

DOROTHY McCORMICK

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EDUCATION

PhD The Johns Hopkins University, School of Advanced International Studies, 1988
Fields: African Studies, International Economics, Comparative Politics
Dissertation: *Small Enterprise in Nairobi: Golden Opportunity or Dead End?*

MA The Johns Hopkins University, School of Advanced International Studies, 1984
Fields: International Economics; Comparative Politics

MBA University of Pennsylvania, Wharton School of Finance and Commerce, 1966
Fields: *Major*, finance; *minor*, accounting

BA Trinity College (Washington, D.C.), 1964
Fields: *Major*, mathematics; *minor*, physics

EMPLOYMENT

University of Nairobi, Institute for Development Studies	<i>Director</i> <i>Professor</i> <i>Associate Professor</i> <i>Senior Research Fellow</i> <i>Research Fellow</i>	2001-2007 2009- 2000-2009 1992-2000 1988-1992
Consortium of Universities of Washington Metropolitan Area Trinity College, Washington, DC	<i>Financial Adviser to Executive Director</i> <i>Interim President</i> <i>Vice-President/Treasurer</i>	1983-1985 1981-1982 1975-1983
Academy of Notre Dame, Washington, DC	<i>Co-principal</i>	1974-1975
Sisters of Notre Dame de Namur, Maryland Province	<i>Treasurer</i>	1966-1974

RESEARCH AND TEACHING SPECIALISATIONS

Theory and practice of entrepreneurship; micro and small enterprise development
Industrialisation and development, with particular emphasis on textiles and clothing
Aid and development

PUBLICATIONS

Books

1. Dorothy McCormick, Joseph Kuzilwa, and Tegegne Gebre-Egziabher (eds). 2009. *Industrialising Africa in the Era of Globalisation: Challenges to Clothing and Footwear*. Nairobi: University of Nairobi Press. ISBN 9966-846-86-7
2. Banji Oyeyinka and Dorothy McCormick (eds.) 2007. *Industrial Clusters and Innovation Systems in Africa: Learning Institutions and Competition*. Tokyo: United Nations University Press. ISBN 978-92-808-1137-1
3. Dorothy McCormick, Patrick Alila and Mary Omosa (eds). 2007. *Business in Kenya: Institutions and Interactions*. Nairobi: University of Nairobi Press. ISBN 9966-846-95-6.
4. Dorothy McCormick and Christian Rogerson (eds.) 2004. *Clothing and Footwear in African Industrialisation*. Africa Institute of South Africa, Johannesburg. ISBN 0-7983-0162-7
5. Dorothy McCormick and Hubert Schmitz. 2002. *Manual for Value Chain Research on Homeworkers in*

the Garment Industry Institute of Development Studies, Sussex. ISBN 1 85864 414 3

6. Dorothy McCormick and Poul Ove Pedersen (eds.) 1996. *Small Enterprises: Flexibility and Networking in an African Context*. Longhorn Kenya. ISBN 9966 49 915 6

