WELCOME TO THE CONFERENCE

Organized by:

21ST CENTURY ACADEMIC FORUM

For more information about the 21st Century Academic Forum and its activities, please visit our website at:

WWW.21CAF.ORG

Read the latest news and developments by following us on Facebook and Twitter. We hope to see you at other conferences in the future.
WELCOMING REMARKS

Dr. Marguerite Koepke
Executive Director
21st Century Academic Forum
Director, Governor’s Teaching Fellows
Institute of Higher Education
University of Georgia

It is a pleasure and privileged to welcome you to this most innovative and forward thinking venue where you will have time to consider and formulate what higher education will look like as emerging technologies, economy, and policies continue to catapult it into the future.

In many ways one’s career during this evolving information age seems more like a foot race. We have been challenged to remain relevant in our disciplines and at the same time are compelled to adopt and use current technologies. The changes have been both exciting and profound and have transformed the way we do business. We now have learning environments that include online classrooms, MOOCs, cellphone response systems, and countless other instructional technologies dramatically changing the way in which we interact and engage with our students and deliver education. As professors, administrators and public leaders, what do we need to be thinking about as the academy’s core missions of teaching, research, and outreach move into the future?

After having the privilege to work in faculty development for over 20 years, I have learned amazing lessons from my colleagues mainly during meetings and interactions. As we quest for new ideas and information and ponder these important questions, it is my hope that this time together will afford you with many opportunities to gain new knowledge, share ideas, and make connections with a larger academic community.

I genuinely hope you enjoy your time in Boston and learn a great deal from one another. My only regret is that I wish I could be with you at Harvard and share in what promises to be an exciting and rewarding conference!

PROFILE:
Marguerite Koepke is Professor Emeritus in the College of Environment and Design at the University of Georgia. In 1999 she was appointed as director of the Governor’s Teaching Fellows Program, a statewide faculty development program committed to four core goals of improving teaching, improving learning, elevating the importance of teaching, and professional and personal renewal. All full time faculty members in higher education across the state of Georgia (private and public institutions) are eligible to participate and has had over 450 participants since its beginnings in 1994. While retiring from her academic position in 2006, she continues to direct the GTF program and remains active in academic research and private practice.
It is my pleasure to welcome you to the Second 21st Century Academic Forum Conference at Harvard. Over the past several months, I have enjoyed communicating with all of you via email. However, I am very excited about connecting names and faces here at the conference. I hope to have the opportunity to spend time visiting with all of you and getting to know you in person. In our conversations, I would like to discuss ways of getting you involved with the 21st Century Academic Forum. Our goal is to build a large global group of researchers, practitioners, and others dedicated to preparing citizens for the demands of the 21st century.

An overwhelming body of research indicates that students are leaving formal educational institutions inadequately prepared for the workforce and their lives in the knowledge-based economy. The mission of the 21st century is to encourage researchers, practitioners, policy makers, and other stakeholders to make changes in the education system: preparing students for the information age, not the agrarian age. Join us to help turn the tide in education!

On behalf of the 21st Century Academic Forum, I want to express our gratitude to all of you for enthusiastically participating in the conference. We hope that you will join our Forum in some capacity. We need editors for our publications, conference committee members, and others to join us as we attempt to bring a new meaning to the term “impact” in educational research.

PROFILE:
Dr. Lechner received his Ph.D. in Instructional Technology at the University of Georgia. He has been an educator for over 20 years and 21st century/life skills have been a centerpiece in his approach to his instruction and assessment practices. As a university professor he has developed several online projects that connects his students with fellow students around the world to collaborate on projects together to learn with and from each other. As a high school Social Studies teacher in the U.S., he used a variety of performance assessment methods to measure how his students could apply the content they learned in class in simulated real-life situations.

Dr. Lechner is responsible for organizing all the programming aspects of the 21st Century Academic Forum conferences. He has gained experience organizing conferences as serving as the Program Director for the Technology in Developing Countries (TEDC) conference series. He is your contact person for any conference-related logistic issues you may have. Remember, Dr. Lechner is always just an email away to help you with all of your conference issues!
KEYNOTE SPEAKER

Mr. Greg Forbes Siegman
Founder, The 11-10-02 Foundation
Co-author, The Silhouette Man

Monday, March 21st | 9:25 – 10:15 | Rotunda

Greg is the Founder of The 11-10-02 Foundation (www.ShakingUpAmerica.org). Best known for its Brunch Bunch Mentoring Program, the organization funds grants and college scholarships for students with financial need. For his civic efforts, he has received honors such as the Jefferson Award for Public Service and was named one of America’s Daily Points of Light.

A former educator, Greg has served as guest speaker/lecturer or Scholar-in-Residence for schools and programs in different countries. He is co-author of The Silhouette Man by Jillip Naysinthe Paxson. The student edition (The First Thirty) was NSDLC Multicultural Relations Book of the Year.

He has been featured by media like Education Week and The Washington Post. The TV show, Good Morning America, buried a Time Capsule which chronicled his efforts to bring diverse people together within his community. He has written for the media as well. His website is www.GregForbes.com

A book signing will immediately follow his speech.
The Silhouette Man...shows that we actually can be and do better, against all disappointments, against all odds, within the limitations of our power and resources...[A story about] helping others and the value of doing things differently.

– ANA OPRISAN, COUNCIL OF EUROPE

For more information on the book visit www.TheSilhouetteMan.com
MISSION AND VISION

The 21st Century Academic Forum is a global group of researchers and educators dedicated to supporting research that has the potential to influence the shaping of educational policy and practices to more effectively prepare students for the unique challenges of the 21st century. An overwhelming body of research indicates that students are leaving formal educational institutions inadequately prepared for the workforce and their lives in the knowledge-based economy.

OUR THREE MISSIONS

Mission 1 is to support research on how to best prepare 21st century citizens for a rapidly changing workplace and world that requires the ability to process and prioritize information; the ability to communicate and collaborate with people across the globe; and an ability to use creativity and innovation to solve complex problems.

Mission 2 is to support the expansion of research exploring interrelationships among the disciplines as a way of better understanding the world in the 21st century. The complexity of problems in the 21st century require interdisciplinary approaches that cannot be solved under the traditional “siloh” or single-discipline research.

Mission 3 is to support the principle that research should attempt to serve the public good and make a contribution to society. Our aim is to bring people from different academic backgrounds and perspectives together – bound by a shared interest in conducting research that makes an impact on the communities they serve.

JOIN US TO HELP TURN THE TIDE IN EDUCATION!
PUBLICATIONS

CONFERENCE PROCEEDINGS

DEADLINE: JUNE 21, 2016

Papers will be published in the 21CAF Conference Proceedings (ISSN 2330-1236) providing authors meet the following conditions: (1) at least one author registers and presents the work at the conference; (2) author(s) carefully follow our paper submission guidelines and submit their thoroughly edited manuscripts by the designated deadline; and (3) submissions must be original and should not have been published previously.

All authors meeting these conditions will have their papers published in our Conference Proceedings, which will be published online six months following the conference. Authors not completely confident about the level of their written English are requested to have their work proofread prior to submission by a proficient writer of English.

JOURNAL OF 21ST CENTURY EDUCATION

The Editorial Board of the Journal of 21st Century Education (ISSN 2330-1244) will select papers from the Conference Proceedings and contact authors to see if they are interested in going through the editorial process in order to have his/her paper published in the journal. Our Editorial Board will be looking for papers on original, insightful, interesting, meaningful, and important issues in 21st century education. Authors should focus on writing as simply and concisely as possible, without sacrificing meaningfulness or clarity of exposition. Authors should also ensure that they explicitly follow all instructions on how to format and submit their manuscripts. Manuscript formatting instructions and a Word template can be found on the Submissions page. Thematic issues of the Journal of 21st Century Education are published twice a year and made available free on the 21CAF website.
**SPECIAL THANKS – SESSION CHAIRS**

We at the 21st Century Academic Forum would like to recognize the Session Chairs for all of their hard work in coordinating his/her respective Concurrent Session. We realize it’s sometimes difficult to get people to stop talking about something they love! Thank you for ensuring that the sessions ran on time and smoothly.

<table>
<thead>
<tr>
<th>Name</th>
<th>Institution</th>
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</thead>
<tbody>
<tr>
<td>Dr. Aditi Mishal</td>
<td>Symbiosis Institute of Operations Management, Symbiosis International University</td>
</tr>
<tr>
<td>Dr. Esra Cizmeci</td>
<td>Yalova University</td>
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<tr>
<td>Dr. Junifer Abatayo</td>
<td>Sohar University, Sultanate of Oman, Misamis University, Philippines</td>
</tr>
<tr>
<td>Professor Beatriz Eugenia</td>
<td>Universidad Michoacana de San Nicolas de Hidalgo</td>
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<td>Navarro Cira</td>
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<tr>
<td>Dr. Danebeth Narzoles</td>
<td>AMA International University-Bahrain</td>
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<tr>
<td>Dr. Azlin Mansor</td>
<td>Universiti Kebangsaan Malaysia</td>
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<tr>
<td>Professor Haryanto Atmawardoyo</td>
<td>Universitas Negeri Makassar</td>
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<tr>
<td>Ms. Elizabeth Finocchiaro</td>
<td>Saint Louis University</td>
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<tr>
<td>Professor Vandana Sonwaney</td>
<td>Symbiosis Institute of Operations Management, Symbiosis International University</td>
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<tr>
<td>Professor Martin Beniston</td>
<td>University of Geneva</td>
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<tr>
<td>Ms. Tooba Ahmed</td>
<td>University of Oregon</td>
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<tr>
<td>Professor Marielle Patronis</td>
<td>Zayed University</td>
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<tr>
<td>Dr. Aditi Hunma</td>
<td>University of Cape Town</td>
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<td>Mr. Tommy Lucas</td>
<td>Saint Louis University</td>
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<tr>
<td>Dr. Claretha Hughes</td>
<td>University of Arkansas</td>
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**THANK YOU AGAIN FROM THE 21ST CENTURY ACADEMIC FORUM!**
## SCHEDULE AT A GLANCE

### SUNDAY, MARCH 20, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>4:00 p.m. – 6:00 p.m.</td>
<td>Early Registration in the lobby of the Inn at Longwood</td>
</tr>
<tr>
<td>6:00 p.m. – 8:00 p.m.</td>
<td>No Host Dinner at Longwood Grille - 2nd Floor of Inn at Longwood</td>
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### MONDAY, MARCH 21, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00 a.m. – 8:45 a.m.</td>
<td>Registration at the Martin Conference Center (Third Floor near elevators)</td>
</tr>
<tr>
<td>9:00 a.m. – 9:25 a.m.</td>
<td>Opening Remarks (Rotunda A)</td>
</tr>
<tr>
<td>9:25 a.m. – 10:15 a.m.</td>
<td>Keynote Speaker: Mr. Greg Forbes Siegman, Founder, The 11-10-02 Foundation (Rotunda A)</td>
</tr>
<tr>
<td>10:15 a.m. – 10:45 a.m.</td>
<td>Coffee Break (Third Floor near the Rotunda Room)</td>
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<tr>
<td>10:15 a.m. – 1:15 p.m.</td>
<td>Poster Session (Third Floor near the Rotunda Room)</td>
</tr>
<tr>
<td>10:45 a.m. – 12:25 p.m.</td>
<td>Breakout Session 1 (Rotunda A, Rotunda B, Room 217)</td>
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<tr>
<td>12:30 p.m. – 1:15 p.m.</td>
<td>Lunch (Third Floor near the Rotunda Room, Tables in 2nd Floor Lounge)</td>
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<tr>
<td>1:15 p.m. – 3:45 p.m.</td>
<td>Breakout Session 2 (Rotunda A, Rotunda B, Room 217)</td>
</tr>
<tr>
<td>3:45 p.m. – 4:15 p.m.</td>
<td>Coffee Break (Third Floor near the Rotunda Room)</td>
</tr>
<tr>
<td>4:15 p.m. – 5:45 p.m.</td>
<td>Presentation Skills Workshop (Rotunda A)</td>
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### TUESDAY, MARCH 22, 2016

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00 a.m. – 8:45 a.m.</td>
<td>Registration at the Martin Conference Center (Third Floor near elevators)</td>
</tr>
<tr>
<td>9:00 a.m. – 10:30 a.m.</td>
<td>Academic Writing Skills Workshop (Rotunda A)</td>
</tr>
<tr>
<td>10:30 a.m. – 11:00 a.m.</td>
<td>Coffee Break (Third Floor near the Rotunda Room)</td>
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<tr>
<td>11:00 a.m. – 12:40 p.m.</td>
<td>Breakout Session 1 (Rotunda A, Rotunda B, Room 217)</td>
</tr>
<tr>
<td>12:45 p.m. – 1:25 p.m.</td>
<td>Lunch (Third Floor near the Rotunda Room, Tables in 2nd Floor Lounge)</td>
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<td>1:25 p.m. – 3:30 p.m.</td>
<td>Breakout Session 2 (Rotunda A, Rotunda B, Room 217)</td>
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<tr>
<td>3:30 p.m. – 4:00 p.m.</td>
<td>Coffee Break (Third Floor near the Rotunda Room)</td>
</tr>
<tr>
<td>4:00 p.m. – 5:40 p.m.</td>
<td>Breakout Session 3 (Rotunda A, Rotunda B, Room 217)</td>
</tr>
<tr>
<td>5:45 p.m. – 6:00 p.m.</td>
<td>Closing Remarks</td>
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</table>
THE SECOND FLOOR The second floor has three meeting rooms ideal for breakout sessions, board meetings or small roundtable discussions. A separate lounge area including two glass partitioned conference rooms is also available for meetings, working lunches or poster sessions.
THE THIRD FLOOR  The unique Rotunda room located on the third floor directly above the Amphitheater is ideal for special events, banquet functions, receptions and exhibits. It may be used in its entirely or divided by a partitioning wall. A glass foyer area outside of the Rotunda offers spectacular views of the Boston skyline.
Unfortunately, we had presenters who were unable to join us in person here at Harvard. However, they are participating in the conference through a narrated presentation, which you will find on our website, Facebook page, and YouTube Channel. To view the videos, go to www.21caf.org and click on the Facebook or YouTube icon in the top right corner. Please take an opportunity to view our Absentee Presenter’s presentations and leave some nice comments.

**The Truth and Reconciliation Committee’s Report: The Enactment of Policy**

_The Truth and Reconciliation Commission’s Report (Canada): The Enactment of Policy_

The Truth and Reconciliation Commission’s (TRC) Final Report (2015), Honouring the Truth, Reconciling for the Future, chronicles the deplorable practices of Canada’s Aboriginal policy during the residential school era. This presentation will examine the testimonies of various residential school survivors and discuss the symbolic spaces that exist between the narratives.

**PRESENTER:** Dr. Lorenzo Cherubini, Brock University (Canada)

**Developing a Model of Personal Energy Management for Creativity Improvement, Metaphoric Perspective**

In our world of fast changes and information overload, Presented Metaphoric Model for Personal Energy Management, which uses “The Money Metaphor,” can result in a clearer and tangible view of this valuable source of success in an organizational context. Our model can be assumed as a systemic toolkit.

**PRESENTERS:** Ms. Hamideh Karimi, Mr. Yashar Salamzadeh, Farabi Institute of Higher Education (Iran)
**Investigating EFL Observers’ Bias Based on Students’ Evaluation**

This study looks at teacher evaluation with a different perspective. In fact, students are considered as evaluators of the observers or evaluators to check the validity of the observers’ evaluations.

**PRESENTER:** Mr. Saman Khaksefidi, Higher Educational Complex of Saravan (Iran)

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**Teaching Phase and Motivation**

This paper explores the relationship between the teaching “experience” and “qualities” such as maintaining energy level and motivation. The study will demonstrate if experience in teaching brings complacency that will result in negative impact on the profession of teaching.

**PRESENTERS:** Mrs. Bahar Kiziltunali, Mrs. Pamela MacArthur, Izmir University of Economics (Turkey)

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**Comparison of Learning Theories in Mathematics Teaching Methods**

This study aims to compare learning theories in mathematics teaching, and their influence on mathematics learning. Based on findings, students are more successful when problem solving is incorporated into discovery learning. These methods not only contribute to better mathematics learning but also enhance students’ creativity to cope with life challenges.

**PRESENTERS:** Dr. Abdolreza Lessani, Professor Aida Suraya MD. Yunus, Professor Kamariah Abu Bakar, Ms. Azadeh Zahedi Khameneh, University Putra Malaysia (Malaysia)

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**Wearable Technology: Perspectives from Some People with Physical Disabilities in West London**

This paper is about wearable technology and how seven physically disabled people from a West London community perceive modern technologies and the benefits that can be derived from using wearable technology.

**PRESENTER:** Ms. Eunice H. Li, University of London (Taiwan)

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**Principal Leadership Practice in the Low Socio-Economic Setting for Educational Success**

The presentation will explore major findings from an in-depth NZ case study on primary school principal engagement in the low socio-economic setting for educational success.

**PRESENTER:** Ms. Angela Millar, Victoria University of Wellington (New Zealand)

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**The Reflective-Reflexive Educator**

Within the field of education a sound understanding of reflection and an unyielding practice in its principles are essential to serving as a highly effective educator. In turn, we must then be reflexive in executing what we have learned. This process is what leads to effective change.

**PRESENTER:** Dr. Lisset Pickens, American Public University (USA)
Learning for e-Marketers (Web-Advertising) through Consumer Perceptions

A rapid growth of the digital worlds provides opportunities as a tool for communication, entertainment, and marketplace exchange. E-commerce is accompanied by concerns of consumer’s security and privacy intrusion. Comparison between Indian & US Consumers provides learning for e-marketers; consumer’s expectation for privacy, quality and authenticity of product/service while shopping.

PRESENTERS: Mrs. Savita Wani, Dr. B.V. Pawar, North Maharashtra University (India)

Linguistic Typology in Multilingual Language Teaching, Migrants’s Integration, While Preserving Minority Languages

Typology may be used in Primary Education contexts for multilingual teaching, integration of migrants and preservation of minority languages. With a proper and correct methodology, young learners may learn multiple languages simultaneously regardless of origin, age, or previous knowledge. A case study of Basque and English is addressed.

PRESENTER: Mr. Kristian Perez Zurutuza, UNED (Spain)
POSTER PRESENTATIONS

Monday, March 21st | 10:15 – 1:15
Room: Refreshment Area on Third Floor near the Rotunda Room

Sharing Ideas to Educate Workers About Sustainable Jobs: Lessons from Upstate NY

Qualitative research methods were utilized to answer two questions. What are examples of eco-friendly jobs? And what kind of careers can such jobs lead to? We must advertise successful green jobs in order to conserve today’s environment, to sustain future generations, and to provide careers in the sustainability sector.

PRESENTER: Dr. Mark Braun, SUNY-Cobleskill (USA)

Leadership Roles within Professional Learning Communities of Faculty Members in Higher Education

The research informs faculty members and teachers everywhere about how to become teacher leaders. They will be equipped with tools to promote a positive and ethical culture of collaboration to enhance their professional learning in an atmosphere of collegial respect and trust.

PRESENTER: Dr. Maria Habboushi, Saint Louis University (USA)

A Study of Matrix Visualization for Depression Scale Analysis Scale

This study makes use of the matrix visualization method with generalized association plots (GAP) developed by Chen (2002) to carry out a depression scale analysis.

PRESENTER: Mr. I-Che Huang, Fu Jen Catholic University (Taiwan)
**High Fidelity Human Patient Simulation: Developing an Instrument to Measure Faculty Reticence**

The presentation discusses a survey instrument that has been constructed to measure instructor reticence in adopting high fidelity simulation technologies in teaching practices and learning experiences for nursing students and other learning environments where simulation technologies are present.

**PRESENTERS:** Mr. Robert Perry, University of Saskatchewan (Canada), Dr. Madeline Press, Saskatchewan Polytechnic (Canada)

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**Environmental Policy Effects on Food Packaging and Health: Case Study - Cameroon**

A ban has been placed on the sale of non-biodegradable plastics used for food packaging in Cameroon. Food is improperly packaged and more people now use leaves and paper from trees for packaging. Ecosystem is being disturbed and human health is endangered. There is need for the policy reformation, providing sound packaging methods.

**PRESENTER:** Ms. Christabel Smith Aziah, University of Hohenheim (Germany)

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**An Investigation of Cost Considerations of Item Selection Strategies on Classification Tests**

This study utilized the concepts of generalized sequential probability ratio test (GSPRT) which was proposed by Reed (1960) to process multicategory classification items and investigated the influence of different item selection strategies on test results.

**PRESENTER:** Mr. Ping-Lun Tsai, Fu Jen Catholic University (Taiwan)

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**Cultural Competence of Elementary Principals and Their Schools**

This presentation is a response to define the role of the school principal in closing the achievement gap between White and children of color. The study will investigate elementary principals’ perceptions regarding the level of cultural competence in their schools and their use of leadership practices related to cultural competence.

