

## Department of Sociology – External Examiner – Profile

**Name:** Munyae M. Mulinge

**Contact Address:** United States International University (USIU)  
School of Arts and Sciences  
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### **Professional Qualifications:**

2005: MBA, North West University, Mmabatho, South Africa

2003: Certificate in Business Leadership, University of South Africa, South Africa.

1994: Ph.D. (in Sociology), University of Iowa, Iowa City, USA.

### **Positions Held:**

February 2011 to Present - Full time Professor of Sociology and Dean, School of Humanities and Social Sciences, United States International University (USIU);.

January 2010 to January 2011- *Full time* Professor of Sociology, School of Arts and Sciences, United States International University (USIU);

*He has also taught in the* Department of Sociology, University of Botswana; (1996 to December 2008) and in Department of Sociology, University of Iowa, Iowa City, Iowa, USA; for the whole 1994/1996 academic year; Department of Adult education, Simpson College, Indianola, Iowa, USA; Summer 1995 to Spring, 1996; Lecturer, Department of Sociology, University of Nairobi, Nairobi, Kenya; Nov. 1991 to July 1992.

### **Research Interests:**

- Employee Workplace Conditions and Experiences [Job Satisfaction and Organizational Attachment]
- Higher Education
- Organizational Change
- Social Problems [Ethnicity, HIV/AIDS, Family Violence and Abuse, Corruption]
- Indigenous Knowledge Systems [IKS]

### **Publications:**

#### **Books:**

**M. M. Mulinge.** 2009. *Determinant of Acceptance of Organizational Change in Higher Education: Gender Differences.* Germany: Lambert Academic Publishing

**M. M. Mulinge** and others 2008. *Compromising Rights, Losing Lives in the Fight against HIV/AIDS: Women's Sexual and Reproductive Rights in Botswana.* Gaborone: Lentswe La Lesedi (Pty) Ltd

**M. M. Mulinge,** and P. Mufune (eds). 2003. *Debt Relief Initiatives and Poverty Alleviation: Lessons from Africa,* Pretoria: The African Institute of South Africa.

D. Milazi, **M. M. Mulinge** and E.P. Mukamaambo (Eds.) 2002. *Democracy, Human Rights and Regional Co-operation in Southern Africa,* Pretoria: The African Institute of South Africa.

Mukamaambo, E. Lesetedi G. N. and **Mulinge M. M.** 2001. *A Situational Analysis of Stigma Associated with HIV/AIDS: A Pilot Study.* Gaborone: Ministry of Health, AIDS/STD Unit: World Health Organization,

### **Refereed Journal Articles:**

**Mulinge M. M.** 2010. "Socioeconomic and Political Dilemmas to the Implementation of the 1989 United Nations' Convention on the Rights of the Child in sub-Saharan Africa: An Update." *Child Abuse and Neglect*, 34:10-17.

**Mulinge, M. M.** 2008. "Botswana, Africa's Haven of Ethnic Peace and Harmony: What Future Prospects." *African Journal of Sociology*, 6 (1): 60 - 84.

**Mulinge, M. M.** and Munyae M. M. 2008. "Managing Organizational Change in Higher Education: Lessons from the University of Botswana" *Journal of African Business*, 9 (1): 167-190

Molebatsi, K. and **M. M. Mulinge.** 2004. "Indigenous Discourses in the Social Construction of HIV/AIDS in Serowe, Botswana". *Indilinga: African Journal of Indigenous Knowledge Systems*, Vol. 3, Issue 2: 134-146

**Mulinge, M. M.** 2002 "Implementing the 1989 United Nations' Convention on the Rights of the Child in Sub-Saharan Africa: The Overlooked Socioeconomic and Political Dilemmas." *Child Abuse and Neglect*, 26 (11): 1117-1130

**Mulinge, M. M.** & G. N. Lesetedi 2002. "Corruption in sub-Saharan Africa: Toward a More Holistic Approach" *African Journal of Political Science*, 7 (1): 51-78.