Journal Articles and Refereed Papers

1. Dorothy McCormick and Hubert Schmitz. 2011. "Donor Proliferation and Coordination: Experiences of Kenya and Indonesia." *Journal of Asian and African Studies* 46(2):149-168
2. Dorothy McCormick, Winnie Mitullah, Preston Chitere, Risper Orero, and Marilyn Ommeh. 2010. 'Institutions and Business Strategy of Matatu Operators in Nairobi: A Scoping Study.' Working Paper No. 14-2. African Centre of Excellence for Studies in Public and Non-motorised Transport. Cape Town: University of Cape Town.
3. Paul Kamau, Dorothy McCormick, and Nicolas Pinaud. 2009. "The Developmental Impact of Asian Drivers on Kenya with Emphasis on Textiles and Clothing Manufacturing." *The World Economy* 32(11): 1586-1612.
4. Dorothy McCormick. 2008. "China and India as Africa's New Donors: Understanding the Impact of Aid on Development." *Review of African Political Economy* 35(1):73-92.
5. Raphael Kaplinsky, Dorothy McCormick, and Mike Morris. 2008. "China and Sub Saharan Africa: Impacts and Challenges of a Growing Relationship. SAIS Working Papers in African Studies, no. 05-08. Washington: The Johns Hopkins University, Paul H. Nitze School of Advanced International Studies.
6. Dorothy McCormick, Winnie Mitullah, and Erick Manga. 2007. "Extent and Forms of Donor Proliferation and Coordination in Kenya: The Case of Inclusive Industrialisation and Governance Reform 2000-2005. Working Paper No. 546. Nairobi: Institute for Development Studies.
7. Raphael Kaplinsky, Dorothy McCormick, and Mike Morris. 2007. "The Impact of China on Sub Saharan Africa." IDS Working Paper No. 291. Brighton: Institute of Development Studies. ISBN 978-1-85864-665-0.
8. Dorothy McCormick and Charles Muguku. 2007. "Micro and Small Enterprise Labour: Job Quality in Garment and Metal Enterprises in Nairobi." *African Journal of Business and Economic Research* 2(1):12-39.
9. Dorothy McCormick, Paul Kamau, and Peter Ligulu. 2006. "Post-Multifibre Arrangement Analysis of the Textile and Garment Sectors in Kenya." *IDS Bulletin* 37 (1): 80-88.
10. Dorothy McCormick and Mary Njeri Kinyanjui. 2004. "Industrialising Kenya: Building the Productive Capacity of Micro and Small Enterprise Clusters." SEPT Working Paper No. 15. Leipzig: University of Leipzig. ISBN 3-934693-14-8
11. Dorothy McCormick and Kaendi Munguti. 2003. "Micro-finance and Behaviour Change Among Nairobi's Commercial Sex Workers." *Small Enterprise Development* 14(2): 56-65.
12. Dorothy McCormick and Mary Njeri Kinyanjui. 2003. "Value Chains in Small Scale Garment Producers in Nairobi: Challenges in Shifting from the Old Global Regime of Import Substitution to a More Liberalised Global Regime." IDS Working Paper No. 536. Nairobi: University of Nairobi, Institute for Development Studies.
13. Dorothy McCormick. 2001. "Value Chains and the Business System: Applying a Simplified Model to Kenya's Garment Industry." *IDS Bulletin* 32 (3):105-115.
14. Dorothy McCormick, Peter Kimuyu and Mary Njeri Kinyanjui. 2001. "Kenya's Garment Industry: An Institutional View of Medium and Large Firms." IDS Working Paper No. 531. Nairobi: University of Nairobi, Institute for Development Studies, April 2001.
15. Dorothy McCormick. 2001 "Enterprise Clusters in Kenya: Urban Production, Upgrading Strategies, and Joint Action" *Africa Insight* 31 (1): 3-11.
16. Dorothy McCormick. 1999. "African Enterprise Clusters and Industrialisation: Theory and Reality." *World Development* Special Issue on Enterprise Clusters. 27(9): 1531-1551.
17. Dorothy McCormick and Poul Ove Pedersen. 1999. "African Business Systems in a Globalising World." *Journal of Modern African Studies* 37(1): 109-135.
18. Dorothy McCormick. 1998. "African Enterprise Clusters: On the Way to Industrialisation?" Discussion Paper No. 366. Institute of Development Studies, Sussex. July 1998
19. Dorothy McCormick and Patrick O. Alila. 1997. "Firm Linkages in Kenya's Tourism Sector." Discussion Paper No. 297. Institute for Development Studies. Nairobi: University of Nairobi. December 1997.
20. Dorothy McCormick, Mary Njeri Kinyanjui, and Grace Ongile. 1997 "Growth and Barriers to Growth Among Nairobi's Small and Medium-Sized Garment Producers." Co-authored with Mary Njeri Kinyanjui and Grace Ongile. *World Development* 25(7): 1095-1110.
21. Dorothy McCormick. 1996. "The Impact of Economic Reform on Entrepreneurial Activity: A Theoretical Framework for Analysing Small Enterprise." *The Independent Review* 1:65-78.