**PRESENTER:** Mrs. Jaime Welborn, Saint Louis University (USA)

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**The Digital Divide in Basic Education and Its Relation to Academic Performance**

The Digital Divide brings with it a new wave of inequalities in the 21st century. The education sector, pivotal to directing individual life trajectories, has been radically influenced by this. This study shows the correlation between academic performance and aspirations to access to ICTs among high school students in the Philippines.

**PRESENTERS:** Mr. Jose Rodrigo Zubiri, Ms. Sofia Carmen Tomacruz, Ateneo De Manila University (Philippines)
WHAT Should Students Learn for the 21st century?

REDESIGNING EDUCATION STANDARDS – MAKING EDUCATION MORE RELEVANT

The Center for Curriculum Redesign (CCR) is an international convening body and research center seeking to expand humanity’s potential and improve collective prosperity by redesigning K-12 education standards for the 21st century. In order to create a comprehensive set of frameworks, CCR brings together constituencies with diverse points of view—international organizations, jurisdictions, academic institutions, corporations, and nonprofit organizations including foundations—to consider and respond to the question: “What should students learn for the 21st century?”

THE CENTER’S GUIDING PRINCIPLES

A sustainable humanity—one in which collective potential is expanded, and collective prosperity improved—is orchestrated out of multiple social, economic and environmental factors. Key among them: a relevant education, based on meaningful curriculum, is critical to creating sustainability, balance and wellbeing.

While significant attention is being paid to teaching methods and pedagogy, the Center for Curriculum Design argues that the “WHAT” of K-12 education is at least as important as the “how,” and brings a singular focus to the “WHAT.”

That 21st century “WHAT” must take into account the accelerated pace of change we are experiencing, and shifts in societal and human capital needs. Curriculum must be adapted accordingly, to be useful for the lives children will live.

Our ability to contribute a meaningful “WHAT” requires openness to different perspectives. Therefore, CCR avoids dogma and emphasizes innovation and synthesis—multiple inputs applied and organized for optimum clarity and impact.

We can – and will - shape the future we want.

FOCUS ON THE “WHAT”

Exponential changes in technology make specific predictions about the future all the more unreliable, but one thing is certain: we must prepare children to deal with greater complexity than ever before. The last major curriculum reform occurred in the late 1800s, also in a time of rapidly changing needs. Well into the 21st century, we can ill afford to depend on a 19th century curriculum. Indeed, we cannot expect our children to thrive unless we deeply examine, redesign and deliver a curriculum consistent with 21st century needs—one that is balanced and fluid. To thrive will mean to be adaptable and versatile.

In designing a curriculum around adaptability and versatility we accomplish two main goals:

• Enhance the chances of an individual’s personal and professional success and fulfillment
• Provide a common base of understanding and ability to participate in society
THE CENTER’S WORK

The Center for Curriculum Redesign is not a program or intervention. The staff and CCR’s partners approach their work holistically, actively engaging with policymakers, standard setters, curriculum and assessment developers, heads of schools, department heads, key teachers and other thought leaders and influencers to develop a thorough understanding of the needs and challenges of all parties. This is essential to creating the vision of meaningful, relevant 21st century education, and to enabling practical implementation.

The organization’s research, findings and recommendations are actively disseminated through a wide variety of formats: CCR-sponsored conferences and seminars, active web presence and social media, consulting engagements and keynoting.

WHAT IS THE “WHAT”?

The dimensions/competencies of the “WHAT” of a 21st century education are:

- **Knowledge—What We Know and Understand.** The new knowledge base is interdisciplinary and draws from both the traditional (mathematics, language etc.) and the modern (robotics, entrepreneurship, wellness etc.), as well as themes (global literacy, etc.). It includes:
  - Concepts and Processes
  - Methods and Tools
  - Subjects, Branches and Topics

  Developing this deeper knowledge base requires careful curation of existing curricula to make room for what is new and relevant.

- **Skills—What We Do with What We Know.** Learning to apply the Four Cs—Creativity, Critical Thinking, Communication and Collaboration—is essential to creating meaning and deep understanding of Knowledge.

- **Character—How We Behave and Engage in the World.** Building capacity for Mindfulness, Curiosity, Courage, Resilience, Ethics and Leadership develops individuals whose contributions can be regarded and valued.

- **MetaLearning—How We Reflect and Adapt.** Ability to consider and learn from one’s own learning process via a Growth mindset, Metacognition (reflection), and Self-Directed learning.
IMPLEMENTING THE NEW STANDARDS

The new standards are being designed with input from a variety of expert sources, freed from obsolete assumptions and unnecessary dogma. CCR does, however, make one critical assumption: it is essential that we be open to curation of what has been taught in our schools for decades and even centuries, making way carefully for new topics and new ways of teaching. If we don’t agree to look at education differently, we will not make essential progress.

Of course, teaching is the key. In addition to addressing the standards, we must increase professional development for educators to combine Knowledge and Skills in their practice, and support this learning with Character and Meta-Learning. In a curriculum already overburdened with content, it is much more difficult for educators to teach Skills. Teaching Character will be seen as a change to the mission of public schools; it will take time to achieve this end.

HOW WILL WE MEASURE PROGRESS, SUCCESS?
In redesigning curriculum we also need to reconsider how to assess student achievement and mastery. Standardized tests measure overwhelming amounts of prescribed content that is only partially relevant. We need to constantly consider the full student in Knowledge, Skills, Character and Meta-Learning as part of the learning process. The Center for Curriculum Redesign has taken up this topic concurrently with curriculum redesign, and will continue to advocate and work for 21st century assessments.
## MONDAY, MARCH 21ST
### CONCURRENT ORAL PRESENTATION SCHEDULE

<table>
<thead>
<tr>
<th>TIME</th>
<th>ROTUNDA ROOM A</th>
<th>ROTUNDA ROOM B</th>
<th>ROOM 217</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:45 - 11:10</td>
<td>Determinants of Successful Internationalization Processes in Business Schools</td>
<td>Effectiveness and Efficiency, an Alternative to Evaluate SACs? A QMS Based Approach</td>
<td>Does Quality Make a Difference for Higher Education Graduates In Colombia?</td>
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<td></td>
<td>(Professor Henry Bradford)</td>
<td>(Professor Beatriz Eugenia Navarro Cira)</td>
<td>(Dr. Juan Santiago Correa)</td>
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<tr>
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<td></td>
<td>(Mrs. Ethel Abe)</td>
<td>(Dr. Azlin Mansor)</td>
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<tr>
<td>11:35 - 12:00</td>
<td>Towards Effectiveness of Vocational Education &amp; Training: Analyzing Its Antecedents Pakistani Context (Mr. Muhammad Kamran)</td>
<td>Learners’ Perception on Effective vs. Ineffective EFL Teachers’ Personal and Professional Competences (Professor Haryanto Atmawardoyo)</td>
<td>Expectations and Challenges of Kindergarten Readiness for Students With Autism Spectrum Disorder (Ms. Elizabeth Finocchiaro)</td>
</tr>
<tr>
<td>12:20 - 12:25</td>
<td>Strategy As Improvement Tool For Small Businesses (Mr. Ayansola Olatunji Ayandibu)</td>
<td>Comparative Analysis of Chinese Textbooks in International Programs in Thai Universities (Mr. Bo Zhang)</td>
<td>Media Discourse in Society: A Critical Analysis of a Pakistani Game Show (Ms. Fatima Anjary)</td>
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<td>Session Chair</td>
<td>Dr. Aditi Mishal (Symbiosis Institute of Operations Management, Symbiosis International University)</td>
<td>Dr. Esra Cizmeci (Yalova University)</td>
<td>Dr. Junifer Abatayo (Sohar University, Faculty of English and Language Studies)</td>
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<tr>
<td>1:15 - 1:40</td>
<td>We Protect What We Love: Recreational Tourism Toward Conservation (Ms. Clarcie Howell)</td>
<td>Understanding Higher Education Student Learners Media Exposure and Study Habits (Mr. Tommy Lucas)</td>
<td>A Conceptual Framework to Measure Work-Life Balance Strategies and Employees’ Performance (Mr. Idris Olayiwola Ganiyu)</td>
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<td>1:40 - 2:05</td>
<td>Environmental Health Monitoring in India: An Emerging Nation (Ms. Sayani Dutta)</td>
<td>Using ‘Exploratory Talk’ In a Mobile Learning Enhanced Academic Writing Course (Ms. Senem Donanci)</td>
<td>Impact of Motivation to Sustain Commitment of Sales Professionals (Mr. Sayanjit Guha)</td>
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<td>2:30 - 2:55</td>
<td>Participatory Action Research: Transformative, Comprehensive, Low Cost, Green Sanitation Solutions - India (Dr. Aditi Mishal)</td>
<td>Student Capital Management System: A Secure Validated Network to Careers (Dr. Kathleen Houlihan)</td>
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<td>2:55 - 3:20</td>
<td>Agriculture: A Viable Panacea for Climate Change (Mr. Hemal Thakker)</td>
<td>Online facilitation Using Moodle at the University of Lagos Distance Learning Institute (Mr. Julius Momoh Ozoh)</td>
<td>Army Accreditation Association by Merging Two Prominent Quality Concepts (Mr. Bahadir Şahin)</td>
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<td>3:20 - 3:45</td>
<td>Mountain Hydropower Supply in a Changing Climate (Professor Martin Beniston)</td>
<td>MOOCs: A Fad or a New Paradigm Shift in Higher Education? (Dr. Soula Louca)</td>
<td>Structural Determinants of Competitive Advantage: Influences of Entrepreneurial Culture and HR Development (Dr. Sulaiman Olusegun Atiku)</td>
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<td>3:45 - 4:10</td>
<td>Constructing a Semi-Supervised Model for Network Intrusion Detection (Mr. Tigabu Dagne Akal)</td>
<td>Compressive Sensing Technique for Ultra-Low Power Devices (Mr. Abayneh Tefera Kebede)</td>
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RESERVE PRESENTERS

We want to extend a special thank you to the presenters below who have agreed to fill in Oral Presentation slots that become vacant due to cancellations. While we do everything in our power to reduce the number of holes in the schedule caused by participants who cancel at the last minute, it is a reality of every conference. We will keep participants informed of changes in the schedule and please use the area below to document the date, room and time of these excellent presentations.

**Prediction of Leachate Flow Rate From MSW Dumps Using ANN**

In the present study leachate flow rate is modeled using artificial neural network (ANN) for a municipal solid waste (MSW) dump of Raipur city in India. Study shows how ANN can be utilized for predicting leachate flow rate from a MSW dump.

**PRESENTER:** Dr. Anita Agrawal, JK Institute of Engineering Bilaspur (India)

**DATE:** MARCH 21ST | MARCH 22ND  **Time:** _____:______  **Room:** Rotunda A | Rotunda B | Room 217

**Quality Management of Elementary Education: Special Reference Right to Education in India**

Quality of education gives sense to its existence. This paper deals with quality of elementary education in Rajasthan state of Republic India. This exploratory study identifies the factors which are barriers in successful implementation of Right to Education. A model is proposed to assure the quality of education.

**PRESENTER:** Dr. Yamini Sharma, Jai Narain Vyas University, Jodhpur (India)

**DATE:** MARCH 22ND  **Time:** 11:25 – 11:50  **Room:** 217

**Merits and Demerits of Decentralisation in Higher Education: A Case Study**

A university in South Africa is currently undergoing transformation which involves decentralisation of its governance and management. This involves giving powers to its four campuses each managed by a Campus Rector. This system has challenges which are presented in this paper. The paper concludes by suggesting recommendations for leadership.

**PRESENTER:** Dr. Elphinah Nomabandla Cishe, Walter Sisulu University (South Africa)

**DATE:** MARCH 21ST | MARCH 22ND  **Time:** _____:______  **Room:** Rotunda A | Rotunda B | Room 217

**Constructing a Semi-Supervised Model for Network Intrusion Detection**

While advances in computer and communications technology have made the network ubiquitous, they have also rendered networked systems vulnerable to malicious attacks devised from a distance. These attacks or intrusions start with attackers infiltrating a network through a vulnerable host and then launching further attacks on the local network or Intranet.

**PRESENTER:** Mr. Tigabu Dagne Akal, Addis Ababa Institute of Technology (Ethiopia)

**DATE:** MARCH 21ST  **Time:** 3:40 – 4:10  **Room:** Rotunda A

**Compressive Sensing Technique for Ultra-Low Power Devices**

Compressive sensing (CS) technique is a new signal acquisition framework which is suited for digital systems that need efficiency and less power consumption. I demonstrate CS’s application and importance for a specific domain of digital systems that run in ultra-low power.

**PRESENTER:** Mr. Abayneh Tefera Kebede (Ethiopia)

**DATE:** MARCH 21ST  **Time:** 3:40 – 4:10  **Rotunda B**
10:45 – 11:10  PRESENTATION  

**Determinants of Successful Internationalization Processes in Business Schools**

We analyze the main determinants of globalization in business schools, arguing that environmental pressures, isomorphic forces, internal resources and the alignment of the process with the institution’s strategic plan are the primary drivers of internationalization. We discuss four propositions that explain the implementation of a successful business school’s internationalization process.

**PRESENTER:** Professor Henry Bradford, CESA School of Business (Colombia)

11:10 – 11:35  PRESENTATION  

**Making Academic Reading Tangible in The Digital Age**

This presentation discusses how digital media can be customised to cultivate particular reading lenses for Humanities students, and slow reading down to deepen textual engagement.

**PRESENTER:** Dr. Aditi Hunma, University of Cape Town (South Africa)

11:35 – 12:00  PRESENTATION  

**Towards Effectiveness of Vocational Education & Training: Analyzing Its Antecedents Pakistani Context**

The main purpose of this study is to analyze the existing work of researchers in respect of effectiveness of vocational education and training. In this study, the researcher will discuss the impact of Interrelation with Industry, Employability, Curriculum Revision, Assessment and Examination, Physical Resources and Trainee Selection towards VET effectiveness.

**PRESENTER:** Mr. Muhammad Kamran, University of Warsaw (Poland)

12:00 – 12:25  PRESENTATION  

**Strategy As Improvement Tool For Small Businesses**

This articles gives more light on how to use strategy and innovation to improve the performance of Small Medium Micro Enterprises as they are seen as life wire of many economy of most countries.

**PRESENTER:** Mr. Ayansola Olatunji Ayandibu, University of KwaZulu Natal (South Africa)
ROTUNDA B
Session 1 | Monday, March 21st | 10:45 – 12:25
Session Chair: Dr. Esra Cizmeci (Yalova University)

10:45 – 11:10 PRESENTATION

**Effectiveness and Efficiency, an Alternative to Evaluate SACs? A QMS Based Approach**

This proposal aims to find out if Quality Management Systems (QMS) in the educational field can help Self-Access Centers to monitor and evaluate their results supported by the ISO 9001:2008 Norm to measure the effectiveness and efficiency in SAC along the process of developing autonomy in language learning instruction.

**PRESENTER:** Professor Beatriz Eugenia Navarro Cira, Universidad Michoacana de San Nicolas de Hidalgo (Mexico)

11:10 – 11:35 PRESENTATION

**Work-Life Strategies, Work and Family Stressors at a Municipality in South Africa**

Wellness programme was adopted by the municipality based on Employee Health and Wellness Strategic Framework for the Public Service. The objective was to manage health-related issues among employees. Employees seem to be confronted daily with work and family stressors. This paper examines wellness programme to ascertain if it addressed stressors.

**PRESENTER:** Mrs. Ethel Abe, University of Kwazulu-Natal (South Africa)

11:35 – 12:00 PRESENTATION

**Learners’ Perception on Effective vs. Ineffective EFL Teachers’ Personal and Professional Competences**

The presentation will inform the participants about the characteristics of Indonesian EFL Teachers that the students perceive effective and ineffective. Thus, based on a research study, the lists of the "DOS" and the "DON'TS" for Indonesia EFL teachers are formulated based on the students’ perception.

**PRESENTER:** Professor Haryanto Atmowardoyo, Universitas Negeri Makassar (Indonesia)

12:00 – 12:25 PRESENTATION

**Comparative Analysis of Chinese Textbooks in International Programs in Thai Universities**

This article compares the textbooks used in two of the most prestigious universities in Thailand. the writer hope the experience can be reference in Chinese textbook compilation and can provide more information in textbook selection as well.

**PRESENTER:** Mr. Bo Zhang, Mahidol University International College (China)
Does Quality Make a Difference for Higher Education Graduates In Colombia?

The main objective of this paper is to test if the differences between accredited and non-accredited institutions in terms of selected determinants of quality are statistically significant when controlling for similar financial characteristics.

PRESENTER: Dr. Juan Santiago Correa, CESA Business School (Colombia)

Context-based Strategies for Improving Student Outcomes in Rural Small Schools

School size matters and small schools can do better. This research finding explains how small schools can achieve success by implementing context-based leadership and management strategies.

PRESENTER: Dr. Azlin Mansor, Universiti Kebangsaan Malaysia (Malaysia)

Expectations and Challenges of Kindergarten Readiness for Students With Autism Spectrum Disorder

The transition from early childhood programs to kindergarten poses particular challenges for students with Autism Spectrum Disorder (ASD), especially in light of current kindergarten-readiness standards focusing on socio-emotional development. This study explores the expectations placed on incoming kindergarten students and the potential challenges for those students with ASD.

PRESENTER: Ms. Elizabeth Finocchiaro, Saint Louis University (USA)

Media Discourse in Society: A Critical Analysis of a Pakistani Game Show

This paper presents CDA of the semiotic and discursive practices of a Pakistani game show to identify sources of power and mediation of discourse within society. The research focuses on text and the context, specifically the mediation of social capital in media discourse. The study also examines micro structures.

PRESENTER: Ms. Fatima Anjary, Institute of Business Administration (Pakistan)
We Protect What We Love: Recreational Tourism Toward Conservation

Edward Abbey only had it half right. Humans must conserve the far reaches of their world where delicate ecosystems showcase natural wonders and ancient knowledge sits preserved in artifact; but preservation will not succeed through restriction. People will preserve what they love. We must show people how to love nature.

PRESENTER: Ms. Clarcie Howell, Arizona State University (USA)

Environmental Health Monitoring in India: An Emerging Nation

To address the issue of disease burden from both communicable & non-communicable diseases the study emphasizes the need for an environmental health monitoring system that would monitor risk factors of the physical (non-living) as well as the social environment taking into consideration the stark socio-environmental heterogeneity of Indian scenario.

PRESENTER: Ms. Sayani Dutta, Bharati Vidyapeeth Institute of Environment Education & Research (India)

Optimization of Solar Water Heaters in Tropical Regions: Case of Mauritius

This paper describes a new methodology to optimize the use of solar water heaters (SWH). The case of Mauritius is considered, a Small-Island Developing State (SIDS) located in the tropics with significant potential of replacing dependency on imported fossil fuels by solar energy.

PRESENTER: Dr. Mohammad Khalil Elahee, University of Mauritius (Mauritius)

Participatory Action Research: Transformative, Comprehensive, Low Cost, Green Sanitation Solutions - India

Participatory Action Research is dynamic, collaborative and iterative process of arriving at solutions to the complex real life community problems. Authors applied this powerful research tool to most impending problem facing India- Sanitation, for arriving at transformative, comprehensive, low cost and green solutions including technological as well behavioral interventions.

PRESENTER: Dr. Aditi Mishal, Symbiosis Institute of Operations Management, Symbiosis International University (India)
Agriculture: A Viable Panacea for Climate Change

What comes to your mind when someone says ‘Climate Change?’ Capacious oil companies or mega coal enterprises, we imagine large industrial setups and polluting smokestacks. What if the solution lies underneath our feet? It’s about time we started discussing agriculture as a mechanism to counteract climate change and its effects.

PRESENTER: Mr. Hemal Thakker, School of Liberal Studies, Pandit Deendayal Petroleum University (PDPU) (India)

Mountain Hydropower Supply in a Changing Climate

Sustained changes in climate in relatively small upland regions such as the Alps may lead to large impacts on electricity supply to large and populated lowland regions, and thus on the revenue of hydropower utilities. With appropriate adaptation, however, shortfalls in supply and revenue can to some extent be alleviated.

PRESENTER: Professor Martin Beniston, University of Geneva (Switzerland)
2:05 – 2:30
PRESENTATION

**Looking for the Guilty in the Family Disconnect: The Case of Istanbul**

Today, parents spend most of their in-house leisure times with media use, and cause a disconnect in the family. Their children cry for attention, and when they cannot get it, they turn to addictive media usage. For better lives, parents must put importance on family leisure activities.

**PRESENTER:** Dr. Esra Cizmeci, Yalova University (Turkey)

2:30 – 2:55
PRESENTATION

**Student Capital Management System: A Secure Validated Network to Careers**

This presentation will offer information regarding a pilot that developed a secure validated network of student data that interacted with area businesses. The student capital management system that is being developed could improve retention for graduates by improving student outcomes; as students are gainfully employed upon graduation.