Mueller, C. W., **M. M. Mulinge** & J. Glass. 2002. "Interactional Processes and Gender Workplace Inequalities." *Social Psychology Quarterly*, 65 (2): 163-185

**Mulinge M. M.** 2002. "Poverty Alleviation through Civil Society: A Case of Botswana". *Development Policy Management in sub-Saharan Africa Bulletin*, Vol. IX, Number 2, May 2002, pp.8-10

Mueller, C. W. & **M. M. Mulinge.** 2001. "Justice Perceptions in the Workplace: Gender Differences in Kenya." *African Sociological Review*, 5 (2): 102-121.

**Mulinge, M. M.** 2001. "Employer Control of Employees: Extending the Lincoln-Kalleberg Corporatist Model of Satisfaction and Attachment." *Human Relations*, 54 (3): 287-320

**Mulinge, M. M.** 2001. "The Gendered Workplace in Kenya: A Comparative Analysis of the Public and Parastatal Sectors." *Eastern Africa Social Science Research Review*, Vol. XVII, No. 1: 53-77.

Lesetedi, G. N. & **Mulinge, M. M.** 2001. "Demystifying HIV/ AIDS Research: A Call for More community-Based Research in Botswana". *Pula: Botswana Journal of African Studies*, vol.15, No.1

**Mulinge, M. M** & Munyae, M. M. 2000 "The Ethnicization of the State and the Crisis of Development: The Kenyan Experience" *Journal of Cultural Studies*, 2 (1): 141-159.

**Mulinge, M. M.** 2000. "Toward an Explanation of Cross-Sector Differences in Job Satisfaction and Organizational Attachment among Agricultural Technicians in Kenya." *African Sociological Review*, 4 (1): 55-73.

M. M. Munyae & **M. M. Mulinge.** 1999. "The Centrality of a Historical Perspective is in the Study of Modern Social Problems in sub-Saharan Africa: A Tale From Two Case Studies." *Journal of Social Development in Africa*, 14 (2): 51-70.

**Mulinge, M. M.** & G. N. Lesetedi. 1998. "Interrogating Our Past: Colonialism and the Birth and Entrenchment of Corruption in sub-Saharan Africa." *African Journal of Political Science*, Vol. 3.No.2, 15-28.

**Mulinge, M. M.** & C. W. Mueller. 1998. "Employee Job Satisfaction in Developing Countries: The Case of Kenya." *World Development*, Vol. 26, No. 12: 2181 - 2199.

**Mulinge, M. M.** & M. M. Munyae. 1998. "The Persistent Growth of the Informal Economy in sub-Saharan Africa: Implications for Theorizing the Economy and Labor Markets." *African Sociological Review*, Vol. 2, No. 2: 20-46.

### **Book Chapters:**

**Mulinge, M. M.** 2005. "NEPAD and the AU: Charting a Future for a Continent Held Hostage by Its Past" In G. Jacques and G. N. Lesetedi (Eds.), *NEPAD and the AU: Opportunities and Challenges*, Pretoria: The African Institute of South Africa, pp. 23-43.

Kemoche, K. N., Nyambegera, K. M. and **Mulinge, M. M.** 2004. "HRM in Kenya". In K. N. Kemoche, Y. A. Debrah, F. M. Horwitz, and G. N. Muuka (eds). *Managing Human Resources in Africa*, London: Routledge, pp 87 -102.

**Mulinge, M. M.** 2003. "Debt Forgiveness Initiatives and Poverty Alleviation in sub-Saharan Africa: Too Little: Too Soon." In M. M. Mulinge and "P. Mufune (Eds.), *Debt Relief Initiatives and Poverty Alleviation: Lessons from Africa*, Pretoria: The African Institute of South Africa, pp. 23-43.

**Mulinge, M. M.** 2002. "Impediments to Simultaneous Democratization and the Respect for Human Rights in Africa." In D. Milazi, M. Mulinge and E.P. Mukamaambo (Eds.), *Democracy, Human Rights and Regional Co-operation in Southern Africa*, Pretoria: The African Institute of South Africa

**Mulinge, M. M. & M. M. Munyae.** 2001. "Globalization and Sustainable Development in Africa: Putting Old Wine in a New Wineskin?" In T. Assefa, S. M. Rugumamu and A. G. M. Ahmed (eds), *Globalization, Democracy and Development in Africa: Challenges and Prospects*, Addis Ababa: for Social Science Research in Eastern and Southern Africa, pp.101 - 119.

