policy and Governance*, 1(1),93-119. DOI: 10.6007/IJARPPG/v1-i1/988
27. Yiranbon, E., Lulin, Z., Antwi, H. A., **Marfo, E. O.**, Amoako, K. O., & Offin, D. K. (2014). Exploring the expectation and perception of socio-economic needs of the elderly in Ghana: An Empirical Analysis. *International Journal of Academic Research in Business and Social Sciences*, 4(7), 80-102. DOI: 10.6007/IJARBSS/v4-i7/990
28. **Marfo, E.O.**, Amoako, K. O. and Gyau, E. K. (2013). "Mergers and Acquisitions: The Performance of the Acquiring Firm-Empirical Study of ChevronTexaco", *Canadian Social Science*, Vol.9, No.5, pp. 176 - 187. DOI:10.3968/j.css.1923669720130905.2839
29. Amoako, K. O., **Marfo, E. O.**, Gyau, E. K. and Asamoah, F. O. (2013). "Cash Budget an Imperative Element of Effective Financial Management", *Canadian Social Science*, Vol.9, No.5, pp.188-191. DOI:10.3968/j.css.1923669720130905.2869

### Contribution to the Publications

I was the lead researcher and also the first author in most of the publications. I appear on the first position in seven of the co-authored papers. This is because I developed the research ideas, planned the research method with co-authors, monitored the field data collection, wrote the manuscript and was the corresponding author. In the other papers where I was not the first author, I developed the research idea with the first author, collected the data but the first author was responsible for the correspondence.

## 10b. EXHIBITIONS

- i). Presented Students from the Department of Entrepreneurship and Business Sciences, to Showcase Creative Products to the public at the University of Energy and Natural Resources, Sunyani, in 2018/2019 Academic year.
- ii). Presented New Accounting Software (Zigloe), At Sunyani Technical University, Through Department of Accountancy in 2016/17 Academic year.

## 10. COURSES TAUGHT

University of Energy and Natural Resources (2018- To date)	ENTR 312- Risk Management in Business; ENTR 302 – Business Planning; ENTR 300-
	Social Responsibility and Ethics; ENTR 404- Social Entrepreneurship; ENTR 401-
	Strategic Management and Business Policy; ENTR 405- Managing Business Growth;

UCC (MBA-Dist) 2016- To date	ENTR 411- Value Chain Management; DENTR 108 – Principles of Management, and
	DENTR210 – Risk Management in Enterprise.
	Research Methods for Business Managers
Sunyani Technical University	Business Finance; Financial Accounting; Principles of Management; Entrepreneurship;
	Corporate Governance and Ethics; Marketing Management; and Strategic Management.

### 11.b ASSESSMENT OF GRADUATE CANDIDATES

SN	Name of Candidates	Degree/Year	Topic/Title
1	Cynthia Michael Quaicoo	MPhil, UENR 02/2021	"The Separation of Ownership and Management and its Effect on Financial and Non-Financial Performances of Poultry Agribusiness".
2	Danso Adu	PhD. KNUST, PG: 7915816: 20478910 01/2022	"Omnichannel Marketing Capability and organizational performance. A contingency analysis of the roles of organizational agility and environmental uncertainty".
3	Antwi Kofi Twum	Ph.D, UENR UEPG20000216 05/2022	"Assessment of Environmental Sources of Financial Risk and their Impact on Performance and Stability of Banks in Ghana".

### 11. PROJECT WORK SUPERVISED

#### MASTER DEGREES

SN	Name of Students	Year	Topic/Title
1	Moses Obiredu Nketia SB/DAC/18/0054	2020 UCC	Working Capital Management Practice In Unilever Ghana
2	Joseph Nkoo SB/DAC/18/0083	2020 UCC	Management Accounting Practices Among Selected Service Sectors In Ghana
3	Daniel Kelvin Aryee SB/DAC/18/0146	2020 UCC	Maintaining Proper Books Of Account In Ghanaian Churches: A Case Study Of Accra Diocese Of The Methodist Church Ghana
4	Wisdom Hiagbe Garikor SB/DAC/18/0083	2020 UCC	Assessing The Role Of Internal Auditing In Organizational Effectiveness: A Case Study Of St. Joseph Hospital, Koforidua



5	Stepehn Lawer Wodo SB/DAC/18/0045	2020 UCC	The Impact Of Accounting Records Keeping On The Performance Of Small And Medium Enterprises (SMEs) In The Yilo Krobo Municipality Of Ghana
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#### 12.b BACHELOR DEGREES

SN	Name of Students	Year	Topic/Title
1	Antwi-Manu Jones Amoakohene, UE20070115	2019 UENR	Barriers to SMEs Growth in Ghana and the Way Forward: A Case Study of Sunyani Municipality
2	Marfo Obeng Kwadwo, UE20078415	2019 UENR	“Examining the Factors Affecting the Location of Business in Sunyani Municipality (A Case Study of Sunyani Municipality)”
3	Bobi Leslie, UE2002008717	2019 UENR	The Impact of Microfinance Institutions on the Development of Small Scale Enterprises in Sunyani
4	Boateng Opoku Emmanuel, UE20073615	2019 UENR	Examining Government Interventions in the Growth of Small and Medium Enterprises in the Sunyani Municipality
5	Kwaning Joseph, UE 20077815 (2019)	2019 UENR	Effects of Social Media on Consumers Buying Behavior in Ghana (A Case Study of Taabea Herbal Company)
6	Annang Shadrack Okoe UE2006699160	2019 UENR	Assessing the factors influencing the credit participation among small and medium Enterprises (SMEs) ( A case study of Sunyani East Municipality)
7	Acheampong Bernard, UE20065615	2019 UENR	Assessing the role of Performance appraisal at Ghana COCOBOD (A case study of Sunyani Branch)

#### Summary of Students' research supervision

Year	Programme	Institution	Number of dissertations	Status
2022- Date	Ph.D. in Management	Texila American University, Guyana.	1	In progress
2022	Ph.D. in Management	Kwame Nkrumah University of Science and Technology, Ghana.	1	The student has graduated
2019- 2022	Ph.D. in Finance	UENR, Sunyani, Ghana.	1	The student has graduated
2021- 2022	MPhil in Agribusiness	UENR, Sunyani, Ghana.	2	All students have graduated
2020- 2023	MBA in Finance, & Accounting	UCC, Ghana.	10	All candidates Graduated,
2018- 2023	BSc, Entrepreneurship	UENR, Ghana	35	All Students have graduated
2021- 2022	Diploma in Entrepreneurship	UENR, Sunyani, Ghana.	10	All Students have graduated
2009- 2018	B-Tech & HND	Sunyani Technical University, Ghana.	60	All Students have graduated,

#### 12. REFEREES

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