**PRESENTER:** Dr. Kathleen Houlihan, Wilkes University (USA)
2:55 – 3:20 PRESENTATION

**Online facilitation Using Moodle at the University of Lagos Distance Learning Institute**

This paper presents observations and positive results of e-learning and implementation of Moodle LMS at the university of Lagos distance learning institute, with over 13,000 students and 400 lecturers. The study covers other e-learning solutions; interactive multimedia materials, mobile access for learning using smart phone and handheld devices.

**PRESENTER:** Mr. Julius Momoh Ozoh, SchulPortals Technologies Ltd. (Nigeria)

3:20 – 3:45 PRESENTATION

**MOOCs: A Fad or a New Paradigm Shift in Higher Education?**

With the transition of education to the digital environment, new architectures of knowledge and new learning forms began to emerge, one of these forms being the MOOCs, offered by several prestigious universities worldwide. Therefore, one begins to wonder if MOOCs are a trend or are they actually changing higher education.

**PRESENTER:** Dr. Soula Louca, University of Nicosia (Cyprus)
### ROOM 217
#### Session 2 | Monday, March 21st | 1:15 – 3:45
**Session Chair: Dr. Dr. Azlin Mansor (Universiti Kebangsaan Malaysia)**

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<td>1:15 – 1:40</td>
<td><strong>A Conceptual Framework to Measure Work-Life Balance Strategies and Employees' Performance</strong></td>
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<td>PRESENTER</td>
<td>Mr. Idris Olayiwola Ganiyu, University of Kwazulu Natal (South Africa)</td>
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<tr>
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<td><strong>Impact of Motivation to Sustain Commitment of Sales Professionals</strong></td>
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<td>PRESENTER</td>
<td>Mr. Sayanjit Guha, University of Warsaw (Poland)</td>
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<td>PRESENTER</td>
<td>Mr. Olalekan Ismaila Adisa, University of Kwazulu-Natal (South Africa)</td>
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<tr>
<td>2:30 – 2:55</td>
<td><strong>Concretizing Cyber Battlefield with the Help of Warfighting Functions</strong></td>
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<tr>
<td>PRESENTER</td>
<td>Mr. Muzaffer Satiroğlu, Turkish Army War College (Turkey)</td>
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Army Accreditation Association by Merging Two Prominent Quality Concepts

In the near future, army accreditation bodies may be formed to audit volunteer armies so international organizations like NATO will accept new members only after their accreditation. An accredited army means it's appropriate for interoperability and will be welcomed by all other nations.

PRESENTER: Mr. Bahadır Şahin, Turkish Army War College (Turkey)

Supervisor-subordinate Relationships and Work Performance in the South African Retail Sector

Interpersonal relationships among supervisors and subordinates at the retail sector in South Africa seemed to need further development due to cultural diversity. This could improve both the individual performance and organisational outcomes. This paper evaluates the interpersonal associations among the two categories of employees to ascertain its effect on performance.

PRESENTER: Mr. Isaac Abe, University of KwaZulu Natal (South Africa)
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<tr>
<th>TIME</th>
<th>ROTUNDA ROOM A</th>
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<tr>
<td>11:00 - 11:25</td>
<td>Bridging the English Communication Skills Gap Between the EFL Classroom and Workplace (Dr. Danebeth Narzoles)</td>
<td>When 21st Century Skills Meet English Language Skills (Mrs. Aysen Gilroy)</td>
<td>The Digital Divide in Basic Education and Its Relation to Academic Performance (Ms. Sophia Carmen Tomacruz)</td>
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<td>11:25 - 11:50</td>
<td>How Assessment Scaffolds Student Learning (Mrs. Shabana Dayani)</td>
<td>The Interaction Effects of LCS and Gender on Tenth Graders’ English Achievements (Professor Chuzaimah Diem)</td>
<td>Quality Management of Elementary Education: Special Reference Right to Education in India (Dr. Yamini Sharma)</td>
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<td>11:50 - 12:15</td>
<td>Repositioning Teacher Education in Nigeria for Teaching Effectiveness in the 21st Century (Dr. Patience Nnem Emeri)</td>
<td>Reflective Journals in an English Writing Course in Qatar: Do They Inform or Deform Instructional Practices (Dr. Abdelhamid Ahmed)</td>
<td>Principals in Transition: The Philippines K to 12 Experience (Dr. Eddelyn Gupeteco)</td>
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<td>12:15 - 12:40</td>
<td>Mister, so so: Feedback and Feedforward in Oman Classrooms (Dr. Junfer Abatayo)</td>
<td>The Role of Information and Communication Technology in Teaching and Learning ESL (Ms. Tooba Ahmed)</td>
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<td>Session Chair: Professor Martin Beniston (University of Geneva)</td>
<td>Session Chair: Professor Tooba Ahmed (University of Oregon)</td>
<td>Session Chair: Professor Marielle Patronis (Zayed University)</td>
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<td>1:25 - 1:50</td>
<td>Empowering Women Through Higher Education: Voices Within a Saudi University Context (Dr. Tariq Elyas) (Ms. Sulaimani Amjaj)</td>
<td>Self-Efficacy Influence and Students’ Intentions on Social Entrepreneurship Education in Nigerian Universities (Mr. Saidi Adelekan)</td>
<td>Police Body Cameras: Popular Public Safety Intervention but Unknown Return on Investment (Mr. Nii-Quartelai Quartey) (Mr. Jon Whiteway)</td>
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<td>2:15 - 2:40</td>
<td>Does Education Impact Women’s Political Representation? (Ms. Margaret Barksdale)</td>
<td>A Study of Emotional Intelligence and Life Success among Nepalese Bankers (Mr. Surendra Mahato Khulawat)</td>
<td>Lone Wolves and Black Sheep Terrorists In The Modern Urban Jungle (Dr. Asher Vaturi)</td>
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<td>2:40 - 3:05</td>
<td>Homosexuality: A Psychological Perspective and Breach of Human Rights (Mr. Samyak Jain)</td>
<td>Service Learning in B schools: Socially Responsible Leadership and Collaborative Community Development (Professor Vandana Sonwaney)</td>
<td>The Balkan Dilemma: Migration, Displacement, and the Rising Threat of Terrorism (Mr. Durim Halimi)</td>
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<td>3:05 - 3:30</td>
<td>Women Education and Its Impacts on Socioeconomic Development in Bangladesh and Nepal (Mr. Imran Hossain) (Mr. Gangadhar Dahal)</td>
<td>Does “Fair Trade” Provide an Answer to Food Insecurity? (Mr. Om Ongge)</td>
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<td>Session Chair: Dr. Aditi Hunma (University of Cape Town)</td>
<td>Mr. Tommy Lucas (Saint Louis University)</td>
<td>Dr. Claretha Hughes (University of Arkansas)</td>
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<td>4:00 - 4:25</td>
<td>PA Core: Are High School Students Ready for College? (Ms. Linda St.Cyr)</td>
<td>Conceptualizing Strategic Management of Human Capital Development on Nigeria University Academic Staff (Mr. Ibrahim Lawal)</td>
<td>Radiflux Cooling Solution Transforming the Way Cooling is Done in Buildings (Mr. Hegde Manoj)</td>
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<td>4:25 - 4:50</td>
<td>BITS Pilani: Transforming Higher Technical Education System in India (Dr. Umesh Dhiyani)</td>
<td>Supervisor-subordinate Relationships and Work Performance in the South African Retail Sector (Mr. Isaac Abe)</td>
<td>Data-driven Smart Water Management at Infosys (Mr. Sagar N.)</td>
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<td>4:50 - 5:15</td>
<td>An Investigation of Students’ Achievement in Different Learning Environment (Mr. Surendra Mahato Khulawat)</td>
<td>The Selection of Teaching Strategies and its Relationship with Teachers’ Cognitions (Mr. Abid Shahzad)</td>
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<td>5:15 - 5:40</td>
<td>The Neo-Liberal Indian State and the Education Sector (Mr. Madhusudhanreddy Andem)</td>
<td>Students’ Satisfaction Towards Chemical Engineering Study Program in Private Universities in Palembang (Mrs. Daisy Ade Riany Diem)</td>
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<td>11:00 – 11:25</td>
<td>Bridging the English Communication Skills Gap Between the EFL Classroom and Workplace</td>
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<td>This study aims to determine the language skills and abilities students and graduates need at the workplace and to examine if their professional needs are being met by the current English courses and programmes at the university.</td>
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<td>PRESENTER: Dr. Danebeth Narzoles, AMA International University-Bahrain (Bahrain)</td>
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<td>11:25 – 11:50</td>
<td>How Assessment Scaffolds Student Learning</td>
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<td>Application of Blooms Taxonomy while planning a lesson and during assessment will help teachers not only to analyze the cognitive level of each student but also will guide them in scaffolding student learning, differentiating their instruction and labeling it “mastery learning.”</td>
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<td>PRESENTER: Mrs. Shabana Dayani, ITREB, India (India)</td>
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<td>11:50 – 12:15</td>
<td>Repositioning Teacher Education in Nigeria for Teaching Effectiveness in the 21st Century</td>
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<td>The paper examined the concept of teacher education, historical development and the challenges of teacher education in Nigeria. Learning in the 21st century was addressed, providing the characteristics of the 21st century; learner, classroom and teacher. It also discussed how to reposition teacher education to meet the 21st century learning needs.</td>
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<td>PRESENTER: Dr. Patience Nnenn Emeri, University of Lagos (Nigeria)</td>
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<td>12:15 – 12:40</td>
<td>Written Feedback and Feedforward: The Case of Omani Learners</td>
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<td>Providing effective feedback and expansive feedforward involves a complex process that requires teachers to provide appropriate advice to students’ work. Some cultures are particularly sensitive to receiving feedback and feedforward, therefore knowledge of a specific classroom culture can be helpful. The presenter will share how practical assessment practices enhance the quality of student feedback, and encourage students to reflect and move forward closing the gap between where they are and where to next.</td>
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<td>PRESENTER: Dr. Junifer Abatayo, Sohar University, Sultanate of Oman (Oman), Misamis University (Philippines)</td>
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ROTUNDA B
Session 1 | Tuesday, March 22nd | 11:00 – 12:40
Session Chair: Ms. Elizabeth Finocchiaro (Saint Louis University)

11:00 – 11:25 PRESENTATION

*When 21st Century Skills Meet English Language Skills*
Zayed University’s English language program recently launched Integrated Skills Projects (ISPs) aiming to develop students’ language skills together with their 21st C skills. The talk will describe the overall framework of the projects and how the presenter’s action research project aims to further develop students’ academic and information literacy skills.

**PRESENTER:** Mrs. Aysen Gilroy, Zayed University (UAE)

11:25 – 11:50 PRESENTATION

*The Interaction Effects of LCS and Gender on Tenth Graders’ English Achievements*
This study investigated the effects of Literature Circles strategy (LCS) and gender on 10th graders’ English achievements of one high school in Palembang, South Sumatra. It was found that LCS worked better with male than with female students in receptive skills and in vocal expression aspect of speaking skill.

**PRESENTER:** Professor Chuzaimah Diem, Sriwijaya University (Indonesia)

11:50 – 12:15 PRESENTATION

*Reflective Journals in an English Writing Course in Qatar: Do They Inform or Deform Instructional Practices*
This paper reports the findings of analyzing 88 reflective journals written by 88 undergraduate Arab female students and submitted via e-mail in an English Writing course at a university in Qatar. Findings reveal that reflective journals are an influential tool that informs instructional practices and shows their level of reflection.

**PRESENTER:** Dr. Abdelhamid Ahmed, Qatar University (Qatar)

12:15 – 12:40 PRESENTATION

*The Role of Information and Communication Technology in Teaching and Learning ESL*
The role of ICT cannot be denied in modern education system. The researcher highlights the benefits of ICT in ESL classroom and also throws light on some disadvantages of utilizing ICT. The aim of the study is to implement ICT in an accurate way in teaching ESL.

**PRESENTER:** Ms. Tooba Ahmed, University of Oregon (USA)
The Digital Divide in Basic Education and Its Relation to Academic Performance

The Digital Divide brings with it a new wave of inequalities in the 21st century. The education sector, pivotal to directing individual life trajectories, has been radically influenced by this. This study shows the correlation between academic performance and aspirations to access to ICTs among high school students in the Philippines.

PRESENTER: Mr. Jose Rodrigo Zubiri, Ms. Sofia Carmen Tomacruz, Ateneo De Manila University (Philippines)

Quality Management of Elementary Education: Special Reference Right to Education in India

Quality of education gives sense to its existence. This paper deals with quality of elementary education in Rajasthan state of Republic India. This exploratory study identifies the factors which are barriers in successful implementation of Right to Education. A model is proposed to assure the quality of education.

PRESENTER: Dr. Yamini Sharma, Jai Narain Vyas University, Jodhpur (India)

Principals in Transition: The Philippines K to 12 Experience

The presentation is about the live experiences of principals in the Philippines as they transition into new education paradigm. The challenges that they encountered and how they cope up with the changes, their realizations and discoveries and how they embrace it.

PRESENTER: Dr. Eddelyn Gupeteo, Ateneo De Davao University (Philippines)
Empowering Women Through Higher Education: Voices Within a Saudi University Context

This paper investigates the role of higher education for women as an empowerment tool towards their role in society vis-à-vis the wheel of globalization that the Saudi society is facing not only on its international platform but also on its local educational platform.

PRESENTER: Dr. Tariq Elyas, Ms. Sulaimani Amjjad, King Abdulaziz University (Saudi Arabia)

Examining Leaders’ Discriminatory, Passive Aggressive Behavior Towards Protected Class Employees: Diversity Intelligence

The purpose of this presentation is to: (1) define diversity intelligence (DI), (2) introduce the DI conceptual framework, and (3) show how and why DI is important to emotional, cultural, and intellectual intelligences. Leaders need to integrate DI with emotional, cultural, and intellectual intelligences to effectively manage all employees.

PRESENTER: Dr. Claretha Hughes, University of Arkansas (USA)

Does Education Impact Women’s Political Representation?

The percentage of women in the political arena in America is low compared to other countries. My research will shed light on the fact that more women in the political arena will have a positive impact on the common good.

PRESENTER: Ms. Margaret Barksdale, East Stroudsburg University of Pa. (USA)

Homosexuality: A Psychological Perspective and Breach of Human Rights

The research paper deals with the acceptance of homosexuals in the society chronologically; the basic human rights they possess, and its breach with the help of certain case studies; and the psychological perspective of homosexuality in India, ending with surveys depicting with the take on homosexuality across the Indian population.

PRESENTER: Mr. Samyak Jain, Hidayatullah National Law University (India)

Women Education and Its Impacts on Socioeconomic Development in South Asia: A Case Study of Nepal and Bangladesh

Theoretical background of the paper and empirical evidences of the necessity of the study are demonstrated followed by time series and cross-sectional data analysis on socioeconomic growth (in relation to women education and empowerment) in Nepal and Bangladesh. This study also can be generalized in most of the developing countries because their origin of problems are similar and the techniques of dealing with problems are also similar. Policy recommendation for promoting women education will be brought in light.

PRESENTER: Mr. Gangadhar Dahal, University of Warsaw (Poland)
Self-Efficacy Influence and Students' Intentions on Social Entrepreneurship Education in Nigerian Universities

The dimensions of pedagogy of social entrepreneurship education in Nigerian universities and the relationship between self-efficacy and students’ intention was investigated. Additionally exploring the extent to which students are aware of social entrepreneurship education and to establish what is required to create graduates that are fully cognizant of social entrepreneurship.

PRESENDER: Mr. Saidi Adelekan, University of Kwazulu-Natal (South Africa)

Policy And Non-Policy Factors: What Determines Foreign Direct Investments Into Africa?

Due to the limited studies concentrating on inward Foreign Direct Investment (FDI) determinants into Africa, this study concluded that government policies and non policy factors played significant roles in facilitating FDI inflow into Africa using a panel dataset from 1980 to 2013.

PRESENDER: Dr. Olawumi Awolusi, University of KwaZulu-Natal (South Africa)

A Study of Emotional Intelligence and Life Success among Nepalese Bankers

The research was done with the objective to find out the emotional intelligence and life success of employees working in Nepalese banking sector. Life success has been divided into social sphere, psychological sphere, emotional sphere, professional sphere and financial sphere.

PRESENDER: Mr. Surendra Mahato Khulawat, Apex College, Pokhara University (Nepal)

Service Learning in B schools: Socially Responsible Leadership and Collaborative Community Development

Research scientifically and interestingly brings forth the picture of Experiential Service learning happening in B Schools in India crafting Socially responsible Leaders and most importantly driving Collaborative community development. CSR funded community projects can transform India and other developing nations with the power of research and energy with B schools.

PRESENDER: Professor Vandana Sonwaney, Symbiosis Institute of Operations Management, Symbiosis International University (India)
Does “Fair Trade” Provide an Answer to Food Insecurity?

This paper will analyse the existing problem at the moment toward international trade. The idea of free trade is not always become a fair trade. Therefore the idea of fair trade within the free trade somehow questioned whether it would be possible or not.

PRESENTER: Mr. Omi Ongge, Universitas Muhammadiyah Yogyakarta (Indonesia)
### Police Body Cameras: Popular Public Safety Intervention but Unknown Return on Investment

The #BlackLivesMatter movement for police accountability and transparency in officer involved violence has induced an avalanche of local, state, and federal investments in police body-worn cameras. This session will explore opportunities to maximize taxpayers’ return on investment, while achieving desires to mitigate the social and economic impacts of civil unrest.

**PRESENTER:** Mr. Nii-Quartelai Quartey, Mr. Jon Whiteway, Pepperdine University (USA)

### Assessment of College and University Communications: Ferguson Grand Jury Decision

Prior to the release of the grand jury decision in Ferguson, Missouri in 2014, college and university officers sent email messages to their constituents. The purpose of this study is to analyze these messages through the lens of various communication theories and propose recommendations for effective communication during a crisis.

**PRESENTER:** Mr. Tommy Lucas, Saint Louis University (USA)

### Lone Wolves and Black Sheep Terrorists In The Modern Urban Jungle

The research aims to examine possible links between urban alienation and lone wolves terrorism. This examination has been done by analyzing some recent "lone wolf" terrorist attracts, their roots, motivation and their relationship with "new urbanism" model.

**PRESENTER:** Dr. Asher Vaturi, The Max Stern Yezreel Valley College (Israel)

### The Balkan Dilemma: Migration, Displacement, and the Rising Threat of Terrorism

The Balkans has primarily been associated with the violent dissolution of Yugoslavia. Today, the region faces a new security threat: radical Islamic terrorism. This presentation will explain how this threat has emerged and will discuss the impact the current migration crisis has had in advancing terrorism in the region.

**PRESENTER:** Mr. Durim Halimi, Florida International University (USA)
ROTUNDA A
Session 3 | Tuesday, March 22nd | 4:00 – 5:40
Session Chair: Dr. Aditi Hunma (University of Cape Town)

4:00 – 4:20
PRESENTATION

**PA Core: Are High School Students Ready for College?**

Are high school students prepared for college? Common Core State Standards (CCSS) were adopted with the assumption they are able to prepare students with career and college readiness. This research focuses on whether the PA Core system prepares high school students for the Pennsylvania State System of Higher Education (PASSHE).

**PRESENTER:** Ms. Linda St.Cyr, *East Stroudsburg University* (United States)

4:20 – 4:50
PRESENTATION

**BITS Pilani: Transforming Higher Technical Education System in India**

Quality education in developing countries is a buzz word today. Formal technical education institutions have a recorded history of more than two centuries in India. BITS Pilani over the years has developed innovative education system that has made it the best privately funded Technical university in the country.

**PRESENTER:** Dr. Umesh Dhyani, *Birla Institute Of Technology & Science, Pilani* (India)

4:50 – 5:15
PRESENTATION

**An Investigation of Students' Achievement in Different Learning Environment**

The main objective of my research presentation is to disseminate the impact of learning environment on students' achievement in Nepalese context. The study has identified the learning styles to the most appropriate in Nepalese environment while imparting knowledge to students.

**PRESENTER:** Mr. Surendra Mahato Khulawat, *Apex College, Pokhara University* (Nepal)

5:15 – 5:40
PRESENTATION

**The Neo-Liberal Indian State and the Education Sector**

The compulsion of neo-liberal model of development leading to presence of private sector in general and in education sector in particular making the latter inaccessible to the poor and inefficient to cater to the needs of a nation state.

**PRESENTER:** Mr. Madhusudhanreddy Andem, *Shatavahana University* (India)
Conceptualizing Strategic Management of Human Capital Development on Nigeria University Academic Staff

This study was based on the findings that revealed dearth of understanding of the relationship between strategic management of human capital development and increased academic staff performance and overall university performance in Nigeria.

PRESENTER: Mr. Ibrahim Lawal, University of KwaZulu-Natal (South Africa)

Structural Determinants of Competitive Advantage: Influences of Entrepreneurial Culture and HR Development

The importance of sustainable competitive advantage cannot be overrated in the world of business, especially in the service industry. This paper offers empirical evidence on how best to achieve sustainable competitive advantage by communicating entrepreneurial values through Human Resource (HR) development programmes in the banking industry.