**Mulinge, M. M. & G. N. Lesetedi.** 1999. "The Genesis and Entrenchment of Corruption in sub-Saharan Africa: A Historical and International Contextualization," in K. Frimpong and G. Jacques (eds.) *Corruption, Democracy and Good Governance in Africa: Essays on Accountability and Ethical Behavior*. Gaborone: Lentswe La Lesedi Publishers. pp. 20 – 30.

#### **Published Research Reports, Conference Proceedings and Short Articles:**

Kaya H, O., **Mulinge, M. M.**, and Koitsiwe, M. T. 2007. *A Situational Analysis of the Restoration of the Bookela Kgosi Heritage Site in Disake Village(Northwest Province), South Africa*. Mafeking, South Africa: IKS Centre of Excellence

Kaya H, O., Materechera, S.A., **Mulinge, M. M.**, and Ferim, V.B. 2007. *Indigenous Vegetables in Southern Africa*. Mafeking, South Africa: IKS Centre of Excellence

Kaya H, O., Materechera, S.A., Muchombu, K. **Mulinge, M. M.**, Lesetedi G. N., Bolaane, M. M. M., Kabamba, J. and Ferim, V.B. 2007. *Indigenous Vegetables and Legumes for Food Security in Southern Africa: An Annotated Bibliography*. Mafeking, South Africa: IKS Centre of Excellence.

Bolaane, M.M., Lesetedi, G.N, and Mulinge, M.M (2006) *Indigenous Knowledge Systems and Food Security: A case of Morogo, Dinawa and Lerotse*. Mafeking, South Africa: IKS Centre of Excellence.

Lesetedi, G. N. and **Mulinge M. M.** 2006. "An Assessment of Knowledge about and Health Seeking Behaviors Related to Sexually Transmitted Infections: Implications for Combating HIV/AIDS Pandemic in Botswana." *Botswana AIDS Impact Survey II*. Proceedings of the 2004 NACA/CSO BAIS II Dissemination Seminar Held on 1 – 2 November 2005 in Gaborone, Botswana.

**Mulinge, M. M.** 2002. "The Perceived Nature and Extent of Gender Discrimination in the Teaching Profession in Botswana". *Gender Issues Research Report Series - no 18*. Addis-Ababa: Organization of Social Science Research in Eastern and Southern Africa (OSSREA)

**Mulinge, M. M.** 2001. "The Perceived Nature and Extent of Gender Discrimination in the Public Sector in Botswana." In S. Kaye, L. Machacha, and T. Maundeni (eds.)

*Gender: Opportunities and Challenges*. Conference Proceedings of the 1<sup>st</sup> National Conference of Gender Policy and Programme Committee, University of Botswana

Mukamaambo, E. P., Lesetedi, G. N and **Mulinge M. M.** 2001. *A Situational Analysis of Stigma associated with HIV/AIDS: A Pilot Study*. Gaborone: Ministry of Health, AIDS/STD Unit and the World Health Organisation

Oakes, D. E. & **M. M. Mulinge**. 2000. "From Hog Call to Warp Speed: Tools for Building Effective Teams." In L. O. Amusa, A. L. Toriola and M. Wekesa (eds.) *Sport, Exercise and Health: Proceedings of the Third Conference of the African Association for Health, Physical Education, Recreation, Sports and Dance*, September 1997

### **Conference/Workshop Papers:**

**Mulinge, M. M.** "Interrogating the Quality of Postgraduate Research in African Universities Today: Some Tentative Explanatory Hypotheses." A Paper Presented at the 13<sup>th</sup> CODESRIA General Assembly to be Held in Rabat, Morocco, 5-9 December 2011.