22. Dorothy McCormick and Grace Ongile. 1993. "Growth and the Organisation of Production: Case Studies from Nairobi's Garment Industry." Co-authored with Grace Ongile. Discussion Paper No. 294. Institute for Development Studies. Nairobi: University of Nairobi. August 1993.
23. William J. House, Gerrishon K. Ikiara, and Dorothy McCormick. 1993. "Urban Self-Employment in Kenya: Panacea or Viable Strategy?" *World Development* 21 (7): 1205-1224.
24. Dorothy McCormick. "Risk and Firm Growth: The Dilemma of Nairobi's Small-scale Manufacturers." Discussion Paper No. 291. Institute for Development Studies. Nairobi: University of Nairobi. January 1993.
25. Dorothy McCormick. "Women in Small-Scale Manufacturing: The Case of Nairobi, Kenya." *Third World in Perspective* vol. 1, no. 2. 1992.
26. William J. House, Gerrishon K. Ikiara, and Dorothy McCormick. 1990. "The Promotion of Self-Employment and Small-scale Enterprises in Urban Kenya: A Case Study." World Employment Programme Research Working Papers, No. 45. Geneva: International Labour Office. 1990.

Book Chapters

1. Paul Kamau and Dorothy McCormick. 2011. "The Impact of India-Kenya Trade Relations on the Kenya Garment Industry". In Emma Mawdsley and Gerard McCann (eds). *India in Africa: Changing Geographies of Power*. Cape Town: Fahamu. ISBN 978-1-906387-65-5
2. Raphael Kaplinsky, Dorothy McCormick, and Mike Morris. 2010. "Impacts and Challenges of a Growing Relationship Between China and Sub Saharan Africa." In V. Padayachee (ed.), *The Political Economy of Africa*, pp. 389-409. London: Routledge. ISBN 978-0-415-48039-0.
3. Dorothy McCormick, Joseph Kuzilwa, and Tegegne Gebre-Egziabher. 2009. "Researching Clothing and Footwear in the Era of Globalisation." In Dorothy McCormick, Joseph Kuzilwa, and Tegegne Gebre-Egziabher (eds), *Industrialising Africa in the Era of Globalisation*, Nairobi: University of Nairobi Press.
4. Dorothy McCormick and Peter Kimuyu. 2007. "Business Systems Theory: An African Perspective." In Dorothy McCormick, Patrick Alila and Mary Omosa (eds). *Business in Kenya: Institutions and Interactions*. Nairobi: University of Nairobi Press.
5. Dorothy McCormick, Peter Kimuyu, and Mary Njeri Kinyanjui. 2007. "Textiles and Clothing: Global Players and Local Struggles." In Dorothy McCormick, Patrick Alila and Mary Omosa (eds). *Business in Kenya: Institutions and Interactions*. Nairobi: University of Nairobi Press.
6. Dorothy McCormick. 2007. "Industrialisation through Cluster Upgrading: Theoretical Perspectives". In Dorothy McCormick and Banji Oyeyinka, eds., *Clusters in Africa: Pattern, Practice and Policy for Innovation*. Tokyo: United Nations University Press.
7. Dorothy McCormick 2007. "Kenya's Garment and Metal Industries: Global and Local Realities." In Allen J. Scott and Gioacchino Garofoli, eds. *Development on the Ground: Clusters, Networks, and Regions in Emerging Economies*. London: Routledge.
8. Dorothy McCormick and Winnie Mitullah. 2007. "Global Markets and Local Responses: The Changing Institutions in the Lake Victoria Fish Cluster" In Dorothy McCormick and Banji Oyeyinka, eds., *Clusters in Africa: Pattern, Practice and Policy for Innovation*. Tokyo: United Nations University Press
9. Walter Odhiambo, Paul Kamau, and Dorothy McCormick. 2005. "Kenya's Participation in the WTO: Lessons Learned." In Peter Gallagher, Patrick Low, and Andrew L. Stoler (eds), *Managing the Challenges of WTO Participation: 45 Case Studies*. Cambridge: Cambridge University Press.
10. Kinyanjui, Mary Njeri and Dorothy McCormick, 2005, "Retailers and Small Scale Garment Producers: Dynamics in Local Level Development in Nairobi". In Tegegne Gebre Egziabher and Helmsing A.H.J (eds) *Local Economic Development in Africa: Enterprises, Communities and Local Government*. Maastricht: Shaker Publishing. ISBN 90-423-0280-1
11. Dorothy McCormick and Mary Njeri Kinyanjui. 2004. "E-commerce in the Garment Industry in Kenya: A Preliminary Review of Usage, Obstacles and Policies." In Dorothy McCormick and Christian Rogerson (eds.) *Clothing and Footwear in African Industrialisation*. Co-edited with Christian M. Rogerson. Africa Institute of South Africa, Johannesburg. ISBN 0-7983-0162-7
12. Dorothy McCormick, Mary Njeri Kinyanjui and Peter Ligulu. 2004. "The Clothing and Footwear Industries in Kenya." In Dorothy McCormick and Christian Rogerson (eds.) *Clothing and Footwear in African Industrialisation*. Co-edited with Christian M. Rogerson. Africa Institute of South Africa, Johannesburg. ISBN 0-7983-0162-7