PRESENTER: Dr. Sulaiman Olusegun Atiku, University of Kwazulu-Natal (South Africa)
Radiflux Cooling Solution Transforming the Way Cooling is Done in Buildings

Infosys has developed Radiflux-Panels, which uses chilled water for cooling, in-house with high quality engineering. These panels are a highly efficient, reliable, affordable, and a quick-to-install cooling solution. This can be deployed in large-scale and has the potential to revolutionize the way cooling is done in future-buildings. Radiflux is designed, developed and made in India solution for the world, with patents-pending in the US, European and India.

PRESENTER: Mr. Hegde Manoj, Infosys Limited (India)

Data- driven Smart Water Management at Infosys

Infosys has implemented smart-water-metering across its different campuses to optimize water consumption. Electromagnetic smart-water-meters, integrated with the building management systems, have been installed at various incoming and outgoing water points, ensuring continuous monitoring of water-use in real-time. This has enhanced their diagnostic capabilities, leading to water savings of 184 million liters in FY2016 (Jan2016), which is nearly 15% reduction compared to previous year.

PRESENTER: Mr. Sagar N., Infosys Limited (India)

The Selection of Teaching Strategies and its Relationship with Teachers’ Cognitions

The purpose of the current study was to investigate the perceived selection of teaching strategies by future teachers. Further, we explored the interrelationship of teaching strategies with cognitions i.e teaching and self-efficacy beliefs. Clear recommendations are suggested for improvements in teacher education programmes.

PRESENTER: Mr. Abid Shahzad, Ghent University (Belgium)

Students' Satisfaction Towards Chemical Engineering Study Program in Private Universities in Palembang

The results of this study provides information for chemical engineering study program in three private universities in Palembang to make continuous efforts to enhance quality of educational services in order to gain students' satisfaction as the main source of competitive advantage.

PRESENTER: Mrs. Daisy Ade Riany Diem, STT Wastukancana Purwakarta (Indonesia)
ABSTRACT: Researches on students’ writing and teachers’ role as evaluators or checkers have provided the much criticized situation that teachers are considered as “composition slaves”. This is what Lee (2009) mentioned in her conduct of a study referring to liberating teachers from the drudgery of marking student writing. In the case of teaching writing, especially in the EFL classrooms in Saudi Arabia, students seem to struggle even if they collaborate in the writing process. Teachers on the other hand, are still slaving in checking and marking students’ writing. EFL teachers seem to be demotivated therefore, having little satisfaction of their responsibilities in the classroom. The presentation will offer new perspectives and approaches to help teachers improve conventional feedback practice. This will also show how it is possible to make feedback on students’ writing motivating, interesting and rewarding through putting into practice the better understanding of re-conceptualizing feedback in the writing classroom. Realizing feedback and feed forward in the writing curriculum, teachers are trained on how to provide valuable comments on students’ work. Moreover, teachers are also given equal opportunity with the students through exploring a feedback revolution- before, during and post stages of providing students a picture of their work. Interestingly, the consistency of the feedback sessions has facilitated the teachers in examining the effectiveness of feedback itself and how it helped them establish interpersonal relationship with the learners. Not only does “feedback” provided teachers with ease and comfort in checking students’ writing, it also allows them to display good understanding of the cultural and political aspects in the teaching-learning environment. This session is intended for language teachers across the many disciplines of writing who want to integrate feedback as a vehicle to promote student learning. Why burn the midnight candle.

ABSTRACT: Work-life balance strategies (WLBS) are often seen as having the capacity to assist employees in achieving positive outcomes. Although numerous institutions have put in place WLBS, due to discrepancies concerning definitions, formulation and implementation, they may be unable to fully address the work and family stressors confronting employees. This paper aimed to evaluate the wellness programme adopted by a municipality in South Africa to ascertain its effectiveness at addressing work-family challenges among employees. A Sequential transformative mixed methods research design was adopted. Data was collected using a self-report questionnaire administered to 307 individual managers and from interviews among 11 top management members. The findings revealed that although a significant relationship exists between the wellness programme and WLBS, it did not address the work challenges faced by employees. Regression analysis showed that WLBS predicted only 7.1% of the variations in wellness programmes at a municipality in the South African public sector. The peculiarity and value of the article lies in the resolution of the assumption that workplace initiatives adopted by organizations may not fully address employee work and life stressors.
First Author: Abe, Isaac  
Co-Author: Mason, Roger  
Title: Supervisor-subordinate Relationships and Work Performance in the South African Retail Sector

ABSTRACT: Interpersonal relationship in the workplace between supervisors and subordinates is considered an imperative factor that affects organizational wellbeing, psychological working conditions, individual differences and performance of both the individual and the organization. Scholars observed that the attention of researchers should not be focused on only tasks, functions or hierarchy, but also on how workplaces organize their relationships. This paper aimed to examine the influence of negative and positive individual interpersonal relationships using interpersonal conflicts and social support as predictors of employee basic performance at work. Mixed method research approach was adopted. Using a self-report survey instrument, data was collected from 310 employees among whom were 163 supervisors and 147 subordinates. The sample was drawn from four retail companies in South Africa. The results showed the association between interpersonal relationships and employee performance tend in the positive direction at the retail sector in South Africa. Contrarily, no relationship was found between social support and employee performance. There was no association between interpersonal conflict and interpersonal relationships among subordinates. The qualitative data revealed that ineffective communication, poor educational levels, absence of respect, challenging team cohesion and unfair treatment of employees, were reasons considered for non-significance.

First Author: Adelekan, Saidi  
Co-Author: Mervyn, Williamson  
Title: Self-Efficacy Influence and Students’ Intentions on Social Entrepreneurship Education in Nigerian Universities

ABSTRACT: Youths, especially students in universities, have a role to play in achieving government initiatives to grow social entrepreneurship culture in Nigeria. They need to have a comprehensive knowledge and understanding of social entrepreneurship before applying it in creating social ventures. However, its potential adds to sustainable and balanced environment in the community’s quality of life. The study investigated the contribution of social entrepreneurship education to the development of social entrepreneurial self-efficacy and intentions amongst students in the Nigerian universities. The study also recognized the development and the teaching of social entrepreneurship modules in most Nigerian universities with the aim of rolling out students sufficiently equipped to become job creators. It proposes a quantitative analysis in which social entrepreneurship education and self-efficacy are keys to developing social entrepreneurial intentions of students. To investigate this, two hypotheses was formulated. Data were collected through a survey questionnaire by the fourth year students, who were exposed to the social entrepreneurship course. The findings revealed that, there exist significant relationships between social entrepreneurship education and students’ intention, while self-efficacy was found to partially mediate the social entrepreneurship education and students’ intention.

First Author: Adisa, Olalekan Ismaila  
Co-Author: Francis, Suzanne  

ABSTRACT: Democratic transition process and the conduct of elections in Africa have been a major impediment facing democratic governance on the continent. Several states have witnessed incessant political instability, constitutional crises and electoral challenges which have made it a volatile venture where violence has become a common feature. It is very popular for political actors especially incumbents to intimidate or bribe electoral officers, manipulate votes, divert electoral materials and tamper with electoral laws in order to achieve personal goals. The electoral process in Nigeria has been underscored by reoccurring incidences of violence often leading to the truncation and dissolution of democratic structures at various points. civil crises and the breakdown of law and order has been a regular occurrence which has claimed the lives of innocent citizens. This have also led to the disruption of elections in some component
units which no longer conform with others due to the need to conduct bye –elections as a result of cancellations occasioned by frauds and malpractices. This study examines factors which have enhanced electoral manipulations in Nigeria and the challenges it has posed to peaceful democratic transition process. The paper also makes new and significant contribution to literature by assessing the effectiveness of technology in combating electoral fraud and manipulations in Nigeria.

First Author: Agrawal, Anita
Co-Author: Agrawal, Mohan Lal
Title: Prediction of Leachate Flow Rate From MSW Dumps Using ANN

ABSTRACT: The management of leachate during percolation, collection and disposal assumes a critical element in landfill design, both from a technical and economic perspective. The most important meteorological parameters influencing leachate flow-rates are precipitation, air temperature and relative humidity. The generation of leachate from a municipal solid waste (MSW) dump and its flow rate is a complex aspect and it is very difficult to establish a direct relation between the different variables contributing towards it. A method capable of addressing the multi-variable uncertain relation modeling is to be employed for this purpose.

An artificial neural network (ANN) based method for daily leachate flow-rate evaluation is used. The most popular neural network, backpropagation algorithm, was used to model the relationship between local meteorological data and daily leachate flow-rates. A two-layer neural network, with a tane sigmoid transfer function at the hidden layer and a linear transfer function at the output layer, was used. The optimal neuron number for the Levenberge-Marquardt algorithm was found to be 20 neurons. The model is simple, feasible and versatile method to predict daily leachate flow-rates in a landfill area. The proposed method can significantly predict daily leachate flow rates in a landfill area and it can also be utilized for management of the daily leachate flow-rate to non-harmful levels.

First Author: Ahmed, Tooba
Title: The Role of Information and Communication Technology in Teaching and Learning ESL

ABSTRACT: Information and communication technology (ICT) plays a significant role in revolutionizing and improving the existing model of learning and teaching. A number of studies have indicated the advantages of ICT particularly the integration of computers for teaching and learning English as a second language. However, there is a strong need for more studies to investigate the disadvantages of utilizing ICT in enhancing English language skills in ESL classroom. The present study aims to highlight the role in the form of the advantages and disadvantages of ICT in ESL learning. To achieve the aim, a total of 150 university teachers participated in survey. This survey is a quantitative research in nature and a structured questionnaire was used to examine teachers’ opinion about the use of ICT in ESL classroom at university in Lahore, Pakistan. The findings of the study has shown that gauging students’ attention, stimulating meaningful knowledge, assisting students’ learning process, and to help in improving students over all English language skills were regarded as the most significant advantages of using ICT in teaching practices. However, the study indicates the disadvantages of ICT including the disruption in students’ attention, problems in classroom management and tendency to use the short form (mobile messaging) in writing assignments. Based on the findings of the study some recommendation are made for the teachers and policymakers to implement ICT in an accurate and better way as a tool in ESL teaching in universities of Lahore, Pakistan.
First Author: Ahmed, Abdelhamid
Title: Reflective Journals in an English Writing Course in Qatar: Do They Inform or Deform Instructional Practices

ABSTRACT: Reflective journaling is a topic that has been extensively researched from different perspectives such as developing students’ writing skills, promoting learning and change, gathering research data, and assessing the level of reflection. However, this paper contributes to knowledge as it explores reflective journals in an English Writing course at a university in Qatar as a tool that informs instructional practices and shows their level of reflection. Using an interpretive qualitative methodology, the researcher used 88 reflective journals as the data collection tool, written by 88 undergraduate female students and submitted electronically via e-mail. The reflective journals were analyzed qualitatively using thematic content analysis based on the questions posed by the instructor in the reflective journals as well as the emerging themes. Preliminary findings reveal that students’ reflective journals are influential in informing instructional practices in relation to classroom climate, classroom management, student-teacher interaction, cognitive activation, and cultural and psychological issues. In addition, reflective journals are perceived as a good channel of communication between students and their instructor. Implications for instructional practices are provided.

First Author: Akal, Tigabu Dagne
Title: Constructing a Semi-Supervised Model for Network Intrusion Detection

ABSTRACT: While advances in computer and communications technology have made the network ubiquitous, they have also rendered networked systems vulnerable to malicious attacks devised from a distance. These attacks or intrusions start with attackers infiltrating a network through a vulnerable host and then launching further attacks on the local network or Intranet. In this study, the experiments were conducted following the Knowledge Discovery in Database process model. The Knowledge Discovery in Database process model starts from selection of the datasets. The dataset used in this study has been taken from Massachusetts Institute of Technology Lincoln laboratory. A total of 21,533 intrusion records are used for training the models. For validating the performance of the selected model a separate 3,397 records are used as a testing set. For building a predictive model for intrusion detection J48 decision tree and the Naïve Bayes algorithms have been tasted as a classification approach for both with and without feature selection approaches. The model that was created using 10-fold cross validation using the J48 decision tree algorithm with the default parameter values showed the best classification accuracy. The model has a prediction accuracy of 96.11% on the training datasets and 93.2% on the test dataset to classify the new instances as normal, DOS, U2R, R2L and probe classes. The findings of this study have shown that the data mining methods generates interesting rules that are crucial for intrusion detection and prevention in the networking industry.

First Author: Ali, Nagla
Co-Author: Santos, Ieda
Title: Students’ and Instructors’ Perspectives Toward the Implementation of Students’ e-portfolios in the UAE

ABSTRACT: This paper reports students' and instructors' perspectives toward the designing and creating of students' own professional electronic portfolio in one of the teacher training colleges in UAE. This study is a funded grant project by one of the teacher training colleges in UAE. Six students who volunteered to participate in the study were trained on 1) designing e-portfolios using Google Sites and follow guidance from a provided template, 2) make links and upload all required documents, 3) reflect on their written assignments from the two chosen courses. The instructors from two courses who teach those students were trained on commenting on students' reflection on their assignments. Different data collection tools including individual interviews, focus group interviews and field notes were used to get an in-depth understanding of students’ and instructors’ perceptions. Results indicated positive attitude reported by the students’ and faculty members toward the designing and creation of electronic portfolios.
First Author: Andem, Madhusudhanreddy  
Title: The Neo-Liberal Indian State and the Education Sector

ABSTRACT: The contours of the phenomenon of the co-existence of the welfare state and neo-liberal market economy oriented state have to be redrawn. In the context of Liberalization, privatization and globalization, there is general and overarching tendency and pressure from the global level institutions for the withdrawal of the state to facilitate the intervention of the market. In spite of these forces of the neo-liberalism, the Indian state has, by and large, remained a welfare state with many welfare schemes and policies out of either constitutional or electoral political compulsions. After India embarked on neo liberal economic model of development in 1991, there has been a competing tendencies between welfarism and neo-liberalism with balance tilting towards the latter taking the centre stage pushing back and damaging the core areas where there should have been complete presence of the state. One of those areas is the education sector. In the developed countries there has been the dominant or almost complete public sector presence as against the experiences of the developing countries where these sectors have been neglected due to opening them to the private sector participation resulting in the crippling issues of inequity, inaccessibility and inefficiency in Indian educational system threatening the very foundations of the Nation State. In this context, there is a need to redraw the counters of the Indian welfare state in the midst of the unavoidable global and national neo-liberal economic model of development in identifying debilitating presence of the private sector in Education sector in particular.

First Author: Anjary, Fatima  
Co-Author: Hassan, Maria  
Title: Media Discourse in Society: A Critical Analysis of a Pakistani Game Show

ABSTRACT: This paper analyzes the semiotic and discursive practices of a Pakistani game show through CDA approach focusing on communicative interactions to identify sources of power and mediation of discourse within society. CDA aims to systematically explore often opaque relationships of causality and determination between (a) discursive practices, events and texts, and (b) wider social and cultural structures, relations and processes, Fairclough (1993). In Pakistan, Family Game Show is a recently emerged prime time television genre that attracts a huge and diverse viewership. The selected show follows the popular model; where the host is the central figure with a dominating demeanor. The audience is generally very vibrant and mostly represents a particular class of society. The analytical foci of the research include text i.e. the interaction and the context including discourse and sociocultural practices, specifically the mediation of social capital in media discourse. This study also examined micro structures including lexical aspects, salience of words and phrases as used by the host and the participants.

First Author: Atiku, Sulaiman Olusegun  
Co-Author: Fields, Ziska  
Title: Structural Determinants of Competitive Advantage: Influences of Entrepreneurial Culture and HR Development

ABSTRACT: The importance of sustainable competitive advantage cannot be overrated in the world of business, especially in the service industry. This paper offers empirical evidence on how best to achieve sustainable competitive advantage by communicating entrepreneurial values through Human Resource (HR) development programmes in the banking industry. A non-experimental research design of ex post facto type was adopted, utilising a correlational approach with advanced explanatory design. Based on the principle of convenience sampling, three hundred and eighty (380) questionnaires were distributed to employees in the banking industry. Three hypotheses were formulated and tested using inferential statistics via two statistical software packages (the IBM Statistical Package for Social Science (SPSS) version 23 and the IBM SPSS Analysis of Moment Structure (AMOS) version 23). The mutual influences of entrepreneurial culture and HR development policy on sustainable competitive advantage was assessed using multivariate data analysis (Structural Equation Modelling). The results show that HR development policy partially
mediated the relationship between entrepreneurial culture and sustainable competitive advantage in the banking industry. The findings suggest an enhancement of entrepreneurial values through continuous learning and development programmes culminating into sustainable competitive advantage. This paper recommends that sustainability of the commercial banks operating in Nigeria could be enhanced by communicating entrepreneurial orientations through effective learning and development programmes.

First Author: Atmowardoyo, Haryanto
Co-Authors: Hamra, Arifuddin; Jafaruddin, Khaerati
Title: Learners’ Perception on Effective vs. Ineffective EFL Teachers’ Personal and Professional Competences

ABSTRACT: This paper is based on a qualitative research study investigating EFL learners’ perceptions about the characteristics of effective EFL teachers as well as that of ineffective EFL teachers. This researchers applied a think-aloud technique in data collection and coding in data analysis. The subjects of the research were the second semester students of English Department in Academic Year 2013/2014, Universitas Negeri Makassar, Indonesia. A total of 86 individuals participated in writing their EFL learning experiences and perception of the characteristics of effective and ineffective EFL teachers. Several selected subjects were interviewed to have a more detail and deeper explanation about their experiences and perceptions of the characteristics of effective and ineffective EFL teachers. Some categories explaining the characteristics of effective and ineffective EFL teachers are revealed as the result of the study. The categories are presented in four areas: personal competence, professional competence, pedagogical competence, and social competence. However, due to the limitation of the space, this paper only presents the first two: personal and professional competences. Thus, the result of study has been used to provide “the DOS“ and “the DON’TS“ for every EFL teachers in Indonesian context.

First Author: Awolusi, Olawumi
Co-Author: Pelser, Theuns
Title: Policy And Non-Policy Factors: What Determines Foreign Direct Investments Into Africa?

ABSTRACT: Studies have been conducted to understand the determinants of foreign direct investment (FDI) destinations. However, there seem to be few studies concentrating on the determinants in African countries. This paper evaluates the determinants of FDI flows, by examining specific relationships between the determinants (policy and non-policy factors) and FDI inflows into Africa using a panel data set from 1980 to 2013. Based on a framework from Aregbesola (2014), Ordinary Least Squares (OLS) and Generalized Method of Moments (GMM) were used as the estimation techniques. The dependent variable, FDI inflows, was represented by the ratio of FDI flows to GDP; while the independent variables were agglomeration effects, trade openness, fiscal balance-macroeconomic condition, market size, economic instability, exchange rate, foreign aid, human capital development, corporate tax, and natural resource endowment. Findings from the study revealed that first year lag of FDI (agglomeration effects), trade openness, market size, economic instability, foreign aid, human capital development, and natural resources (oil and metals) endowment have positive and significant effect on FDI inflows to Africa; while there is a negative relationship between FDI inflows to the continent and fiscal balance (public debt), exchange rate, and corporate tax. Consequently, government policies and non policy factors played significant roles in facilitating FDI inflow into Africa during the study period. The p-value of the estimation (0.0001) further attests to the statistical significance of the results. Consequently, African countries must therefore improve their regulatory framework to be able to attractive more inflow of FDI.
First Author: Ayandibu, Ayansola Olatunji  
Co-Author: Houghton, Jennifer  
Title: Strategy As Improvement Tool For Small Businesses

**ABSTRACT:** Small Medium and Micro Enterprises (SMMEs) play important role in the economy of many countries. Small Medium and Micro Enterprises (SMMEs) sector is a major contributor to technical innovation and new product developments, in terms of employment and Economic development. The best way to reduce unemployment is to increase the creation of employment potential of small businesses and to promote small business development. The creation and expansion of new SMMEs helps to produce a high volume of new jobs (strategy). Entrepreneurs have high expectations and are often found among the innovative and technology-based new firms, but in order for them to play a major role in economic growth and development, it is also necessary that there is a real supply of new innovations and processes to renew businesses. Many and great scholars have written about the challenges that SMME’s do face worldwide. Some scholars have decided to look into these problems based on different sectors. SMME’s are said to be a life wire of many nations and thereby attention must be drawn to them starting from micro businesses to small and medium enterprises. After reviewing enough literature on improvement of SMME’s, it was evident that most researcher have considered businesses based on certain list they got from Chamber of Commerce of different countries and provinces, some have considered walking within a certain location to get data etc. The researcher has decided to base his research on an organisation that has some SMME’s registered with them.

First Author: Barksdale, Margaret  
Title: Does Education Impact Women’s Political Representation?