**Mulinge, M. M.** "Debating the Quality of Postgraduate Dissertations and Theses in African Universities Today: An Examiner's Reflections." A Paper to be Presented at the Third Bi-annual Conference on "Postgraduate Supervision: Promoting a Culture of Postgraduate Scholarship" to be Held in Stellenbosch, South Africa, April 18 -21, 2011.

**Mulinge, M. M.** "Grappling with the Ethnicity Dilemma in Africa's Democratization and Development Processes." A Paper to be Presented During the 25<sup>th</sup> SAUSSC Held at the University of Swaziland, Swaziland 25 -29 November 2007

**Mulinge M. M.** "Focus Group Discussions" Paper Presented at a Workshop on 'Qualitative Methods and Challenges in Gender and Sexual/Reproductive Health Research', Organized by Faculty of Social Sciences, Makerere University, Held in Hotel Africana, Kampala, Uganda, 28-30, March 2007.

**Mulinge, M. M.** "The Acceptance of Organizational Change among Employee at the University of Botswana: Isolating Possible Barriers to Innovations." A Paper Presented at the 4<sup>th</sup> International Conference on Entrepreneurship and Innovation to Be Held in Pretoria, South Africa from 2-3 October 2006 and at a Seminar Organized by the Polytechnic of Namibia in Partnership with Tshwane University of Technology, to Held at the Polytechnic Hotel School in Windhoek, in July 28, 2006.

**M. M. Mulinge** "Changing Gender Trends in Access to Economic Opportunities in the in Urban Areas: Implications for the Attainment of Social Justice in Botswana" A Paper Presented at the Gruphel International Conference to be Held in Maseru, Lesotho, in November 22 – 26, 2005

**Mulinge M. M.** "The Ethnicization of the State and Politics and the Intrigues of Democracy and Development in Africa" A Paper to be Presented During the 8<sup>th</sup> OSSREA Congress to be Held at the United Nations Conference Centre (UNCC), Addis Ababa, Ethiopia from November 21 -23, 2005

**Mulinge, M. M.** "The Determinants of the Acceptance of Organizational Change among University of Botswana Employees: Exploring for Gender Differences" Paper Presented at the University of Botswana Tertiary Education Research Seminar Services Organized by the Deputy Vice-Chancellor Academic Affairs (DVC AA), Held on October 27, 2005 at the University of Botswana, Gaborone, Botswana.

Lesetedi, G. N. and **Mulinge M. M.** "An Assessment of Knowledge about and Health Seeking Behaviors Related to Sexually Transmitted Infections: Implications for Combating HIV/AIDS Pandemic in Botswana." A Paper Presented at the NACA/CSO BAIS II Dissemination Seminar Held on 1 – 2 November 2005 in Gaborone, Botswana.

**Mulinge, M. M.** "The Status of Economic Activities Held by the Youth: Implications for Youth Unemployment Rate in Botswana." A Paper Presented At the SASA Congress Held in Polokwane, South Africa, June 26 – 29 2005

**Mulinge, M. M.** "Decades of Harmonious Ethnic Relations and Co-existence in Botswana: What pertinent Lessons for the Rest of sub-Saharan Africa?" Paper Presented at the 2004 Annual SASA Congress Held From June 27–30, 2004 at the University of Free State, Bloemfontein, South Africa

**Mulinge, M. M.** "Charting a Future for a Continent Held Hostage by Its Past: Human Resource Utilization and the NEPAD Strategy." Paper Presented at the 23<sup>rd</sup> SAUSSC Held at the Burgers Park Hotel, Pretoria, South Africa, from 7-12 December 2003.

**Mulinge, M. M.** "Rethinking the Role of the State in Higher Education in Africa in the 21<sup>st</sup> Century: A Case of the State as Financier" Paper Presented at the 10<sup>th</sup> General Assembly of CODESRIA Held at the Nile International Conference Centre, Kampala, Uganda, from 8-12 December 2002.

**Mulinge, M. M.** "Toward a Sustainable Health Transition in Sub-Saharan Africa: Unmasking the Inherent Hurdles". Paper Presented at the South African Sociological Association [SASA] Conference to be Held in East London, South Africa, from June 30<sup>th</sup> to July 3<sup>rd</sup> 2002.