13. Dorothy McCormick and Rosemary Atieno. 2002. "Linkages between Small and Large Firms in the Kenyan Food Processing Sector." In Meine Pieter van Dijk and Henry Sandee (eds.) *Innovation and Small Enterprises in the Third World*, pp. 223-248. Cheltenham: Edward Elgar. ISBN 1-84064-914-3
14. Dorothy McCormick. 2001. "Gender Issues in Small Enterprise Development in Kenya." In P. Samanta and R. Sen, eds. *Studies in Economic Development with Reference to East Africa and India*. New Delhi: Atlantic Publishers.
15. Dorothy McCormick. 1999. "Enterprise Clusters in Africa: Linkages for Growth and Development." In Simon McGrath and Kenneth King, eds. *Enterprise in Africa* London: Intermediate Technology Publications.
16. Dorothy McCormick. "Enterprise Clusters in Africa: Paving the Way to Industrialisation" In Marco di Tommaso and Roberta Rabbellotti, eds. *Cluster di imprese nei paesi in via sviluppo: oltre l'esperienza italiana*. Bologna: Il Mulino.
17. Dorothy McCormick. 1999. "Policies Affecting Kenyan Industrialisation, 1964-1994." In Njuguna Ng'ethe and Wasunna Owino, eds. *From Sessional Paper no. 10 to the Era of Structural Adjustment: Towards Indigenising the Policy Debate* Nairobi: Institute of Policy Analysis and Research.
18. Dorothy McCormick. 1997. "Industrial District or Garment Ghetto? The Case of Nairobi's Mini-Manufacturers." In Meine Pieter van Dijk and Roberta Rabbellotti, eds. *Enterprise Clusters and Networks in Developing Countries*, pp. 109-130. London: Frank Cass.
19. Dorothy McCormick. 1996. "Women in Business: Class and Nairobi's Small and Medium-sized Producers." In Kathleen Sheldon, ed., *Courtyards, Markets, City Streets: Urban Women in Africa*, pp. 93-212. Boulder: Westview Press.
20. Dorothy McCormick. 1996. "Small Enterprise Development: A Network Approach." In Dorothy McCormick and Poul Ove Pedersen, eds., *Small Enterprises: Flexibility and Networking in an African Context*, pp. 301-314. Nairobi: Longhorn.
21. Dorothy McCormick and Grace Ongile. 1996. "Barriers to Small Firm Growth: Evidence from Nairobi's Garment Industry." In Dorothy McCormick and Poul Ove Pedersen, eds., *Small Enterprises: Flexibility and Networking in an African Context*, pp. 40-62. Nairobi: Longhorn.
22. Dorothy McCormick. 1991. "Success in Urban Small-Scale Manufacturing: Implications for Economic Development." In Peter Coughlin and Gerrishon K. Ikiara, eds. *Kenya's Industrialisation Dilemma* pp. 335-61. Nairobi: Heinemann Kenya.
23. Dorothy McCormick. 1991. "Nairobi's Clothing Retailers: Some Preliminary Findings." In P. Anyang' Nyong'o and Peter Coughlin, eds. *Industrialisation at Bay: African Experiences*, pp. 65-75. Nairobi: African Academy of Sciences.
24. Dorothy McCormick. 1990. "The Kenyan Economic Situation: An Overview." In Extension Course Committee of the Catholic Higher Institute of East Africa, eds. *Towards an African Christian Liberation*. Nairobi: St. Paul Publications.
25. Dorothy McCormick. 1987. "Fundis and Formality: Very Small Manufacturers in Nairobi," In M.G. Schatzberg, ed., *The Political Economy of Kenya*, pp. 161-76. New York: Praeger Publishers.