**ABSTRACT:** The purpose of this study is to examine whether there is a significant relationship between education and female political representation. The research was conducted using the OLS Regression analysis. The results suggest that education significantly affects the share of women in state legislatures in America. Women comprise more than half of those employed in America, however; women’s political representation in America remains low for a developed country. America ranks number 78 out of the 200 countries for which the information was available. America remains the hegemony of the world, yet their women’s political representation lags behind some of the most undeveloped countries of the world. While education does suggest a positive impact on women’s political representation in America, women’s representation in state legislatures in America are alarmingly low. While education and political representation for women in America will be the focal point, my research will also examine political representation for women in other countries as well.

First Author: Beniston, Martin  
Title: Mountain Hydropower Supply in a Changing Climate

**ABSTRACT:** In many mountain regions, future shifts in temperature and precipitation patterns, and changes in the behavior of snow and ice – with the possible quasi-disappearance of glaciers – will change the quantity and seasonality of water originating in mountains and uplands. As a result, changing water availability will affect both upland and populated lowland areas. Economic sectors such as agriculture, tourism or hydropower may enter into rivalries if water is no longer available in sufficient quantities or at the right time of the year. The challenge is thus to estimate as accurately as possible future changes in order to prepare the way for appropriate adaptation strategies and improved water governance. A major EU project (www.acqwa.ch), coordinated by the author, has investigated these aspects for mountain regions such as the Alps, the mountains of Central Asia and the Central Andean chains. By 2100, the projected changes in precipitation regimes and, where relevant, snow pack and glacier volume, suggest that there will be strong impacts on the availability of water for generating electricity at critical times of the year with consequences for the revenue of hydropower utilities. Certain adaptation strategies can however help reduce revenue shortfalls even in the face of these changes; for example, the construction of secondary dams in high valleys currently occupied by glaciers could enable the storage of sufficient water to continue responding to energy demands.
First Author: Bradford, Henry  
Co-Authors: Guzman, Alexander; Trujillo, Maria-Andrea  
Title: Determinants of Successful Internationalization Processes in Business Schools

ABSTRACT: In recent years global integration has demonstrated to be irreversible and unavoidable. Economic globalization is one of the most relevant processes of global integration. The IMF highlights four aspects of globalization: trade, especially of manufactured goods; capital movements, where the most important category is direct foreign investment; movement of people or migration attributable to workers moving from one country to another partly in search of better employment opportunities; and spread of technology and knowledge about production methods, managerial practices, and other critical issues for firms’ efficiency. Due to the relevance of knowledge in globalization, education is one of the most important sectors facilitating and being affected by this phenomenon. Within this sector, institutions dedicated to tertiary education are among the most influential. We analyze the main determinants of globalization in business schools, arguing that environmental pressures, isomorphic forces, the pool of internal resources and the alignment of the process with the institution's general strategic plan are the primary drivers of internationalization. These determinants, two external and two internal, find support in different theoretical frameworks such as contingency, isomorphism, resources based-view, and strategic management theories. Departing from these theoretical backgrounds we discuss four propositions that explain the implementation of a successful internationalization process to ensure a business school’s relevance in globalization phenomena.

First Author: Braun, Mark  
Title: Sharing Ideas to Educate Workers About Sustainable Jobs: Lessons from Upstate NY

ABSTRACT: During the 21st-century, it can be a real challenge for citizens to make a sustainable living. And two research questions came to mind. What are examples of clean and green jobs? And what kind of careers can such jobs lead to? While answering these questions, it became imperative that such research chronicle success stories of eco-friendly lifestyles and to showcase these role models for others to replicate. In order to search for solutions and to share ideas, a variety of qualitative research methods were utilized. This included secondary sources, census data, participant observation, and interviews with residents employed in the sustainability sector. In general, the findings demonstrated that citizens can make a decent living by pursuing careers in the sustainability sector. Also, it was apparent that it’s necessary to educate people about these industries and to promote this new economy. In sum, when green pioneers succeed, other citizens must learn about eco-friendly careers to alter the culture so that they can become rooted in the community. Leaders from the private sector as well as public officials must encourage the creation of green and clean jobs that complement sustainable livelihoods, protect natural ecosystems, and to employ people, particularly the underemployed. We have to grow more green jobs to conserve today’s environment, to provide for the unforeseen needs of future generations, and for on-the-job training for this new workforce. Hopefully, this research will motivate others to become leaders and to help others to meet the demands of the 21st-century.

First Author: Cayon, Edgardo  
Co-Authors: Correa, Juan Santiago; Sarmiento, Julio Alejandro  
Title: Does Quality Make a Difference for Higher Education Graduates In Colombia?

ABSTRACT: In this paper, we explore the difference in quality between accredited and non-accredited higher education institutions (HEIs) in Colombia. For that purpose, we test if the difference in the national exam of student performance (Saber Pro) between accredited and non-accredited institutions is statistically significant by employing a propensity matching score approach based on common financial characteristics in order to avoid issues of selection bias. Our results indicate that the difference in performance between accredited and non-accredited institutions is positive and statistically significant. This performance difference can be attributed to the substantial differences in the patterns
of expenditure and asset investment between accredited and non-accredited HEIs. The main objective of this paper is to test if the differences between accredited and non-accredited institutions in terms of selected determinants of quality are statistically significant when controlling for similar financial characteristics. For this study, we merged three different datasets. The first dataset is the Colombian Grand Report of HEIs 2013 (the first of its kind available to the public), which was launched by a local economics magazine called La Nota. The report gives financial information for the fiscal year of 2013 for 95 private and 50 public HEIs. The report gives detailed information about the revenue, operating expenses, earnings before interest expenses, net income, assets, equity, liabilities, number of students, and the number of academic personnel and their type of contract (full time, part time, or adjunct lecturer). Additionally, the report gives other operational financial indicators, and tuition payments per student (Nota, 2015).

First Author: Cherubini, Lorenzo
Title: The Truth and Reconciliation Commission's Report (Canada): The Enactment of Policy

ABSTRACT: The Truth and Reconciliation Commission’s (TRC) Final Report (2015), Honouring the Truth, Reconciling for the Future, chronicles the deplorable practices that were an outcome of Canada’s Aboriginal policy in the context of residential schools. By accounting for the testimonies of over 6,500 witnesses, the Report points to the cultural genocide of Aboriginal peoples’ political, social, and spiritual traditions during the residential school era. The Report includes the various historical origins of national policy from the 1800s to 2006. This presentation will consider a mandate of the TRC; namely, to “reveal to Canadians the complex truth [about] the history of residential schools in a manner that fully documents the individual and collective harms perpetrated against Aboriginal peoples” (p.23). Honouring the Truth, Reconciling for the Future concludes explicitly that the social and political inequities that have framed the colonial experience for Aboriginal peoples shortly after first-contact in many instances continue to permeate their present-day realities. Through the survivors’ voices we learn in arduous detail how Aboriginal children had their belongings taken from them, were separated from siblings, and generally “lived in a world dominated by fear, loneliness, and lack of affection.” Through the stories these historical events are transformed into personal anecdotes. Consequently, by examining the various testimonies of the residential school survivors the analysis will discuss how the stories of trauma, fear and isolation create symbolic spaces between the narratives that resonate with the voices of the countless number of other Aboriginal children who endured the same haunting experiences.

First Author: Cishe, Elphinah Nomabandla
Title: Merits and Demerits of Decentralisation in Higher Education: A Case Study

ABSTRACT: The aim of this paper is to present merits and demerits of decentralisation from the perspectives of the employees from a university in South Africa. During the apartheid era in South Africa, there were 36 universities controlled by eight different government departments. One of the South African government’s initiatives was to transform the system of education. This led to the reduction of universities and polytechnics from 36 to 23 higher education institutions, including 11 research universities, six universities of technology and six ‘comprehensive’ universities (which combine formative and vocational higher education). The merged universities had centralised systems of governance and these did not seem to work due to a number of reasons including the distances between campuses. Nine years after the merger, one comprehensive university underwent further transformation and opted for decentralisation of its governance systems. This could not be implemented as expected hence the paper sought to explore the merits and demerits of decentralisation. This is a case study of one university in South Africa. It is descriptive and used both questionnaires and interviews to collect data. Findings reveal that merits outnumber demerits of decentralisation. Despite this, the process was not implemented smoothly in the institution. This could be attributed to failure to negotiate the process in advance and getting a buy-in from everyone before decentralisation is implemented. The merits of decentralisation are presented in this paper. The paper concludes by making recommendations on lessons to be learnt in ensuring the smooth implementation of decentralisation in higher education.
First Author: Cizmeci, Esra
Title: Looking for the Guilty in the Family Disconnect: The Case of Istanbul

ABSTRACT: As Horkheimer claimed, by the spread and development of mass communication devices, family has been turned into a tool that serves for the adaptation to the capitalist system. Since media technologies entered the private sphere of home, the capitalist ideology of individualisation has transformed the concept of family. In the age we live in, use of media in family leisure times prevents family members from communicating and spending quality time together. The important point is, up to this day, most of the research has been made about youth, blaming them for addictive media usage and recommending parents several ways of keeping their children away from media at home. However, there is the ignored fact that today, parents are also intense media users, and this is one of the very important reasons why their children are pushed towards media addiction. This study aims to demonstrate that in Turkish houses that are also covered with media technologies, communication within the Turkish family is decreasing, and parents have a significant role in that. Through focus group interviews with ten families living in Istanbul, it is pointed out that parents mostly think of ‘leisure time’ as a time they spend by themselves, and with media usage. Moreover, young children blame their parents for addictive media usage at home, and for not spending time with themselves. Children cry for attention from their parents at home, and when they do not get it, media technologies are there to accompany them.

First Author: Dayani, Shabana
Title: How Assessment Scaffolds Student Learning

ABSTRACT: Assessment of learning is a crucial aspect to enhance teaching learning process. Most of the schools in India have assessment based on the retention of knowledge acquired by individual students and have less focus on how and what the students are learning. The tests are too narrow a measure and provide little concrete information which the teachers and schools can use to improve teaching and learning. The demands of the today’s world students’ require “mastery learning” wherein they need to learn higher-order thinking skills and are able to see the relationships and distinguish features among seemingly diverse concepts. These abilities -- recall, analysis, comparison, inference, and evaluation -- will be the skills of a literate twenty-first-century Indian citizen. This study will help to reduce the gap between what and how student is learning from what the student is actually been assessed for. Bloom's Taxonomy (1956) is a well-known, detailed structured framework developed by renowned educator Benjamin Bloom identifies three domains of educational outcomes: cognitive, skills and affective which measures student holistic development (social, emotional, moral, ethical, cognitive development). If there is a twofold application of blooms taxonomy i.e. while planning a lesson as well as assessing student performance, then the assessment is justifiable and measurable with the learning outcomes set for the lesson. As per pedagogical point of view, it is an indicator to quality assurance.

First Author: Dhyani, Umesh
Title: BITS Pilani: Transforming Higher Technical Education System in India

ABSTRACT: Birla Institute of Technology & Science (BITS), Pilani is the best privately funded “deemed” university in India. It is the leading University in the field of technical education from last many decades according to the rating of different national magazines in the country. It had its beginning as a school of artisans and craftsman and grew into a technical college of engineering in 1946 and into a deemed university in 1964. This paper investigates the Journey of BITS from its inception through the defining moments of changes. It explores how in the process of change the institution shifted its focus to global standards in pedagogy, admission policy, course syllabus, practical training, newfangled students service infrastructure, contemporary education techniques and methodologies. The paper delineates how these innovations in last five decades have made the institution to refine its focus to new age technology that improves and inspires students’ academic aspirations and build vital life skills. Addressing into the needs of the objectives of the present study the research design for the study is descriptive in nature. This study is an attempt of exploratory research based on the secondary data sourced from e-journals, books and web.
First Author: Diem, Daisy Ade Riany  
Title: Students’ Satisfaction Towards Chemical Engineering Study Program in Private Universities in Palembang

**ABSTRACT:** Higher education is increasingly recognized as a service industry, placing greater emphasis on meeting the expectations and needs of its participating customers, who are the students. Sustainability of a university cannot be separated from the role and the presence of their customers. Customer service and quality are driving forces in the business community. Therefore, universities must be able to anticipate the competitiveness and explore as well as improve all aspects of service owned to gain the students’ satisfaction. The purpose of this study is to measure and compare the students’ satisfaction on service quality of chemical engineering study program specifically among three private universities in Palembang, Indonesia. Questionnaires were developed based on the universities’ services such as academic and administration as well as the facilities and equipment adequacy. The data then statistically analyzed by performing descriptive statistics. Total of 130 students from the three universities participating in this study. The findings of this study indicates that for overall satisfaction towards chemical engineering study program, University X gain the most likely satisfying among the three universities, followed by University Y, and University Z.

First Author: Diem, Chuzaimah  
Co-Author: Lestari, Pratiwi  
Title: The Interaction Effects of LCS and Gender on Tenth Graders’ English Achievements

**ABSTRACT:** This study investigated interaction effects of Literature Circles Strategy (LCS) and gender on senior high school students’ English achievements as measured by English tests covering four language skills. Forty-two 10th graders (23 boys and 19 girls) were selected to be involved in the intervention using LCS for 3 months. The results of ANOVA showed that there were significant interaction effects of LCS and gender on (1) listening as a whole (p<.007) and its detail aspect (p<.007), (2) reading as a whole (p<.006), and (3) vocal expression aspect of speaking. Moreover, the independent sample t-Test revealed that males significantly outperformed females in vocal expression (p<.031) of speaking and in detail of listening (p<.009). Both of these two aspects have influenced the students’ English achievements for 78.2% and 8.1% respectively. It can be concluded that LCS could effectively be used to develop students’ EFL skills, in general, but trigger boys’ willingness to express themselves in addition to their prior listening activities more than girls’ in particular.

First Author: Donanci, Senem  
Title: Using ‘Exploratory Talk’ In a Mobile Learning Enhanced Academic Writing Course

**ABSTRACT:** ‘Thinking together’ lessons where students work towards solving a problem and teacher models ‘exploratory talk’, engages students in extended and longer stretches of talk where responding does not necessarily only mean providing the correct answer (Mercer, 2002). In this model, teacher and students can negotiate what makes a good discussion and set the ground rules together. Tasks should be collaborative where the only form of communication is not to ‘interact’ but also to ‘inter-think’ (Mercer, 2002). This presentation will describe a research project which aims to explore the possibilities that ‘exploratory talk’ (Mercer, 1995, Barnes, 2010) has to offer in order for students to develop their language skills for developing oral arguments for reasoning, justifying, challenging and asking questions in an academic writing course in Zayed University, UAE. Firstly, the presenter will briefly describe the second language-learning context in which the research was carried out followed by the principles of exploratory talk. There will then be a brief summary of the methodology used. The main focus of the presentation will be the data which emerged from the study. The data is in the form of transcripts of exploratory talk sessions and student interviews. There will be a discussion of the data, and links made to exploratory talk. To conclude, the presenter will argue that the systematic incorporation of exploratory talk enhances the students’ oral argumentation skills as well as their development of written arguments pertinent to writing persuasive and argumentative essays.
First Author: Dutta, Sayani  
Co-Author: Bharucha, Erach  
Title: Environmental Health Monitoring in India: An Emerging Nation

ABSTRACT: 1451 individuals from lower (LSG) and 1274 from higher socio-economic groups (HSG) were selected from 3 different cityscape typologies of Pune city and were surveyed for presence of social risk factors i.e. age, education, risk habits (tobacco, smoking & alcohol), diet, mode of transport and employment status as well as their external (non-living) environment for the presence/absence or status of maintenance of factors like sanitation, housing and areas of water pooling. A score was assigned to each of these three factors for every household which were then combined to form a composite score, the external environmental score (EES), a higher score indicating higher risk. There was significant difference in absence of drinking water treatment at household level (LSG vs. HSG) 74.36% vs. 35.41% (p<0.001), lack of basic education 64.8% vs. 45.4% (p<0.001), age adjusted risk habits 37.15% vs. 10.18% (p<0.001) and lack of proper diet 38.37% vs. 61.18% (p<0.001). The EES for LSG was 2.9±0.77 and that of HSG was 1.63±0.24 with the score for water pooling being highest in both the groups i.e. 3.17 & 2.68 in LSG & HSG respectively which are risk factors for vector borne diseases.

An ecological approach towards monitoring of these both kinds of risk factors need to be adapted, as elimination of these from the individual as well as from the environment is complex. Acknowledgement of not only the dynamic relationship between humans and their environments but also differentiation of this relationship into different levels are pre-conditions to focused and effective interventions.

First Author: Elahee, Mohammad Khalil  
Co-Author: Khobabaccus, Reezwan  
Title: Optimization of Solar Water Heaters in Tropical Regions: Case of Mauritius

ABSTRACT: This paper describes a new methodology to optimize the use of solar water heaters (SWH). The need of gas heating as back-up has often been considered as a drawback. The case of Mauritius is considered, a Small-Island Developing State (SIDS) located in the tropics with significant potential of replacing dependency on imported fossil fuels by solar energy. Four experiments were carried out to design a new solar water heater with possible gas water heater (iGWH) boosting. It was found that major heat loss in a solar water tank was due to turbulent mixing of cold water with hot water and optimization of SWHs could be done by closing the inlet valve at night and opening it in early morning. The experiments also revealed that during cloudy days, the outlet water from a SWH had to be cooled prior to heating it with an iGWH to achieve the desired output. It was also found that a thermostatic mixing valve was best suited for this system. When using the boosting system in the Eastern region of Mauritius, the savings was between 12% and 48% and the payback was between 5 to 7 years as compared to a backup system. For the Northern region, optimization of a SWH was enough to provide hot water, even during winter days. Thus, the savings would be almost 100% with a payback of less than 4 years. The gas boosting system was also found to be environmental friendly and it had a positive impact on social life.

First Author: Elyas, Tariq  
Co-Author: Amjjad, Sulaimani  
Title: Empowering Women Through Higher Education: Voices Within a Saudi University Context

ABSTRACT: Women’ issues in Saudi society and the gender inequalities that are obvious in its education system are institutionalized and difficult to dislodge through individual action. Women’s inequality is traditionally structured in the society. The rational for a need to focus on women’s achievements in higher education is considered a key social
development indicator measuring women’s statues and conditions in any country (Rashti, 2003). This suggests that Saudi women devise their own strategies to challenge gender inequality and achieve social justice not only in education but in all life matters, especially given the complexity of women’s issues and concerns in what is so called “Third World” Islamic patriarchal societies. This paper investigate to role of higher education for women as an empowerment tool towards their role in society vis-à-vis to the wheel of globalization that the Saudi society is facing not only on its international platform but also on its local educational platform.

First Author: Emeri, Patience Nnenne
Title: Repositioning Teacher Education in Nigeria for Teaching Effectiveness in the 21st Century

ABSTRACT: This paper on, Repositioning Teacher Education in Nigeria for Teaching Effectiveness in the 21st Century, examined the place of the teacher in the overall teaching-learning process. The roles of Teacher Education Programme in the preparation of teachers were highlighted. The paper gave an exposition on the historical development of Teacher Education in Nigeria, identifying the underlined strengths and loop holes in the process over the period. The challenges of Teacher Education in Nigeria were hence highlighted. The paper then, puts its thrust on the characteristics of 21st century learning and presented a discourse on the Teacher Education Programme that will not only effectively meet the needs of the 21st century learning but could even outlive the century. Recommendations were made on how to ensure that teachers with high teaching effectiveness are turned out for the Nigerian 21st century classrooms. These include; government and private organizations should establish more effective teacher training institutions to ensure high teacher turnover as this will effect class size reduction needed for effectiveness in the 21st century learning, there should be provision of ICT facilities in teacher education institutions as through these, the teacher-trainees would acquire skills that will enable them to be informed and relevant in the 21st century. Also, rethinking teacher pedagogy is an imperative given that more flexible approaches like collaborative, problem solving and project- based approaches will better meet the 21st century learning needs than the dogmatic lecture method.

First Author: Finocchiaro, Elizabeth
Title: Expectations and Challenges of Kindergarten Readiness for Students With Autism Spectrum Disorder

ABSTRACT: According to data gathered from Missouri’s Department of Elementary and Secondary Education (DESE), nearly 8,000 children ages 3 to 5 years who attended early childhood programs in the state of Missouri during the 2014-2015 school year were classified as either having Autism Spectrum Disorder (ASD) or as a young child with a developmental delay (YCDD). As these students transition to kindergarten, they will be subject to standards of kindergarten readiness. The transition from early childhood programs to kindergarten poses particular challenges for students with ASD especially in light of current kindergarten-readiness standards which focus not only on academic skills but also on socio-emotional development. Thus, this study aims to compare the ASD phenotypes with the current kindergarten readiness standards in the state of Missouri. Two dimensions of kindergarten readiness will be considered: the official framework established by Missouri & the perceptions of kindergarten educators. The purpose of this research is to better understand the expectations placed on students with Autism Spectrum Disorder as they enter kindergarten while simultaneously considering the nature of the disability. By considering both the expectations and the nature of ASD and other developmental delays, educators and parents can better support students with diverse needs as they transition into kindergarten.
First Author: Ganiyu, Idris Olayiwola
Co-Authors: Fields, Ziska; Atiku, Sulaiman Olusegun
Title: A Conceptual Framework to Measure Work-Life Balance Strategies and Employees’ Performance

**ABSTRACT:** The operationalisation of work-life balance strategies (WLBS) are seen as being important to both employees and organisations. Achievement of work-life balance (WLB) by manufacturing firms around the world is still a major challenge. To overcome this challenge, most manufacturing companies have put in place various WLBS such as parental leave, employees’ health and wellness programme (EH&WP), dependant care, personal development and flexible work arrangement. However, the efficacy of these WLBS at helping employees to address work and family stressors are still in doubt. Exploring the mediating influence of WLB satisfaction on the link between WLBS and employees’ performance could contribute to the body of literature in human resource management. In view of the foregoing, developing a conceptual framework to measure WLBS and employees’ performance is of utmost importance to human resource management practice. The study relies on conservation of resources (COR) and job characteristics theories to examine the link among WLBS, WLB satisfaction and employees’ performance. Structural Equation Modelling (SEM) was employed to test the connection among the variables.