**Mulinge M. M.** "Debt Forgiveness Initiatives and Poverty Alleviation in sub-Saharan Africa: Too Little too Soon". A Paper Presented at the 22<sup>nd</sup> Southern African Universities Social Science Conference [SAUSSC] Held at the Safari Hotel, Windhoek, Namibia, December 1-5 2001

**Mulinge, M. M.** "The Perceived Nature and Extent of Gender Discrimination in the Public Sector in Botswana." A Paper to be Presented at the Gender Policy and Programme Committee [GPPC] 1<sup>st</sup> National Conference to be Held at the University of Botswana, Gaborone, October 22 - 24, 2001.

**Mulinge M. M. & M. M. Munyae.** "Globalization: An Affirmation of the Colonial Rooted Subject-Citizen Relationship between African and Developed Nations " Paper presented at the South African Sociological Association (SASA) Congress Held at Sunnyside Campus, Pretoria, South Africa, July 01 - 04, 2001

**Mulinge M. M.** "Socioeconomic and Political Accomplices to Child Abuse and Neglect in sub-Saharan Africa." A Paper Presented During the 13th International Congress on

Child Abuse and Neglect to be Held in Durban, South Africa from September 3 - 6, 2000

**Mulinge M. M.** Persistent Social, Economic and Political Challenges that Impede the Effective Discharge of Functions by the African Family.” A Paper Presented During the 95th Annual Meeting of the American Sociological Association (ASA) to be Held in Washington D.C., USA from August 12 - 16, 2000

**Mulinge, M. M. & M. M. Munyae.** “Globalization and Sustainable Development in Africa: Putting Old Wine in a New Wineskin?” A Paper presented at the 6<sup>th</sup>. for Social Science Research in Eastern and Southern Africa (OSSREA) to be Held at Dar-Es-salaam, Tanzania During April 24–28, 2000.

**Mulinge, M. M.** “Democracy, Human Rights and Development in Africa: An Elusive Combo?” A Paper Presented at the 21<sup>st</sup>. Southern African Universities Social Science Conference (SAUSSC) Held in Malawi from 29<sup>th</sup> November to 4<sup>th</sup>. December 1999.

**Mulinge M. M.** “Challenges Facing the African Family Today: Implications for Child Growth and Development.” A Paper Presented During the University of Botswana Home Economics Conference Held at the Gaborone Sun Hotel, September 1-3, 1999.

**Mulinge, M. M. & G. N. Lesetedi.** “The Genesis and Entrenchment of Corruption in sub-Saharan Africa: A Historical and International Contextualization,” A Paper Presented at the 20<sup>th</sup> Southern African Universities Social Science Conference (SAUSSC) Held in Lusaka, Zambia Malawi from 29<sup>th</sup> November to 5<sup>th</sup>. December 1997.

Oakes, D. E. & **M. M. Mulinge.** “From Hog Call to Warp Speed: Tools for Building Effective Teams.” A Paper Presented During the Third Conference of the African Association for Health, Physical Education, Recreation, Sports and Dance, Held in Nairobi, Kenya, September, 1997.

Lesetedi, G. N. & **M. M. Mulinge.** “Demystifying HIV/AIDS Research: A Call for a More Community Based Research in Botswana.” A Paper Presented During a National Conference on HIV/AIDS in Botswana. Gaborone, Botswana, August 6-8 1997.

**Mulinge, M. M. & M. M. Munyae.** “The Ethnic Question in Sub-Saharan Africa: Toward a Historical Account of Its Genesis and Persistence.” A Paper Presented During the International Federation of Journalists (IFJ) Seminar Held at Gaborone, Botswana, July 25-26, 1997.

**Mulinge, M. M. & C. W. Mueller.** "Economic Sector Differences in Employee Job Satisfaction and Attachment in a Developing Nation." Paper Presented at the Annual Mid- West Sociological Association Meeting at St. Louis, Missouri, USA, March 1994.

**Mulinge, M. M. & C. W. Mueller.** "Job Satisfaction and al Commitment in a Third World Nation: The Case of Kenya." Paper presented at the Annual Mid-West Sociological Association Meeting at Chicago, Illinois, USA April, 1993.