Conference and Other Papers (Partial list)

1. Dorothy McCormick, Winnie Mitullah, Preston Chitere, Risper Orero, and Marilyn Ommeh. 2011. 'Paratransit Business Strategies: A Bird's Eye View of Matatus in Nairobi.' Paper presented at the Southern African Transport Conference, Pretoria, South Africa, 11-14 July 2011.
2. Paul Kamau, George Michuki, Dorothy McCormick, Carolyne Gatimu. 2011. 'Adjusting to Chinese Ascendancy in the Global Clothing Industry: Kenyan Experience.' Paper presented at Preliminary Findings Workshop for project on 'Chinese Ascendancy in the Global Clothing Industry', organised by the Institute for Development Studies, University of Nairobi, Travellers Beach Hotel, Mombasa, 30 June – 1 July 2011.
3. Dorothy McCormick. 2011. 'Africa and Its Emerging Development Partners: Helping or Hindering Industrialisation?' Paper prepared for OECD Development Centre, Paris.
4. Dorothy McCormick and Jackson Maalu. 2011. 'Innovation Hubs and Small and Medium Enterprises in Africa: A Critical Review of Issues. Discussion Paper prepared for African Development Bank Annual Meeting. Revised version presented at the African International Business and Management Conference, Nairobi, 25-26 August 2011.
5. Dorothy McCormick, Paul Kamau, and Jackson Maalu. 2011. 'Mainstreaming the Agenda for Kenya's Competitiveness and Productivity.' Paper prepared for the National Economic and Social Council, Government of Kenya.
6. Dorothy McCormick, Winnie V. Mitullah, Risper Orero, Samuel Ngigi, and Aileen Nyatuga. 2010. Growth-oriented Small Enterprises in Kenya: Lessons from Selected Case Studies. Concept Paper

commissioned by the United Nations Development Programme in collaboration with the Kenya Government Ministry of Trade, Private Sector Development Strategy Office.