First Author: Gilroy, Aysen
Title: When 21st Century Skills Meet English Language Skills

**ABSTRACT:** Recently, Zayed University’s Academic Bridge Program has reviewed its curriculum and identified a need for a component where 21st Century skills are further developed alongside their language skills. As a consequence, a new component called Integrated Skills Projects (ISPs) was developed and implemented. ISPs are projects where language skills such as reading, writing, listening, speaking, accuracy and vocabulary are combined with 21st C skills such as collaboration, communication, critical thinking and problem solving. Through ISPs, these skills are practiced and developed with the aim of creating authentic end products. The Project Based Learning approach is the basic principle ISPs are based on. In this talk, the speaker intends to: describe the overall framework of the projects; discuss how the projects aim to help students develop their English language as well as academic and information literacy skills associated with their future academic studies; explain the action research project the speaker has conducted in her own classroom through keeping a critical reflective diary of her observations (focusing on areas based on personal experience and literature review), and recommend areas for further development and research to improve project work in order to increase the potential benefits for the students.

First Author: Guha, Sayanjit
Title: Impact of Motivation to Sustain Commitment of Sales Professionals

**ABSTRACT:** This research aims to study the various practice modules related to motivation in sales force management with a vision to sustain commitment of the sales professionals. The main purpose of this research will be to find out the factors which stimulate the sales people’s mind and the level of commitment with the targets and turn over. It is often noted that salespeople suffer from burn out. Excessive pressure to sell might be one cause of it. In contrast, the present section is entrusted with exploring issues of sustained sales personnel commitment as one of the facets of the present study. The scope of this study will include different important theories on motivation and organisational commitment. An extensive review is conducted of the existing literature and the completed research works align to the subjects. The concerned variables are assessed, and the interaction between them and the impact on the final variable are ascertained. There are certain anomalies detected in the course of the investigation and it is found that although the issues of incentives and bonuses are attended in some of the models and theories, in other theories these are considered as only the satisfiers but not the ultimate motivators. All these are put in order to bridge the gaps between satisfiers and motivators.
First Author: Gupeteo, Eddelyn
Co-Author: Gupeteo, Caesar
Title: Principals in Transition: The Philippines K to 12 Experience

ABSTRACT: This phenomenological study focused on the live experiences of the principals both from the public and the private schools in Region XI particularly in Davao City, Philippines as they face the transition stage from the old educational system to the new enhanced basic education or the K to 12 curriculum. Their life as a principal being the leader of the school, the situation they are in, the role they play, their feelings, reactions, how they deal with the feelings and reactions are part of this study. Furthermore, how the transition has affected them, how they prepare in the transition, their plans, views of education, the challenges they encountered and how they cope with the challenges are all given emphasis. Understanding their situations after each interview resulted to different facets and dimensions such as spiritual, social, physical, emotional, educational and developmental. The change of paradigm has brought many new things to the principals, it opened their minds to new learning though they have difficulty particularly on materials and monitoring teachers, the bulk of the challenge lie on helping teachers to understand the Mother Tongue-Based Multilingual Education, authentic assessment, transforming the classroom into a student-centered, learning new pedagogies and using technology. Principals are hopeful on the idea of flexibility, openness, collaboration and interaction of all stakeholders to achieve the goal of the new education paradigm.

First Author: Habboushi, Maria
Title: Leadership Roles within Professional Learning Communities of Faculty Members in Higher Education

ABSTRACT: The purpose of this mixed methods study was to investigate whether faculty members in private institutions of higher education engage in learning communities to develop teacher leadership roles. Respondents completed a survey and an email interview. Data collection methods included a survey adapted from the teacher IC Maps in Learning Forward and an email interview, and were analyzed using descriptive and inferential statistics. Analysis of the data showed no significant differences related to the practices of EFL faculty regarding Professional Learning Standards. The researcher recommends the introduction of the Standards for Professional Learning to enable teams to collaborate in professional learning communities so that faculty members can match their present behavior to align with the standards to achieve the desired behavior. In addition, the researcher recommends the use of the standards as professional learning for faculty, in light of the absence of professional development opportunities. The use of the standards as professional learning will serve a dual role of improving instructional methods while serving as professional development. Therefore, this would ultimately lead to the end result of teacher leadership.

First Author: Halimi, Durim
Title: The Balkan Dilemma: Migration, Displacement, and the Rising Threat of Terrorism

ABSTRACT: This paper explains the rising threat of terrorism from the Islamic State of Iraq and the Levant (ISIL) in the Balkans and provides in-depth analyses examining the correlation between the current migration crisis and terrorist activities, explaining how the 1990s Yugoslav Wars are connected to the objectives of ISIL today, and explaining why Balkan citizens are joining ISIL. Over the course of several centuries, the Balkans has been under the control of multiple empires dating back to the days of the Romans up to the decline of the Ottomans in World War I. The region has always been of geopolitical importance for empires as it lies in close proximity to Western Europe, two other continents, and multiple bodies of water and it is no surprise that the Balkans has been targeted by ISIL, now a caliphate with expansionist objectives, for these very reasons. The location of the Balkans has always made the region a target for others, however, the vulnerability of Balkan states lies within their weak political structures and impoverished economies. The war-torn region is currently dealing with several political and economic challenges and ISIL has been using these challenges to their advantage while recruiting young adults. Furthermore, the successive influx of hundreds of thousands of migrants and refugees from the Middle East and Africa pose economic and security challenges for Balkan states. These states lack sufficient resources to contain this overflowing migratory trend and this is a major security concern because it enables ISIL to infiltrate Europe.
First Author: Dahal, Gangadhar  
Co-Author: Hossain, Imran  
Title: Women Education and Its Impacts on Socioeconomic Development in South Asia: A Case Study of Nepal and Bangladesh

ABSTRACT: Women education is penetratingly associated with the formation of women’s identity, decision making capability, mobility and contribution to the socioeconomic development of household, community and nation. For decades, in developing-patriarchal countries like Nepal and Bangladesh men’s preference advocated for women’s modest education. Hence, how especially education empowers women by enhancing their active participation in sustainable socioeconomic growth and human capital development (by delaying marriage, managing family-size, increasing gross family income and escalating literacy rate) needs to be studied. In this paper, time series and cross-sectional data have been analyzed through OLS diagnostic with EViews 8. Data from World Bank, HDRs 2015, IMF (International Monetary Fund), BBS (Bangladesh Bureau of Statistics), and CBS (Central Bureau of statistics) of Nepal have been used as secondary information for descriptive and quantitative analysis. The analysis demonstrates there is positive and significant impact of women education on the socioeconomic growth of Nepal and Bangladesh. The study also brings light on the agenda of formulating effective educational policy for women education in the developing countries.

First Author: Houlihan, Kathleen  
Title: Student Capital Management System: A Secure Validated Network to Careers

ABSTRACT: This paper will present the findings of a pilot study which offers a new way of engaging over the internet. This process privately connects SHRM and businesses with universities. The system will connect college graduates with appropriate jobs in their field of interest while allowing the colleges to obtain longitudinal outcomes data on their students. This SCM will provide a secure validated network of longitudinal student data that can be controlled on the granular level by the student. Furthermore, a SCM will alleviate the buying and selling of student data and improve the hiring process for all companies while cutting costs for everyone. Using this process, companies can obtain qualified leads for existing positions within their organizations. The companies will also have a closer connection to the colleges for collaboration and program development. This project aligns with several government initiatives by providing collection, security and access to data. Government officials can utilize the aggregate data as part of the College Scorecard to assess college performance and provide insights to prospective students regarding student outcomes for specific programs of study. Consequently, this SCM will work in conjunction with government, higher education and businesses to effectively improve the world of higher education.

First Author: Howell, Clarcie  
Title: We Protect What We Love: Recreational Tourism Toward Conservation

ABSTRACT: David Brower of the Sierra Club always held that his biggest regret was losing the stretch of the Colorado river through Glen Canyon to its namesake dam in Arizona. River expedition guides on the upper Colorado Plateau see Brower as a hero rather than a shame. He saved Echo Park (the historical and beautiful confluence of the Green and Yampa Rivers) from the same fate as Glen Canyon through a vigilance to the idea that people save what they love. This study assesses the effectiveness of recreational tourism in exposing people to the wilderness; people who might not otherwise protect nature. In the future, as our globe’s more than seven billion inhabitants continue to move farther and farther into the technology and convenience of cities, a majority of the population will continue to lose easy access to nature, making it hard for them to understand the importance of nature conservancy. Recreational tourism traditionally caters to city-dwellers who don’t, on their own, visit remote landscapes. This study includes interviews with both tourists and tour guides from various recreational industries in backcountry regions, as well as public lands
employees in those regions. Each representative attests to the role of experience in protection. Data provides a look at protected areas, past conservation struggles, current conservation struggles, and population demographics. Future conservation projects, like those of the past, will need the recreational tourism industry to introduce city dwellers to those lands worth protecting.

**First Author:** Huang, I-Che  
**Co-Author:** Lu, Hung-Yi  
**Title:** A Study of Matrix Visualization for Depression Scale Analysis Scale

**ABSTRACT:** In item response theory (IRT), rating scale models (RSM) are widely used by scholars in scale analysis research; however, due to the complexity of the models, they are not easily understood by ordinary people. This study makes use of the matrix visualization method with generalized association plots (GAP) developed by Chen (2002) to carry out a depression scale analysis. A proximity matrix is used to draw on variable relationships in order to gain an understanding of the correlation between items. Furthermore, different groups of subjects can be understood through the utilization of sediment maps showing the existence or nonexistence of different reactions on the scale. This study used psychological test data of Taiwanese university freshmen as empirical data, and the research results found that “I think I take things too hard, I even want to die”, “I often feel like crying”, and “I feel that I am useless” were major indicators of depression on the scale. The results also found the existence of a clustering phenomenon on the questionnaire items. Differences existed between students’ depression responses in different departments and colleges, which can be used to provide schools with a reference for carrying out student counseling. This study also went a step further and carried out a comparison of GAP and RSM analysis results, and the results of this comparison indicated that the two methods’ results were consistent, meaning that GAP is an effective visualization analysis method and capable of achieving testing objectives.

**First Author:** Hughes, Claretha  
**Co-Author:** Brown, Lucy  
**Title:** Examining Leaders’ Discriminatory, Passive Aggressive Behavior Towards Protected Class Employees: Diversity Intelligence

**ABSTRACT:** Diversity intelligence (DI) is a new term and construct introduced and developed by this author. This study suggests that DI is conceptual knowledge that can be acquired and developed by organization leaders and integrated into leadership and talent development plans. Without effective DI, organization leaders are producing adverse relationships between and amongst employees and reducing the effectiveness and productivity of employees within their organizations. The objectives of this study is to define (1) diversity intelligence, (2) develop the conceptual framework, and (3) show how diversity intelligence is different, new and why it is important to the other three intelligences (emotional, cultural and intellectual). The design of this study is a conceptual, integrative literature review. There is a need for leaders to integrate diversity intelligence with emotional, cultural, and intellectual intelligences to effectively manage all employees. Implications of this research is that a generalizable definition of diversity must be adhered to for DI to be effective. Within globalized workplaces, diversity is commonplace and there must be common practice of working with each employees, thus leaders and managers must display DI at all times. Networking is essential for leadership success; being able to interact with diverse individuals within and across cultures requires DI because each individual is unique. When leaders become DI, workplace legal problems can be reduced.
First Author: Hunma, Aditi
Title: Making Academic Reading Tangible in The Digital Age

ABSTRACT: This study is situated within the field of New literacy studies where academic reading and writing are seen as a set of situated social practices, rather than skills. Here, the knower plays an active role in constructing and negotiating meaning through the act of reading and writing texts. The perception nowadays is that with students’ increased access to online texts and the massification of higher education, the depth of their engagement with texts would be adversely affected. In this presentation however, I argue that online pedagogical strategies can challenge such assumptions. I discuss how online academic literacy platforms can be customised to cultivate particular academic reading lenses, especially in the Humanities, where often, the medium is the message. Here, one would operate on the assumption that teaching students the process of unpacking high stakes readings may equip them with the knowhow to repackage meaning in high stakes writing tasks. Thus, online pedagogical strategies would evolve around possibilities of making reading more tangible in the digital age, slowing it down, challenging preconceived notions, enabling students to engage discursively with other knowers, and to recognise and activate relevant discourses in their writing. As such, the presentation explores possible pathways through which meaningful academic literacy practices can still be promoted in the digital age.

First Author: Jain, Samyak
Title: Homosexuality: A Psychological Perspective and Breach of Human Rights

ABSTRACT: Psychology was one of the first disciplines to study homosexuality as a discrete phenomenon. Prior to and throughout most of the 20th century, common standard psychology viewed homosexuality in terms of pathological models as a mental illness. That classification began to be subjected to critical scrutiny in the research, which consistently failed to produce any empirical or scientific basis regarding homosexuality as a disorder or abnormality. As a result of such accumulated research, professionals in medicine, mental health, and the behavioral and social sciences, opposing the classification of homosexuality as a mental disorder, claimed the conclusion that it was inaccurate, and that the DSM classification reflected untested assumptions that were based on once-prevalent social norms and clinical impressions from unrepresentative samples which consisted of patients seeking therapy and individuals whose conduct brought them into the criminal justice system. The fact of them being ‘socially frowned upon’, and being ‘outside the law’ has, through time made them subject of various atrocities across the nation, blatantly ignoring their Human Rights in some cases. This research work deals with the psychological and legal horizon of homosexuality, some case studies, and ends with three surveys depicting the idea that prevails across the various segments of the population about homosexuality in India.

First Author: Jones, Samuel
Title: Right Wing Extremism in Law Enforcement and the Color of Crime

ABSTRACT: A great weight of social justice commentary and film rests upon a presupposition that racial minorities comprise the majority of violent criminals and that aggressive law enforcement and incarceration policies are critically necessary to keep Americans safe. The minority as criminal-police as protector conception has led to an increase in police surveillance, arrests, and use of deadly force, in minority communities, and facilitated a rise in police killings of unarmed minority men, women and children. My essay challenges the meritocracy of the minority as criminal-police as protector claim. The essay will demonstrate that the regimented imperative towards using race as a judgmental factor in assessing crime and risk harms both minorities and whites. In doing so, my essay explores the perplexities of police and racial minority relations. It highlights the degree racial extremism permeates many police agencies. It will demonstrate that today’s police officer may actually be good or bad, a villain or hero; one exceptionally prone to exhibit malicious forms of racial hatred, or, distinctively suited to protect the racially oppressed. My theory is that the tensity between the
police and minority communities that has been brought on by the seemingly impregnable powers of distrust, fear, and anger, will ultimately yield to the survivalist impulses in both communities. It holds that the threat of racial extremist infiltration of law enforcement intensifies the shared interests between law enforcement and minorities and represents the greatest threat to public safety.

First Author: Kamran, Muhammad
Title: Towards Effectiveness of Vocational Education & Training: Analyzing Its Antecedents Pakistani Context

ABSTRACT: The main purpose of this study is to analyze the existing work of researchers in respect of effectiveness of vocational education and training (VET). Vocational education and training enhances human potentials and diversifies peoples’ choices in order to promote self-employment and entrepreneurship development. Most of the vocational education students contribute in entrepreneurship programs at some point during their vocational education path. In this study, the researcher has discussed the impact of Need Based Training, Interrelation with Industry, Employability, Curriculum Revision, Assessment and Examination, Physical Resources and Trainee Selection towards VET effectiveness. Human Capital Theory which emphasis the contribution of education and training to individual as well as organization productivity (Becker 1962) is related to the occupational structure of the labor market and the labor market institutions. Most of the researchers have linked vocational education and training with Human Capital Theory. So, it is necessary to study the existing work of researchers in context of vocational educational and training so that VET effectiveness can be increased which is considered as the important factor of development in any country.

First Author: Karimi, Hamideh
Co-Author: Salamzadeh, Yashar
Title: Developing a Model of Personal Energy Management for Creativity Improvement, Metaphoric Perspective

ABSTRACT: Due to fast ICT improvements, today’s Human faces an overload in Information, Relations and Opportunities. This situation results in a desired or undesired Energy loss and subsequently it results in a decrease in Creativity and personal or organizational performance. Creativity is a competitive advantage for almost all organizations. As we can’t change the circumstances and contextual factors of today’s environment, we have decided to present a model for Personal Energy Management in order to control this energy loss in which it may result in an opportunity to spend this valuable energy on Creativity Performance of employees. Forasmuch as Energy and Energy Flow is not completely Sensible and tangible in everyday life and we usually feel it by its effects on ourselves, in this research we have used “The Money Metaphor” as most similar external Symbol of Personal Energy. This research, using a Systemic Approach, shows that there is lots of similarities between “Personal Energy Management Cycle” and “Money Management Cycle” and we can use this similarity as a model for Personal Energy Management activities and this framework can result to related solutions. Conceptualizing this Metaphor will result to better investment and Savings of employees’ Personal Energy, instead of losing this precious source of energy which can be used in any organizational Projects. Our Model can be used as a basic toolkit in order to make the Personal Energy Cycle a more tangible issue in an organizational Perspective.
First Author: Kebede, Abayneh Tefera
Title: Compressive Sensing Technique for Ultra-Low Power Devices

ABSTRACT:
In traditional signal acquisition theory, to sample a signal of interest without introducing errors, the size of the number of samples has to be at least twice of the original signal. For this reason, traditional signal acquisition technique is ineffective for domains of digital systems that run on ultra-low power energy. Compressive Sensing (CS) is a new signal acquisition technique that, unlike the tradition sampling techniques, enables us to represent a high dimensional signal from numbers of random observations that are much fewer than the Nyquisit rate. CS needs the signal of interest to be sparse or with a sparse representation. By using CS, the signal acquisition and sampling parts of the signal processing module can be realized simultaneously. My objective is to apply compressive sensing technique’s versatility and integrate it into ultra-low power devices to efficiently sense-and-compress a noisy high-dimensional signal on the fly and later reconstruct the signal whenever required. My proposed methodology consists two parts. The first part is the signal acquisition-compression part. For this part, I applied Fourier transform on the signal to get a sparse representation and truncate the resulting signal to further get a better sparse representation. The resulted sparse signal is then multiplied by a sensing matrix to yield a compressed signal. The second part proposes an el-1 normalization technique to recover the signal of interest.

First Author: Khaksefidi, Saman
Title: Investigating EFL Observers’ Bias Based on Students’ Evaluation

ABSTRACT: This study investigates how observers and students evaluate English as a Foreign Language (EFL) teachers. Different views on teacher evaluation have been discussed while focusing on students’ evaluation is considered the rationale for conducting this research. It explores the relationship between the observers’ and students’ evaluations of the teachers. Ten distinguished observers and 40 students took part in the research. By replying to 43 items of a questionnaire prepared by Chugach School District with alternatives from excellent to very poor, they evaluated the teacher. SPSS results revealed a very strong correlation of 0.84 between the evaluations done by the observers and the students. Thus, the students’ evaluations were very close to the observer’s evaluation. Students’ opinions of their teachers, though it is assumed to be biased and unrealistic, can be of assistance in having a more reliable evaluation of teachers if regarded carefully and it can be included as a corroborating factor in the evaluation program of EFL institutes and it can be considered as a benchmark to determine the biased evaluations of the observers.