Kiamba, J. M. & **M. M. Mulinge** "The effects of Structural Adjustment Policies on gender biased rural development in Kenya". A Paper Presented at the National

Conference on the Effects of Structural Adjustment Policies Held in Nyeri, Kenya in March 1992.

**Mulinge, M. M.** "The Potential for Community Efforts in Tackling Housing Problems among Urban Slum Dwellers." A Paper presented at a seminar organized by the Department of Housing Administration, Faculty of Architecture, Design and Development, University of Nairobi, Nairobi, Kenya, March 1988.

### **Research Projects Supervised:**

#### **Masters Level Research Projects**

##### **Master of Arts in Counseling Psychology:**

1. "Media Exposure and Adolescent Attitudes Towards Sex: Implications for HIV/AIDS Prevention" By Marion Kirumba Mwangi, United States International University (USIU), Nairobi, Kenya, 2010/2011
2. "Men and Women of the Mortuaries: Constructing a Socio-psychological Profile of Mortuary Employees in Kenya". By Lena Mbithe Aaron, United States International University (USIU), Nairobi, Kenya, 2010/2011

##### **Master of Arts in Development Studies:**

3. "Gender Differences in Remittance Practices in Botswana: Evidence from Gaborone" By Riley Dillon, University of Botswana, Gaborone, Botswana, 2008/09
4. "Harnessing Indigenous Knowledge Systems for the Improvement of Food Security in Botswana: The Case of Marapong Village", by Taboka Chilume, University of Botswana, Gaborone, Botswana, 2007/08
5. "Women's Voices in Politics: A Study of Post-Election Experiences among Women Councilors and Parliamentarians in Botswana", by Tlamelo Warona, University of Botswana, Gaborone Botswana, 2007/08
6. "Civil Society Organizations and the HIV/AIDS Epidemic in Botswana: A SWOT Analysis of Four Case Studies" By Victor Danke, University of Botswana, Gaborone Botswana, 2006/07
7. "An Evaluation of the Citizen Entrepreneurial Development Agency as a Job Creating Financial Agency in Botswana: A Case Study of Lobatse" By G. K. Seitshiro, University of Botswana, Gaborone Botswana, 2006/07
8. "Anti Corruption Initiatives in Botswana: A Win or Lose Situation?" By Diile Mosekiemang, University of Botswana, Gaborone Botswana, 2005/06
9. "Debating NGOs as Avenues of Poverty Alleviation in Africa: The case of Botswana" By Wene Owino, University of Botswana, Gaborone Botswana, 2004/05



10. "Employee Attitudes towards the Acceptance of Change in the Botswana Public Service: The Case of WITS and PMS" By Blessed Shepherd Monyatsi, University of Botswana, Gaborone Botswana, 2003/04
11. "A Critical Appraisal of the Role of Microfinance: Institutions in the Informal Sector: The Case of Kenya Rural Enterprise Program (KREP)" By Kome Zamzam, University of Botswana, Gaborone Botswana, 2003/04
12. "Male Participation in the Prevention of Mother to Child Transmission (PMTCT) of HIV Programme in Botswana" By Chikadzi Joseph, SAPES Trust, Harare, Zimbabwe, 2002/03