7. Dorothy McCormick, Winnie Mitullah, Karuti Kanyinga, and Erick Manga. 2009. "Effects of Donor Proliferation and Coordination on State Capacity: The Case of Inclusive Industrialisation and Governance Reform in Kenya." Paper presented at a Stakeholders' Workshop, Utalii College, Nairobi, 28 July 2009.
8. Dorothy McCormick and Paul Kamau. 2009. "India's Rise and Kenya's Industrialisation: Potential Strategies for the Clothing Industry." Paper presented at conference on "Contemporary India-East Africa Relations: Shifting Terrains of Engagement" organised by the University of Cambridge and the British Institute in Eastern Africa, Nairobi, 27-28 April 2009.
9. Dorothy McCormick. 2008. "African Perceptions of Afro-Chinese Relations". Background paper for presentation at the Sixth Shanghai Workshop on "Global Governance: China-Europe-Africa Cooperation: Chances and Challenges, held in Shanghai, PRC 14th-15th March 2008. Paper also presented at a workshop on Financial Markets, Adverse Shocks and Coping Strategies in Fragile Countries, organised by the European University Institute, in Accra, Ghana, 20-22 May 2009.
10. Dorothy McCormick, Winnie Mitullah, and Erick Manga. 2007. "Extent and Forms of Donor Proliferation and Coordination in Kenya: The Case of Inclusive Industrialisation and Governance Reform, 2000-2005. Paper presented at 1) the annual meeting of the Development Research Centre on the Future State, Institute of Development Studies, Brighton, UK (26 June) and 2) a workshop on Donor Proliferation and Coordination organised by the Institute for Development Studies, University of Nairobi, Nairobi (27 July).
11. Dorothy McCormick and Joseph Onjala. 2007. "Methodology for Value Chain Analysis in ICT Industry: Frameworks for the Study of Africa." Paper prepared for a special research project on ICT Policy and Economic Development in Africa, sponsored by the African Economic Research Consortium, Nairobi, final draft, August 2007.
12. Dorothy McCormick. 2006. "China, India, and African Manufacturing: Framework for Understanding the Impact of Aid and Migration." Paper presented at workshop on Impact of China and India on Sub-Saharan Africa, organised by the African Economic Research Consortium, 9-10 October 2006, Addis Ababa Ethiopia
13. Dorothy McCormick. 2005. "Kenyan Business in a Global-Local World." Paper presented at the Rockefeller Foundation workshop on "The Regional Question in Economic Development: Local-Global Interactions in Low- and Middle-Income Countries." Villa Serbonelli, Bellagio, Italy, 31st August to 4th September 2005.
14. Dorothy McCormick. 2005. "Upgrading Enterprise Clusters: A Multidimensional Analysis." Paper presented at Second Regional Conference on Innovation Systems and Innovative Clusters in Africa, Entebbe, Uganda, 3-5 March 2005.
15. Mary Omosa and Dorothy McCormick. 2004. "Universal Access to Communication Services in Rural Kenya: A Baseline Survey." Research report presented to the Communications Commission of Kenya.
16. Dorothy McCormick. 2004. "University Involvement in Upgrading Entrepreneurial Networks: The Case of Nairobi's Small Clothing and Footwear Producers." Paper presented at the 3rd Annual Scientific Conference organised by the Tropical Institute of Community Health and Development in Collaboration with UNI-SOL/UNESCO, Kisumu, Kenya, 29 April – 2 May 2004.
17. Dorothy McCormick. 2004. "Upgrading MSE Clusters: Theoretical Frameworks and Practical Approaches for African Industrialisation." Paper presented at a conference on "Innovative Systems and Innovative Clusters in Africa", Organised by the Prospective College of Engineering and Technology, University of Dar es Salaam, Bagamoyo, Tanzania, 18-20 February 2004. Conference Proceedings, pp. 193-218.
18. Dorothy McCormick, Winnie V. Mitullah, and Mary Kinyanjui. 2003. "How to Collaborate: Associations and Other Community Based Organisations Among Kenyan Micro and Small-scale Entrepreneurs." Occasional Paper No. 70. Nairobi: University of Nairobi, Institute for Development Studies.
19. Dorothy McCormick, Rosemary Atieno, Joseph Onjala, and Yves E. Amaizo. 2003. "Africa Productive Capacity Initiative." Vienna: UNIDO. November 2003.
20. Dorothy McCormick and Rosemary Atieno. 2003. "Eastern Africa Productive Capacity Initiative." Co-authored with Rosemary Atieno. Vienna: UNIDO. May 2003.
21. Dorothy McCormick. 2003. "Can Africa Industrialise Through Enterprise Clusters?" *The Courier*, No. 196, January-February 2003, pp. 33-35.