First Author: Khulawat, Surendra Mahato
Title: An Investigation of Students’ Achievement in Different Learning Environment

ABSTRACT: The study determined how students assess the various components of their learning environment. It also identified how the learning environment affects students’ achievement. A sample of 189 MBA students was randomly selected from a population of Tribhuvan University, Kathmandu University, Pokhara University and Purbanchal University’s students. A well structured questionnaire was designed to collect responses of students to collect data. Data so collected was analyzed using descriptive statistics, Pearson correlation, regression analysis, Structural equation modeling (SEM) and F-test. Findings revealed that students could assess the four components that contribute to their academic performance, which is: curriculum activities (6 items), Infrastructure (10 items), and faculty (10 items) factors. Factor analysis was used to sort out factors having high loadings to have their significant impact. The result showed that there is positive relationship between students’ achievement and curriculum activities learning styles, and faculty. The findings are discussed with a view to improve the quality of the learning environment and students’ achievement.
First Author: Khulawat, Surendra Mahato  
Title: A Study of Emotional Intelligence and Life Success among Nepalese Bankers

ABSTRACT: The purpose of the study is to examine the relationship between emotional intelligence and life success. Self-awareness, self-management, social awareness and relationship management have been taken as four components of emotional intelligence and life success has been divided into social sphere, physical sphere, psychological sphere, emotional sphere, spiritual sphere, professional sphere and financial sphere. A well structured questionnaire was designed to collect responses from the respondents. A sample of 211 employees was selected based on stratified sampling technique from 15 Nepalese commercial banks. Factor analysis was done to select higher loading factors to have relevant information through research. Data analysis was done using descriptive statistics, correlation analysis, regression analysis, t-test, path analysis, structural equation modeling (SEM). The results revealed that an emotional intelligence i.e. self awareness item, self management (5 items), social awareness (6 items) and relationship management (8 items) has significant impact on life success. The findings are discussed with a view to improve the quality of work life among bankers.

First Author: Kiziltunali, Bahar  
Co-Author: MacArthur, Pamela  
Title: Teaching Phase and Motivation

ABSTRACT: There were times when people regarded teaching as a transitional phase in professional lives. However, times have changed now. People are looking towards teaching, not as a short-term job, but as a profession that offers development opportunities and incentives. They tend to stay and settle in teaching with long-term career goals. This paper explores the relationship between the teaching “experience” and “qualities” such as maintaining energy level and motivation. It will take as its basis the experience of one foundation university in Turkey. Further, it will investigate whether experience can actually be a demotivating factor and lead to complacency, or foster an increased sense of loyalty to the profession and thus, increase the motivation levels. To investigate the above hypothesis, we will look at various different forms of evidence. Firstly, we will ask the same group of teachers, by means of a questionnaire, how they believe experience and length of service affect their motivation levels and performance. A group of 25 teachers will be selected. They will be selected to cover both genders, a variety of age groups and also a range of teaching experience inside and outside the school. Secondly, we will select some of the teachers who had completed the questionnaire and hold face-to-face interviews with them to get more detailed comments on the topic. With these steps taken, the study will demonstrate if experience in teaching brings complacency that will result in negative impact on the profession of teaching.

First Author: Lawal, Ibrahim  
Co-Author: Naidoo, Vannie  
Title: Conceptualizing Strategic Management of Human Capital Development on Nigeria University Academic Staff

ABSTRACT: The constraints of what best way to increase university academic staff competencies, knowledge, skills, attitudes and abilities in the face of challenging global world is a major concern for researchers in the field of management and particularly human resource management. This study however, aimed at providing through a meta- review approach, a strategic management construct that is capable of attracting and retaining highly skilled and competent workforce. In this paper we conceptualize strategic management of human capital development (SMHCD). Specifically, a framework was derived from our scholarly reviewed, integration, and extension on existing literature that formed the theoretical foundation of (SMHCD) to develop a prescriptive model that can accurately explicate and articulate the best practice that perfectly link strategic management and human resource development processes and practices in a Nigeria University. The framework also develops construct that can be used to acquire, retain, and monitor
university academic staff performance. We found that strategic management of human capital development relates strongly to performance, especially when the human capital cannot be duplicated or replaceable in labor markets and when researchers use operational performance measures that are not subject to profit appropriation.

First Author: Lessani, Abdolreza  
Co-Author: MD. Yunus, Aida Suraya; Abu Bakar, Kamariah; Zahedi Khameneh, Azadeh  
Title: Comparison of Learning Theories in Mathematics Teaching Methods

ABSTRACT: The aim of this paper is to compare learning theories in mathematics teaching, and to study their influence on mathematics learning. Numerous studies have shown that students experience mathematics anxiety which is a feeling of tension and fear that interfere with math learning. This may be attributed to the teaching methods utilized. Therefore, teaching methods must be re-examined, taking into account the learning theories: behaviorism, cognitivism, and constructivism. Behaviorism is a teacher-centered instruction, while cognitivism states learning is based upon how people mentally process stimuli encountered. Mathematics teachers following a constructivist approach favor extending class time to engage in varied activities associated with the discovery and construction of knowledge. Thus, the qualitative case study method was considered more feasible and appropriate to meet the study aim. Data were collected using observation and semi-structured interviews with teachers in secondary schools in Malaysia. It was observed that positive and negative reinforcement (behaviorism), problem solving (cognitivism) and discovery learning (constructivism) were practiced by the teachers. The findings reveal that students are more successful when systematic problem solving based on Polya's approach is incorporated into discovery learning. Consequently, there should be more emphasis on teaching methods which include less lecture, more student directed classes and more discussion. The findings suggest that problem solving and discovery learning skills not only contribute to better mathematics learning but also enhance students’ creativity to cope with life challenges.

First Author: Li, Eunice H.  
Title: Wearable Technology: Perspectives from Some People with Physical Disabilities in West London

ABSTRACT: This paper examines some conceptualisations of wearable technology. It contends that in spite of the media hype that surrounds wearable technology, there are some people who are not aware of its existence or even the benefits that can be had from using it. The main aim of the paper is to determine whether a selected group of physically disabled people are familiar with wearable technologies and their uses. The paper also seeks to find out what individuals members of the group say about technology, particularly wearable technology, and in what ways such technologies can be beneficial to members of the group. Seven participants are selected by snowballing methods. Convenience sampling is the sampling technique that is used and semi-structured interviews are used to obtain participants’ responses. The findings show that generally, participants see wearable technology as beneficial for self-motivation, enhanced learning and social integration. These findings suggest that there is need for more research in this area, with larger samples in other parts of London.

First Author: Linsenmeyer, Whitney  
Co-Authors: Lucas, Tommy; Obrien, Kate  
Title: Assessment of College and University Communications: Ferguson Grand Jury Decision

ABSTRACT: In preparation for the grand jury decision in Ferguson, Missouri in November of 2014, college and university executive officers, including presidents, vice presidents, chancellors and provosts in the St. Louis area, were expected to provide guidance and leadership to the constituents of their institutions. Many responded by sending email messages to their students, faculty, staff, parents and alumni. This study includes seven letters that were sent out by executive
officers in the St. Louis Metropolitan area in the 72 hours prior to the release of the decision. The purpose of this study is to analyze the major themes of these messages, and to consider the different communication theories at play, including communication theory, crisis management, agenda setting, cognitive dissonance, and Schlossberg’s theory of transition. The article will also include a discussion of the role of university executive officers as crisis managers, and will include recommendations for writing formal communications during a time of crisis.

First Author: Louca, Soula
Title: MOOCs: A Fad or a New Paradigm Shift in Higher Education?

ABSTRACT: With the transition of education to the digital environment, new architectures of knowledge and learning began to emerge. Several new formats of online education have been instigated including MOOCs (Massive Open Online Courses) that combine video lectures (live and recorded), interactive quizzes and social learning aiming to attract a massive number of participants. With the current global financial crisis and the dwindling of public and private budgets in the educational landscape as well as the increasing costs, MOOCs have become one of the most prevailing debates in higher education. Advocates of MOOCs believe that they embody the ultimate democratization of education, by making education more accessible to everybody with an internet access while disrupting the traditional physical and online pedagogical structures by incorporating a social, distributed, networked approach and significant learner autonomy. Skeptics, on the other hand, voice concerns that MOOCs will lead to a diluted educational system or they are just perceived as marketing vehicles for global education brands. This paper addresses the emergent trends of MOOCs in higher educational institutions and the new pedagogical structure being put forward through a case study of a MOOC implementation at the University of Nicosia.

First Author: Lucas, Tommy
Co-Authors: Hawthorn, Kelly; Habli, Farah
Title: Understanding Higher Education Student Learners Media Exposure and Study Habits

ABSTRACT: The purpose of this study is to assess higher education student learners’ exposure to various types of media and the different influences media has upon their social and study habits. Students maintained a self-reporting journal for seven consecutive days in order to understand their own use of time and the influence of engagement with various types of media. The objectives of this study are to understand and explain student learners’ media exposure time, to understand the relationship between student learners’ time engaged with media and how it affects other social habits such as sleep and study habits, and to discuss the relative importance of the aforementioned factors affecting student experiences versus student perceptions of their own time management. Results indicate that students devote more than 10 times the amount of time devoted to entertainment than to time engaged with educational activities including time in class and time engaged with homework.

First Author: Mansor, Azlin
Co-Authors: Mohd Nor, Mohamed Yusoff; Mohd Hamzah, Mohd Izham; Abd Wahab, Jamalullail; Mohamed Nasir, Mohd Khalid; Rahim, Habibah; Abdul Aziz, Norliah
Title: Context-based Strategies for Improving Student Outcomes in Rural Small Schools

ABSTRACT: There is still disagreement on what constitutes the optimal school size. Some research firmly concluded that the relationship is totally dependent on family background, social and economic factors. At the same time, a huge amount of research shows that small school produce better academic outcome than larger schools. This ‘small school effect’ is worth further research because almost 20 percent of the elementary schools in Malaysia are considered small in size, having less than 200 students. Yet only a few schools, like SK Ulu Lubai and SK Bakalalan tend to do well even
discounting the effects of social and economic factors. Fact is, majority of the small schools in Malaysia are academically under perform with students socioeconomic factors being stated as the biggest hindrance. Thus, the purpose of this study is to ‘diagnose’ the factors that contribute to the ineffectiveness of five small schools located in various rural areas in Malaysia, and to come up with the correct strategies to improve academic performance of these schools. Finding shows that most of these schools are lacking in leadership and management strategies, which contributes to deficiency in motivation and pedagogy competencies among the teachers, causing the ‘comfort zone’ syndrome. Basically the school managements need to have the skills and knowledge to take advantage of the ‘small school effect’ and magnify its potency to the fullest. Details of suggested strategies are discuss in the paper.

First Author: Millar, Angela  
Title: Principal Leadership Practice in the Low Socio-Economic Setting for Educational Success

ABSTRACT: The impact of low socio economic status (LSE) and the lack of substantive improvements in the educational success of students from impoverished backgrounds is concerning. Despite the obstacles, the literature indicates that effective leadership practice can both influence and contribute to the success of students from impoverished backgrounds. Indeed, there are recent New Zealand case studies that exemplify school principals who successfully support learning (Notman, 2012). Yet, whilst we know that schools are becoming more diverse, how an LSE school context influences the successful engagement of school leaders has not been researched to any great extent in New Zealand. A greater appreciation is needed of how leaders make sense of and respond to both external policy initiatives and local needs and priorities and how their practice adds value to student achievement and well-being. Featuring an in-depth case study, the research investigates how various successful principals in low socio-economic New Zealand primary schools work to reduce the negative impacts of poverty on learning. A variety of data collection methods were used including in-depth interviews, observations and the gathering of documents. The presentation will discuss major findings from this study.

First Author: Mishal, Aditi  
Co-Author: Sonwaney, Vandana  
Title: Service Learning in B schools: Socially Responsible Leadership and Collaborative Community Development

ABSTRACT: B schools have faced frequent critique of contributing to moral malaise and discussions coming forefront with cases such as Enron, Lehman Brothers etc. MBA programs suffer shortsightedness where they overemphasize the methodologies and models at the cost of human qualities needed in a Leader. Several solutions have been discussed, proposed and implemented including ethical and spiritual resources being intertwined in the curricula. Author proposes Experiential Service Learning an infrequently used tool for sensitizing Youth towards Social responsibility creating a balanced leader. Research used mixed methods to qualitatively and quantitatively dive deeper in the subject matter. Model tested impacts created on the Students, Mentors, and Community. Snowball sampling method was used to reach the target across leading B schools pan India. Exposure to real world Community problems and projects to implement solutions not only sensitize youth towards social responsibility but also inculcates innovative problem solving skills, collaborative skills, and entrepreneurial skills. Transformations are evident and shape up students as well as the mentors of these projects. Authors suggest Collaborative Community development projects involving B schools are the mantra for increased pace of social development in developing countries. With reforms brought in by Modi government CSR funding is more available for trusted educational partners and deserving projects along with the traditional Venture Capital funding.
**First Author:** Mishal, Aditi  
**Co-Authors:** Bhatnagar, Ravi; Sonwaney, Vandana  
**Title:** Participatory Action Research: Transformative, Comprehensive, Low Cost, Green Sanitation Solutions - India

**ABSTRACT:** The roots for the current Participatory Action Research project are intertwined with an experiential service learning project addressing Sanitation concerns during Kumbhmela, a mega event held in August-September 2015 at Nashik which authors led in a team. Clean India and Decent sanitation for all is critically focused as National mission in India through Swacch Bharat Campaign. But understanding Sanitation is beyond just building toilets, current research aims at transformative, comprehensive, low cost and green sanitation solutions. Authors deeply feel that roping in all related stakeholders as co-researchers in a collaborative manner and following the iterative evolving process not forgetting the spiral and creative component in the process determined the success of current project drawing from the nexus of technological as well as behavioral solutions. The project is a long term effort and current paper just represents scientifically some critical learning's in the process. An activist and critique of the state of sanitation in India remarks that, it’s not only a concern in case of Public toilets, but also with many toilets across Private organizations which have been assumed to have good sanitation and have great room for improvement.

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**First Author:** N., Sagar  
**Co-Authors:** Singh, Gagandeep; Dhuliya, Deepali; Verma, Nand  
**Title:** Data- driven Smart Water Management at Infosys

**ABSTRACT:** India continues to be trapped under severe water crisis. If constant measures to conserve water are not undertaken, we will soon be categorized as a water-stressed economy. Infosys has recognized the daunting impacts of water scarcity on our economy. It aims to be water-efficient and is committed to preserve this precious resource to ensure more amount of water is available for others. Infosys believes that reducing water demand is the first step towards water conservation. Also, it’s vital to add value to water by metering & monitoring consumption, and being aware of the wastage points for immediate rectification. Thus, Infosys followed a data-driven approach & focused on designing efficient water-management systems for its new & existing buildings, and monitoring water consumption in real-time to ensure super-efficient operations. The objective was to reduce fresh water demand by understanding water consumption patterns & attaining water balance in existing conditions. This greatly helped Infosys to design super-efficient water management systems in new & existing buildings based on data & analytics. Infosys has installed smart-water-meters to facilitate granular level metering & monitoring of water consumption in real-time. Electromagnetic-flow-meters, integrated with the building management systems (BMS), have been installed on water lines to study & analyze daily water consumption patterns. Central Command Center (CCC), Bangalore connects all BMS across India & helps Infosys to remotely monitor & optimize building-operations from one single place. It has an online water-balance in place for campuses & measures different sources of water distribution & consumption points, water flowing into sewage-treatment-plants & reusing recycled water. Operations data flowing into the CCC from various sources is used to review water-consumption & perform leakage detection & diagnostics. Smart innovative user-interface has helped Infosys identify areas of unaccounted water-consumption, leading to water-savings of about 184 million liters in FY2016 (Jan2016), which is 15% reduction compared to previous year. This system can easily be deployed in large-scale across the world.
**ABSTRACT:** Buildings are one of the largest consumers of energy, accounting for over 30% of the total energy consumed in India. Nearly 40% of energy in buildings is used by cooling and heating systems. As studies show that two-thirds of the commercial buildings of 2030 are yet to be built, it gave us a brilliant opportunity to bring in efficiency in the way we cool our buildings. Infosys worked for over a year to develop an in-house radiant panel solution. Radiflux was conceptualized, designed and developed to address the challenges with existing radiant cooling systems, especially in the Indian context. Throughout the development process, the focus was to develop a high efficiency, high quality, reliable, affordable & quick-to-install solution. Radiflux is designed, developed & made in India solution for the world, with patents pending in the US, Europe & India. The first set of Radiflux panels is installed at one of Infosys buildings in Bangalore. These panels deliver about two times more capacity for the same coverage area than other radiant panel solutions available in the market today. Currently, India has 700 million sq.m of commercial space, which is projected to grow to about 2000 million sq. m. (source: HVAC Market Assessment and Transformation Approach for India by USAID, 2014). Radiflux is 30% more efficient & has the ability to save 12 kwh/sq.m/annum, equivalent to 25,200 million kwh/sq.m/annum. Our panel design is economically viable which can be easily adoptable without any additional first cost of the building. It has the ability to transform the way cooling is done in commercial buildings & can be engineered to all air-conditioning applications with comfort cooling requirements. This is also an effective retrofit solution for existing buildings.

**ABSTRACT:** This study aimed to determine the communication skills needed in the workplace as perceived by the students undergoing their practicum/on-the-job training and the AMAIUB alumni who were classified according to their sex, type of companies, institutions, and organizations they are working and the sector of the said workplaces. Conducted in the First Trimester of the AY 2015-2016, this descriptive research utilized an adapted Communication Skills in the Workplace questionnaire by Koncz. Mean, rank, t-test, and ANOVA were used in the treatment of the data gathered using the Statistical Package for Social Sciences (SPSS). Results showed that the top significant workplace communication skills as perceived by the AMAIUB alumni, practicum and working students are as follows: demonstrating ability to listen effectively; comprehending oral and written instructions from supervisors and co-workers; speaking English clearly, fluently and accurately; reading and understanding work instructions and standard operating procedures; and completing pertinent office forms, report sheets, tender documentation, work plans and specifications, incident report forms and notes. Moreover, there are no significance differences between the perceived significant workplace communication skills when respondents were classified as to their sex and the type of their company/institution/organization. However, a significant difference was noted between the perceived significant workplace communication skills of the alumni, practicum or working students when classified as to the type of their company/institution/organization. Hence, it was recommended that specific workplace communications skills should be integrated in the topics of English language courses.
**First Author:** Navarro Cira, Beatriz Eugenia  
**Title:** Effectiveness and Efficiency, an Alternative to Evaluate SACs? A QMS Based Approach

**ABSTRACT:** Cook (1997), Kenny (1993) and Little (1996) have defined independent learning as a means of helping language learners acquire a voice in the foreign language that depends upon their needs. It means that learners are capable of choosing those materials or activities that better helped them to overcome their learning needs and in a different learning environment. So, Self-access Centers (SACs), are those spaces provided with a variety of learning materials and human resources whose primary purpose is to guide the students in the process of understanding the advantages that autonomy provides to language learners. The idea of conducting a research on the impacts a QMS have in education is to demonstrate that a well-organized institution might be able to minimize the effects of product deficiencies (educational services), and continually improve product performance (service). In order to complete this research three specific items were proposed: 1. To evaluate the development of autonomy in language learning at a Self-Acess Centre, based on Quality Management System principles (QMS); 2. To develop a Process-based Approach consistent with the requirements of ISO norm at a Self-Access Centre that seeks to know and fulfil the students learning and staff training needs. 3. To develop an evaluative framework for Self-Access Centres from two aspects: effectiveness and efficiency.

**First Author:** Ongge, Omi  
**Title:** Does “Fair Trade” Provide an Answer to Food Insecurity?

**ABSTRACT:** The idea of the liberal market in this globalization era somehow creating dilemma within most of the third world countries. The market competition in the world wide unfortunately creates unfair trade between the developed, developing, and underdeveloped countries. Consequently, the food prices are increasing every day and so does the poverty level. The countries in which majority producing the agricultural products that mostly the developing and underdeveloping countries becomes even poorer is the ironic situation in the global unfair trade. The role of International Organisation such as World Trade Organisation (WTO) could not be able to provide any significant solution to enhance trade liberalisation or the fair free trade because the free trade that promoting the the WTO somehow is not fair. Therefore, this paper will analyse the relations between food security and trade, fair trade role in international trade and agreement, and analyse how fair trade as solution toward food insecurity.

**First Author:** Ozoh, Julius Momoh  
**Title:** Online Facilitation Using Moodle at the University of Lagos Distance Learning Institute

**ABSTRACT:** This paper aims to present the observations and positive results of e-learning and implementation of online facilitation and tutoring using Moodle learning management system LMS at the university of Lagos distance learning institute. The institute has over 13,000 students with over 400 lecturers and online facilitators. The investigation was over a period of three academic sessions while the bulk of this report was the concluded academic session 2014/2015. There were also varied implementations of some other e-learning solutions such interactive multimedia course materials and mobile access for learning using smart phone and handheld devices. The institute deployed a plan which was to phase out at least over 80% face to face interactions, drastically reducing, for instance, a course with 15hrs conventional classroom interactions to 4hrs substituting it instead with online interactions. The strategy was a phased approach of using face-to-face interactions with a blend of eLearning solutions. The online interactions were complimented with other eLearning solutions such as the DVD and revised interactive printed course materials. The web portal for accessing admission, registration, teaching and learning services were adapted for easy access and flexibility for mobile and handheld devices format. The learner support for these services were of great help and service in designing the flow and process. They help in providing the needed first hand information and necessary integrating contents for admission and registration exercise, this prepares the new students and returning students for the total implementation phase of online interaction.
First Author: Patronis, Marielle  
Title: The Effect of Using Mobile Devices on Students’ Performance In Writing

ABSTRACT: The number of projects exploring the potential of mobile device-facilitated learning is steadily growing in higher education, prompted, in part, by the use of mobile technology in the work place. The use of mobile devices has expanded from short-term trials on a small scale to large-scale integration in educational settings from primary to higher education. With this increase, the use of textual-based communication has also increased. Hence, the mode of writing faces a new environment from printed text to the digital. However, there remains a lack of analysis that brings together the findings of the impact of using mobile devices on students’ performance in academic writing. The aim of this study is to provide an overview of how mobile devices impact students’ performance in writing along with recommendations for possible future pedagogical uses of mobile technologies. The study builds on a pilot study conducted in spring 2014 at a university in Dubai, UAE, which explored the effect of using the iPad on learners’ writing performance.