**Master of Business Administration (MBA):**

13. "The Effects of Workplace Conditions and Employee Personality Traits on Job-related Stress among BP Botswana (Pty) Limited Employees". By Bakang Motsisi, North-West University, Mmbatho, South Africa, 2008/09.
14. "Attracting Foreign Direct Investment (FDI) to Botswana: Perspectives from Management" By Ontiretse Scitta Monagen North-West University, Mmbatho, South Africa, 2007/08.
15. "The Effects of Workplace Conditions and Employee Personality Traits on Job-related Stress among Institute of Development Management [IDM], Botswana Limited Employees", by Assie Mngadi, North-West University, Mmbatho, South Africa, 2007/08.
16. "The Growth and Impact of Savings and Credit Cooperative Societies in Botswana" By Tsetshana J. O. Apadiile, North-West University, Mmbatho, South Africa, 2007/08.
17. "The Relationship between Workplace Conditions/Experiences and Turnover Intentions among Employees in the Institute of Development Management [IDM], Botswana" By Assie Mangadi, North-West University, Mmbatho, South Africa, 2007/08.
18. "The Tourism Sector as an Avenue for Economic Diversification in Botswana: A SWOT Analysis", by Grace Kewakae, North-West University, Mmbatho, South Africa, 2007/08.
19. "The Status of Enterprise Wide Risk Management [EWRM] Practices for Short-term Insurance Companies in Botswana" By Mothusi Kebalefetse, De Montfort University, South Africa Campus, 2006/07
20. "Customer Perceptions of and Experiences with the Barclaycard in Botswana: Implications for Competitiveness", by Mmamosa Nomsa Rinah Moswete, De Montfort University, South Africa Campus, 2006/07
21. "Financial and managerial challenges facing Small, Medium and Micro-Enterprises [SMMEs] in Botswana", by Mmatlala Dube, North-West University, Mmbatho, South Africa, 2006/07

22. "An Assessment of Kgalagadi Breweries Limited's Marketing Strategies in the Southern African Region: Implications for Competitiveness" By Percy Tebogo Seitshiro, North-West University, Mmabatho, South Africa, 2006/07.
23. "Customer Perceptions of and Experiences with the Barclaycard in Botswana: Implications for Competitiveness", by Mmamosa Nomsa Rinah Moswete, De Montfort University, South Africa Campus, 2006/07
24. "Factors that Led to Retrenchments at Barclays Bank of Botswana Ltd and Subsequent Effects" By Mmapula Mholo, De Montfort University, South Africa Campus, 2006/07.
25. "The Privatization of Garbage Collection in the Gaborone City Council: A Preliminary Assessment of Knowledge about, Attitudes towards and the Impacts of Privatization in Botswana" By Gaeng W. Tshimologo, North-West University, Mmabatho, South Africa, 2005/06
26. "Employee Motivation at Metropolitan Botswana: A Preliminary Application of Maslow's Needs-Hierarchy Theory" By Grace Segadimo, North-West University, Mmabatho, South Africa, 2005/06
27. "Privatization of State Owned Enterprises in Botswana: A Case of Air Botswana" By Neo Maruapula, North-West University, Mmabatho, South Africa, 2005/06
28. "Customer Perceptions and Attitudes towards the Adoption of Internet Banking as a Tool for Improving Service Delivery in the Banking Industry in Botswana" By Beauty Mokgothu, De Montfort University, South Africa Campus, 2005/06
29. "The Impact of a Call Centre Facility in Barclays Bank, Botswana, on Customer Service Delivery" By Esaleone Shadi Makgekgenene, De Montfort University, South Africa Campus, 2005/06
30. "Rural Electrification: Its Implications for the Establishment and Growth of Small, Medium, and Micro Enterprises in Botswana" By Lodulo Mmandu Matoome, De Montfort University, South Africa Campus, 2005/06
31. "Economics of Political Expediency and the Flight of Intellectual Capital from Zimbabwe" By Batsirai Chidzodzo, De Montfort University, South Africa Campus, 2005/06
32. "An Assessment of Risk Caveats for Auditors in Gaborone, Botswana" By Farzana Saiyed, De Montfort University, South Africa Campus, 2005/06
33. "The Impact of Risk Management on Shareholder Value Maximization: The Case of the Botswana Development Corporation" By Godfrey Chooka, De Montfort University, South Africa Campus, 2004/05

34. “The Status of Collective Bargaining between the Directorate of Public Service Management [DPSM] and the Manual Workers’ Union in Botswana: Towards a More Effective System of Wage Negotiations” By Galaletsang Mmabakgatla Maakwe, 2003/2004

**External Examiner:**

- Department of Sociology, University of Fort Hare, South Africa - April 2011
- Department of Sociology Makerere University, Uganda 2010
- Department of Sociology & Anthropology, University of Dar-es-Salaam, Tanzania, 2009 to Present