22. Dorothy McCormick and Charles Muguku. 2003. "Labour and the Paradox of Flexibility: The Case of Micro and Small Garment and Metal Enterprises in Nairobi." Paper presented at Mzumbe University/Adger University College International Conference on Research for Development, Dar es Salaam, Tanzania, 26-28 February 2003.
23. Dorothy McCormick and Rosemary Atieno. 2002. "The Role of Statistics in Research and Development." Paper presented at the African Statistics Day Workshop organised by the Ministry of Finance and Planning, Government of Kenya, 18 November 2002.
24. Dorothy McCormick. 2002. "African Enterprise Clusters." Paper presented at a conference on Local Agri-Food Systems: Products, Enterprises, and Local Dynamics, organised by Groupement d'intérêt scientifique systems agro-alimentaires, Montpellier, France, 16-18 October 2002.
25. Dorothy McCormick, Peter Kimuyu, and Mary Njeri Kinyanjui. 2002. "Can Micro-Enterprises Export?" Paper presented at international conference on Business Systems in Africa: Institutions in Industry and Agriculture, Mombasa, Kenya, September 2002.
26. Dorothy McCormick, Peter Kimuyu, and Mary Njeri Kinyanjui. 2002. "Weaving Through Reforms." Paper presented at East African workshop on Business Systems in Africa, Nairobi. April 2002.
27. Dorothy McCormick, Peter Kimuyu, and Mary Njeri Kinyanjui. 2001. "Firm-Level Institutions in Small-Scale Garment Producers in Nairobi." Paper presented at Business Systems Workshop, Machakos, 23-24 April 2001.
28. Dorothy McCormick and Poul Ove Pedersen. 1999. "Globalization and Regionalisation of Kenya's Foreign Trade and Production." Co-authored with Poul Ove Pedersen. Paper presented at the annual meeting of the African Studies Association, Philadelphia, Pennsylvania, USA. November 1999.
29. Dorothy McCormick and Rosemary Atieno. 1998. "Linkages Between Small and Large Firms In the Kenyan Food Processing and Tourism Industries." Presented at a workshop organised by the European Association of Development Institutes Working Group on Industrialisation Strategies at the Institute of Social Studies, The Hague, Netherlands. September 1998.
30. Dorothy McCormick and Rosemary Atieno. 1997. "Firm Linkages: Importance for Industrial Structure and Performance." Paper presented at national workshop for Multi-country Study of Private Enterprise Development, Nairobi. August 1997.
31. Dorothy McCormick. 1997. "Enterprise Clusters in Africa: On the Way to Industrialisation?" Paper presented at Workshop on Collective Efficiency, Institute of Development Studies, Sussex, UK. April 1997.
32. Dorothy McCormick, Mary Njeri Kinyanjui, and Winnie Mitullah. 1996. "Small Enterprise Clusters: Fishing and Vehicle Repair in Kenya." Paper presented at the Institute of Development Studies, Sussex, UK. July 1996.
33. Dorothy McCormick. 1996. "Small Enterprise Development: Problems, Policy, and Practice." In *Sectoral Studies Focussing on Kenya's Future Policy Reforms*, vol. 1, pp. 68-83. International Commission of Jurists (Kenya Section). 1996.
34. Dorothy McCormick and Winnie Mitullah. 1995. "Policy Experiences of Women in Kenyan Small Enterprise." Paper presented at UNESCO Meeting on Women in the Informal Sector, Nairobi. September 1995.
35. Dorothy McCormick, Mary Njeri Kinyanjui, and Grace Ongile. 1994. "Networks, Markets, and Growth in Nairobi's Garment Industry." Final Report to International Centre for Economic Growth. September 1994.
36. Dorothy McCormick and Mary Njeri Kinyanjui. 1994. "Financing, Human Resources, Environment, and Markets of African Small Enterprise: A Literature Review." Prepared for the International Centre for Economic Growth, Nairobi. May 1994.

Peer Review

Review of articles for various academic journals, including *World Development*, *Development and Change*, *Review of African Political Economy*, *Journal of Development Studies*, *Journal of International Trade and Economic Development*, *Regional Development Studies*, *Eastern Africa Journal of Development Studies*, *Hekima*, and *Journal of African Research and Development*.

Review of a book manuscript for UNESCO (2006).

Review of working and discussion papers for Institute for Development Studies; African Economic Research Consortium; Institute of Policy Analysis and Research; United Nations University, Institute for New Technologies, Society for International Development, and others.

RESEARCH EXPERIENCE

Research Networks

- 2008- Projects 14 (Paratransit Operations and Regulation) and 7 (Non-Motorised Transport) of African Centre of Excellence for Studies in Public and Non-motorised Transport, based in the Department of Civil Engineering, University of Cape Town, South Africa (*Funded through UCT by Volvo Foundation*). Participating Universities are University of Cape Town, University of Nairobi, and University of Dar es Salaam.
- 2005- Member, Research Network investigating the Impact of the “Asian Drivers” on the Developing World. International Network led by Prof. Raphael Kaplinsky, The Open University, UK. Africa component undertaken in partnership with the African Economic Research Consortium and the University of Cape Town.
- 2001- International Coordinator, Africa Clothing and Footwear Research, Policy, and Practitioners’ Network (*With support from Government of the Netherlands, International Development Research Centre, and British Council DelPHE Programme*). Core members: IDS, University of Nairobi; Mzumbe University (Tanzania); Addis Ababa University (Ethiopia); University of the Witwatersrand (SA), and University of Mauritius.