First Author: Pérez Zurutuza, Kristian  
Title: Linguistic Typology in Multilingual Language Teaching, Migrants’s Integration, While Preserving Minority Languages

ABSTRACT: Linguistic typology’s applications have contributed to the layout of an unique linguistic structure of language as a cognitive construct of the mind, which relates to the use of various typological patterns to build a methodology of multilingual language teaching in primary schools through the use of typological items, such as word order pattern, verb inflection, comparative morphology, or syntax, among others; enabling young learners to acquire second language(s) parallel to their own mother tongue in a direct manner in multilingual contexts through an unique methodology common to the multiple languages used as target languages. Such methodology breaks down language into a skeleton young learners approach to regardless of previous knowledge, cultural background, or age. Permanently, all second languages are addressed through their features related to the native tongue of the learner, which leads to their comprehension and quick, effortless, natural assimilation and aquisition through visual and memory methods, along a plethora of exercises. The methodology may be used traditionally, or with ITs, in a fluid manner to help migrants banish linguistic barriers when integrating within foreign communities and their educational institutions, as well as helping preserve and ensure the growth of minority languages through the increase of speakers, which may lead to the creation of cultural production of whatever type, ultimately reasuring the preservation of the language. This methodology approaches the teaching of Basque (minority language being one of the oldest in the world) and other European or Asian languages, although expandable to whatever language.

First Author: Perry, Robert  
Co-Authors: Press, Madeline; Prytula, Michelle  
Title: High Fidelity Human Patient Simulation: Developing an Instrument to Measure Faculty Reticence

ABSTRACT: High fidelity human patient simulation (HFS) is a teaching innovation that is becoming a key component in nursing education programs. Even though nurse faculty support HFS, there is a reluctance to adopt it into their own teaching practice. In a phenomenological study exploring faculty experiences, theoretical implications of reticence were identified. Subsequently, a survey instrument, to validate results from the phenomenonological study and develop measures for more broad application, has been developed. This survey is being piloted in the spring of 2016 with a Canada and United States distribution in late 2016. This instrument will survey nurse educators across Canada and the United States seeking to reveal their perception of self-efficacy as instructors, level of comfort with technology general, and their perceptions, beliefs, and behaviors integrating HFS into their teaching practice. The objective of this research is development of a contextually valid instrument that will reliably provide information on faculty reticence.
around simulation technology integration in health education learning experiences. The proposed research further tests the validity and reliability of the survey tool. This research will set the groundwork for understand challenges to nurse faculty integrating HFS and identify areas where development is needed; while providing information to educational administrators of the educational needs of nurse faculty.

First Author: Pickens, Lisset
Title: The Reflective-Reflexive Educator

ABSTRACT: Reflective-reflexive practice is needed in order to ignite and sustain the journey of lifelong learning. The more educators are able to reflect on their thoughts, beliefs, actions etc. the more they are able to grow in character which defines who they are as individuals and to also develop professionally in one’s craft. I have a great amount of experience in the field of education but I am not unseeing to the fact that experience alone does not lead to my growth. Reflecting on my experiences and being reflexive in my actions makes the learning more meaningful and readily applicable. The primary benefit of reflective –reflexive practice for teachers is a deeper understanding of their own teaching style and ultimately, greater effectiveness as a teacher. Reflexive practice, for that reason, by definition then allows us to survey what our values are and how those values impacts the learning experiences we have been afforded. In a combined practice, a reflective-reflexive educator will benefit from building improved relationships with learners. The educator will in turn be more culturally and socially aware, establishing a more considerable amalgamation to effectively reach all learners.

First Author: Quartey, Nii-Quartelai
Co-Authors: Whiteway, Jon; Diab, Heesham; Moore, Ahli; Anderson, Greg
Title: Police Body Cameras: Popular Public Safety Intervention but Unknown Return on Investment

ABSTRACT: Inspired by public debate between underrepresented communities and local law enforcement agencies, this paper explores return on investment of police body-worn cameras as an intervention to prevent civil unrest. American cities from Los Angeles to Baltimore, for example, while under heavy criticism for having over militarized local law enforcement agencies, have piloted the use of police body-worn cameras to monitor lawful interactions between civilians and law enforcement officers. Anticipated benefits include stricter adherence to law enforcement protocol by law enforcement officials that know their actions are being recorded, more accurate accounts of disputes with officers, evidence to counter false criminal cases and civil suits against local law enforcement agencies, etc. However, the benefits of this spurt of investments in police body-worn cameras across America, often without robust implementations plans, are still largely unknown, as standard practices have not yet been strongly established. This paper offers an economic analysis of police body-worn camera related literature review findings, proposed policy changes, recommended actions, and respective alternatives that improves public welfare by proactively addressing the contributing factors to civil unrest while considering responsible economic impact.

First Author: Şahin, Bahadır
Title: Army Accreditation Association by Merging Two Prominent Quality Concepts

ABSTRACT: Security forces confront complex threats that range from ordinary problems of a simple private to sophisticated cyber warfare. For the foreseeable future, the world will deal with different versions of problems and diverse range of missions. To enable healthy cooperations and create standard way of management widely recognized standards should be set and implemented by all armies. Thanks to the global harmonization of national and international military standards, the advantages will be seen mostly in combined operations. To create a standard and provide its continuity, some management systems are used by many organizations. ISO 9001 (quality management systems)
concept will be described and ways to implement it in the army will be explored. In this process, some significant points from ISO/IEC 17025 (laboratory accreditation) will be evaluated to merge these two concepts and practice both of them in the army. The goal of this study is developing the idea in which two prominent quality concepts are deemed as one to monitor personnel, procedures, operations, tools, techniques and organizational structure of the army. Volunteer armies for accreditation give special attention to be audited by an external eye. If this external eye is also an army, the result will be more profitable. Because an army with an intent on increasing it's quality will need bilateral cooperations and quality issues will create an important set of relationships between counterparts. In the near future, army accreditation bodies may be formed to audit and accreditate volunteer armies.

First Author: Şatiroğlu, Muzaffer
Title: Concretizing Cyber Battlefield with the Help of Warfighting Functions

ABSTRACT: The main purpose of this study is to show the application of some warfighting functions to cyber operations which have been held in recent years. Thus it will help the commanders to concretize cyber battlefield. There have been many cyber conflicts in previous years, some of which have been conducted by militaries. Nowadays, cyber is a reality in combat. With the help of this study, commanders will thoroughly comprehend that the transmission of cyber power to the battlefield utilizes the same principles as kinetic power. As the US Army accepts cyberspace as the fifth operational domain on the back of land, sea, air and space, demonstration and exemplification of existing warfighting functions on the basis of cyber operations will help the commanders who perform in the cyber theater of operation to visualize and concretize the cyber battlefield. The paper begins with basic definitions and concepts related with cyber and cyber warfare, later links some warfighting functions together with real world cyber operations, and in the end caps off with the benefits that are provided by application of warfighting functions to the cyber operations.

First Author: Shahzad, Abid
Title: The Selection of Teaching Strategies and its Relationship with Teachers' Cognitions

ABSTRACT: The present study explores the perceived selection of teaching approaches and how this selection is connected to future teachers’ cognitions; i.e. future teachers’ teaching beliefs and self-efficacy beliefs. A sample of 250 future teachers registered in the final year of masters in education from two universities of Pakistan participated in the study. The future teachers filled out survey instruments associated to their perceived selection of teaching approaches, teaching beliefs and self-efficacy beliefs. The data were analysed using descriptive statistics and regression analysis approaches. The main findings of the study includes (i) an overall low level selection of the different types of teaching strategies by future teachers, and (ii) a meaningful positive association discovered in the perceived selection of teaching strategies and future teachers’ cognitions. The outcomes recommend a desperate need for the permanent professional development of teacher educators in in Pakistan. Also there are strong recommendations for the course designers and educational policy makers to suggest benchmarking implementations on consistent footings.

First Author: Sharma, Yamini
Title: Quality Management of Elementary Education: Special Reference Right to Education in India

ABSTRACT: India is a country with glorious history of ancient Vedic education system where we had world class universities like Taxila and Nalanda which attracted world’s best scholars of that time. At presents Indian education system lives with a paradox. At one side of the coin IITs and IIMs are holding a prestigious place in imparting quality education and on the other side our country is suffering with the problems of illiteracy and poor quality of primary education. According to Census of India 2011, 23 Crore 35 lac 20 thousand 313 children are in between age of 6-14 years, who are beneficiary Right to Education (Census of India 2011). In the 13th Finance Commission to Rajasthan, 327319.336
lac rupees has approved as a Grant-in-Aid for elementary education for 2013-14 (Minutes of the 196th PAB meeting held on 18th March, 2013). According to Census of India 2011, Literacy rate in India is 74.04% of the total Population. But the situation is very critical in Rajasthan, 32.94% of its total population is illiterate. This research explores the key factors, which influence the quality of education and implementation of Right to Education in Rajasthan. A model is developed to test the quality of elementary-education in which Education environment; Education process and Education content are facets of the model. Primary-data is collected form stake holder of primary education i.e. Teachers, Policy Makers, students and parents by structured questionnaire. This research help policy maker to make necessary amendments to resolve grass-root problems of quality education.

First Author: Shneikat, Belal
Co-Authors: Abubakar, Abubakar Mohammed ; Ilkan, Mustafa
Title: Impact of Favoritism and Nepotism on Emotional Exhaustion and Education Sabotage: The Moderating Role of Gender

ABSTRACT: Favoritism, nepotism are common practice at most organizations. This study attempts to provide an insight by measuring the impact of favoritism, nepotism on emotional exhaustion and education sabotage. Data was collected from teaching/research assistants at six universities in North Cyprus. The interplay among the study variables was observed via SEMs. Implications and consequences of organizational politics like favoritism, nepotism and work-related strain like emotional exhaustion are discussed.

First Author: Smith Aziah, Christabel
Title: Environmental Policy Effects on Food Packaging and Health: Case Study - Cameroon

ABSTRACT: Access to affordable and safe methods for food packaging and preservation is an indispensable issue to be addressed in Cameroon. This is more evident after the ban on the sale and use of non-biodegradable plastics, a major method used for food packaging in Cameroon. 58% of Cameroon's population discard their plastic wastes into the open air, these plastics which affect wildlife, human health and environment, constitute 10% of 6million tons of waste produced in Cameroon daily. This paper sought to present a detailed analysis of the policy on the ban of non-biodegradable plastics and its effects on food packaging and health, to identify alternative methods for food packaging and to what extent they can be used sustainably in Cameroon. While this policy may have resulted in preserving the environment in the short run, the intended benefits are outweighed by the external costs associated with food safety, nutrition and health. Method used is review and analysis of the policy, related literature, articles and scientific journals. Solutions to food packaging and a system for plastic waste disposal are being recommended to the government of Cameroon while public sensitization on the side effects of improper disposal of non-biodegradable plastics is reinforced through non-governmental organizations.

First Author: St.Cyr, Linda
Title: PA Core: Are High School Students Ready for College?

ABSTRACT: The purpose of this research is to assess whether Common Core State Standards (CCSS) in English Language Arts and mathematics prepares high school students for their freshman year in college. The research seeks to answer whether CCSS in Pennsylvania high schools aligns with college entry expectations and student learning outcomes in the Pennsylvania State System of Higher Education (PASSHE). A content analysis and a comparative analysis of PA Core Standards with their alignments to student learning outcomes (SLOs) in the Pennsylvania State System of Higher Education (PASSHE) was developed as part of the research design. The research focuses on an analysis of the history of education policies in the United States including the Elementary and Secondary Education Act, its reauthorization...
as No Child Left Behind and the development of Common Core State Standards, and why Pennsylvania adopted a modified version of CCSS called PA-Core. The research looks at the student learning outcomes of the 14 colleges in PASSHE and looks at the student learning outcomes for the fourteen main high schools associated with each college in PASSHE.

First Author: Thakker, Hemal
Title: Agriculture: A Viable Panacea for Climate Change

ABSTRACT: At the turn of the century, anthropogenic activities were identified as the fundamental cause for climate change. The issue of climate change gained traction in the late 1980s and early 1990s. In 1987, with the discovery of the stratospheric ‘ozone hole’, the Brundtland report, Our Common Future (World Commission on Environment and Development) was published. The proverbial concept of sustainable development was coined in the report. Since the Industrial Revolution, a range of anthropogenic activities comprises of the use of fossil fuels and has led to the increased transmission of carbon dioxide, methane, and other heat trapping gases into the atmosphere. The “greenhouse effect” has raised temperatures and engendered a change in global climate patterns. Agriculture, our primary source of food is fundamental for human survival but its significance for the ecology and climate is undermined. Farming, including crop and pasture land covers 40 percent of the globe, accounts for 70 percent of consumptive water use and employs approximately 40 percent of the population worldwide. It is estimated that the global food system accounts for approximately 30-50% of the entire greenhouse gas emissions, considering land-use changes, agricultural production, waste, processing, transport, packaging and retail. Despite of having a mammoth carbon footprint, the agricultural sector is largely neglected in climate change discussions. This paper will examine the various dynamics of the agricultural sector in relation to global climate change and analyze the viable solutions in order to mitigate the effects of climate change.

First Author: Tsai, Ping-Lun
Co-Authors: Lu, Hung-Yi; Lai, Shih-Jie
Title: An Investigation of Cost Considerations of Item Selection Strategies on Classification Tests

ABSTRACT: In many educational and psychological testing scenarios, classification tests are extensively used, and the test results must be sorted into different examinee categories. This study utilized the concepts of generalized sequential probability ratio test (GSPRT) which was proposed by Reed (1960) to process multicategory classification items and investigated the influence of different item selection strategies on test results. The research results indicated that the test result accuracy was not significantly different for different test selection strategies; however, by comparing the mutual information (MI) item selection strategy to a random selection strategy and the fisher information selection strategy to the kullback-liebler selection strategy, the required number of test items could be significantly reduced. The number of test items that could be reduced was especially significant when the number of categories was increased. Targeting the excessive item exposure rate problem, this study went a step further in combining a-stratified and cost-stratified implementation of item bank usage control. The research results indicated that the required testing cost could be reduced by combining the MI item selection strategy with cost-stratified. In addition, item bank control objectives could be reached while also attaining test efficiency and item bank use efficiency.
First Author: Umeanoikwa, Chinonso  
Title: Influence of Gender and Self-Esteem on Workplace Deviant Behaviors

ABSTRACT: This study is on the influence of gender and self-esteem on workplace deviant behaviors in a typical developing country context. Three hypotheses were tested: 1) Male and Female civil servants will differ significantly on workplace deviant behavior. 2) Workers with high self-esteem and those with low self-esteem will differ significantly on workplace deviant behaviors. 3) There will be a significant interaction between gender and self-esteem of workers with respect to workplace deviant behaviors. Two hundred and thirteen participants (Males = 132) and (Females= 81) were selected through a convenient sampling method from 20 public sectors to test the hypotheses; Age ranges from 18 – 45 years. Personal data column and 2 questionnaires, Index of Self-esteem by Hudson (1982) and Workplace Deviant Behavior Scale by Bennett and Robinson (2000) were used to gather data. Data were analyzed using a 2 x 2 ANOVA. The result showed that gender have a significant influence on workplace deviant behavior; self-esteem have no significant influence on workplace deviant behaviors, while there was no significant interaction of gender and self-esteem on workplace deviant behaviors. Results were discussed based on the reviewed literatures and theoretical postulations in relation to the findings of this study.

First Author: Vaturi, Asher  
Co-Author: Sharan, Yair  
Title: Lone Wolves and Black Sheep Terrorists In The Modern Urban Jungle

ABSTRACT: Recent terror acts took place in different urban centers like Sydney, Australia; New York, U.S.A, or Oslo, Norway. These acts have indicated possible relationship between terrorism and urban development. These events were carried out by individuals who acted alone, so called "lone wolf". Indeed, the motivations of these loners vary. For some, their relationship with society provided the backdrop for violence. Many of them were left behind and became the "black sheep" of society. Urban terrorism and especially lone actor terrorism has become an important phenomena and a significant threat to urban society worldwide. This behavior of some of the terrorists is rooted in their low quality of life and in their inability to integrate into society. This paper first discusses the roots of loneliness of individuals in modern urban areas and then examines the approach of "new urbanizm" as a way to understand better this phenomenon and as a possible solution to address it.

First Author: Wani, Savita  
Co-Author: Pawar, B.V.; Gupta. R.H.;  
Title: Learning for e-Marketers (Web-Advertising) through Consumer Perceptions

ABSTRACT: A rapid growth of the digital worlds provides opportunities as a tool for communication, entertainment, and marketplace exchange. E-commerce is accompanied by concerns of consumer’s security and privacy intrusion. Comparison between Indian & US Consumers provides learning for e-marketers; consumer’s expectation for privacy, quality and authenticity of product/service while shopping.
ABSTRACT: This study is a response to calls to define the role of a school principal in closing the achievement gap between White and children of color in the United States. There is an ongoing trend that school leaders are not prepared to lead failing public schools, however, culturally proficient school leadership aims to meet the educational needs of all students. This study will investigate elementary principals’ perceptions regarding the level of cultural competence in their schools and their use of practices related to cultural competence. This mixed methodology investigation will be conducted in two phases. The population of this study is Missouri elementary principals (n=244), whom were selected based upon the student demographics of their schools. In Phase I, a survey will be utilized to collect quantitative data. In Phase II, voluntary survey participants (n=8) will be interviewed using an interview protocol to collect qualitative data. In the analysis, a priori themes of the study will include the school related factors defined in the survey, as well as the five essential elements of cultural competence: Assessing Cultural Knowledge, Valuing Diversity, Managing the Dynamics of Difference, Adapting to Diversity, and Institutionalizing Diversity. While the results of this study are forthcoming, elementary principals, school administrators, and other school leaders may be able to utilize the results for generalizing their own levels of cultural competence and as a resource in transforming their schools by employing effective use of the Tools of Cultural Competence.

ABSTRACT: In recent years, there has been an increasing demand for Chinese as L2 in Thailand, especially at the tertiary level. This trend, in turn, makes the role of the textbook used in the classroom increasingly more pivotal. This article compares the textbooks used in two of the most prestigious universities in Thailand: Chulalongkorn and Mahidol University. On the one hand, Chulalongkorn uses Integrated Chinese《中文听说读写》level 1, part 1, for their elementary students. It is also the most widely-adopted Chinese textbook in the USA and offers an array of components to meet the needs of any high school or college classroom. The book comprises of 10 lessons, and it clearly adopts the communicative approach, which is of central importance in language teaching in most western societies. Mahidol, on the other hand, uses Hanyu Jiaocheng (Chinese Language Course) Book 1, Part 1 Revised (《汉语教程》 (修订本) 第一册 上) for their elementary students. The book has 15 lessons and mainly focuses on the formal aspects of Mandarin Chinese, namely, pronunciation, grammar, and calligraphy. Its approach to language teaching is based on traditional methods that have been extensively used in Asian societies for a long time. It is concluded that both textbooks endorse completely different approaches to language teaching because they are targeted at different groups of students with diverse language learning traditions.
ABSTRACT: Amidst an increasingly digitalized society, information and communication technologies have been seamlessly integrated into the economic, social, and political life of individuals. Information has been regarded as a primary good, essential to the wellbeing and self-respect of individuals in society. The digital engagements of an individual play a key role in a variety of life outcomes ranging from academic performance to entrepreneurial success to health service uptake. As a result of varying degrees of access to the Internet and ICTs across populations and individuals, a digital divide emerges. Education, a sector pivotal to directing individual life trajectories, has been radically transformed with regards to the learning process and access to information and thus faces the implications of the digital divide, as new waves of inequalities are introduced in the classroom. As the period of basic education is critical to transitioning into civic life or higher education, digital inequalities are capable of aggravating pre-existing social inequalities. Through survey-questionnaires, conducted on 152 high school students from a Philippine public school, the study reveals the correlation of academic performance and aspirations (for their highest academic qualification) to access to digital technologies and the Internet, according to Van Dijk's four measurements of digital poverty, namely: motivational access, material access, skills access, and usage access. The findings reveal a positive correlation for academic performance whereas no correlation was found between aspirations and digital access. In the study, significant correlational differences were also found between genders, specifically, in terms of skills access and academic performance.
“In a gentle way, you can shake the world.”

– Mahatma Gandhi