Major Research Projects

- 2012-2016 ‘Successful African Firms and Institutional Change (SAFIC)’ in collaboration with Prof. Søren Jeppesen and colleagues at Copenhagen Business School, Dr. Peter Kragelund of Roskilde University (Denmark), Dr. Paul Kamau and Dr. Jackson Maalu of University of Nairobi, Prof. Lettice Rutashobya and colleagues at University of Dar es Salaam, and Dr. Godfrey Hampwaye and colleagues at University of Zambia. (*Funding from Danida*).
- 2010-2013 The Influence of Entrepreneurial Leadership and Social Capital on Resource Assembly and Firm Performance in Small- and Medium-Sized Firms in East Africa’ in collaboration with Prof. John Antonakis and Dr. Jane Khayesi of University of Lausanne, Switzerland, and Dr. Paul Kamau of IDS and Dr. Jackson Maalu of UoN School of Business. (*Funding from the Swiss National Science Foundation*).
- 2010-2012 Adjusting to Chinese Ascendancy in the Global Clothing Industry. Team Leader and International coordinator of 7-country study in collaboration with African Clothing and Footwear Research Network (*Funding from the International Development Research Centre*).
- 2008-2013 Paratransit Operations and Regulation in Nairobi: Business Strategies, External Linkages, and Regulatory Compliance. Team Leader of Project 14. (*Project is part of larger study funded by Volvo Foundation. through University of Cape Town*).
- 2006-2009 Donor Proliferation and Co-ordination: Effects on State Capacity (*Research undertaken with initial funding from the Department for International Development, UK, through the Institute of Development Studies, Sussex; further funding from The Ford Foundation*) with Prof. Winnie Mitullah (IDS) and Dr. Karuti Kanyinga (IDS) and Prof. Hubert Schmitz (IDS, Sussex).
- 2006-2009 African Clothing and Footwear Research Network: Innovation, Employment and Poverty Reduction. (*Research funded by DelPHE Programme of British Council*) with Dr. Mary N. Kinyanjui (IDS), Mr. Paul Kamau (IDS), Prof. Tegegne Gebre-Egziabher (Addis Ababa), Dr. Andrew Mbwambo (Mzumbe), and Prof. Mike Morris (Cape Town).
- 2004-2006 Research and Technical Support to Renewed Road Safety Measures in Kenya (*Research undertaken with funding from the FIA Foundation for the Automobile and Society, UK, and in collaboration with the Ministry of Transport*): with Dr. Winnie Mitullah (IDS)
- 2003-2004 Universal Access to Communications in Rural Kenya (*Research undertaken on behalf of the Communications Commission of Kenya, with funding from International Development Research Centre*): with Dr. Mary Omosa (IDS), Dr. Timothy Waema (ICT, U of Nairobi), and others

- 2003 Network Brokerage for SME Development (*Research undertaken in collaboration with the International Technology Development Group*): with Dr. Winnie Mitullah
- 1999-2003 Institutions and the Industrialisation Process: Study of the Textile and Textile Products Industry in Kenya (*under collaboration between IDS, Nairobi and Centre for Development Research, Copenhagen*): with Peter Kimuyu and Mary Njeri Kinyanjui
- 2002 E-Commerce and Kenya's Garment Industry (*Research undertaken in collaboration with the Institute of Development Studies, Sussex, UK*): with Mary Njeri Kinyanjui
- 2000-2001 Enhancing Institutional Capacity for Policy Development, Dialogue, and Advocacy: The Role of Associations and Other Community Based Organisations in Small and Micro Enterprise Development, (*Research undertaken as part of the Ministry of Labour and Human Resource Development's Employment and Sustainable Livelihoods Programme, funded by UNDP*) - with Drs. Winnie Mitullah and Mary Njeri Kinyanjui
- 2000 Towards a Practical Understanding of Enterprise Clusters in Kenya (*Research sponsored by the International Centre for Economic Growth - using data from the 1999 National Micro and Small Enterprise Baseline Survey*) - with Mary Njeri Kinyanjui
- 2000 Differences Between Rural and Urban Enterprises *Research sponsored by the International Centre for Economic Growth - using data from the 1999 National Micro and Small Enterprise Baseline Survey*) - with. Charles Abuodha
- 1995-98 Collective Efficiency and Small-Scale Industry - Kenya Case Study (*part of larger project under leadership of Hubert Schmitz, Institute of Development Studies, Sussex*) with Winnie Mitullah and Mary Njeri Kinyanjui
- 1996-97 Multi-Country Study of Private Enterprise Development - Kenya Case (*under IDS agreement with the International Centre for Economic Growth, Nairobi*) with Patrick Alila and Winnie Mitullah, Mary Njeri Kinyanjui, and Rosemary Atieno
- 1989-94 Study of Nairobi's Garment Industry (*begun as post-doctoral fellowship from Social Science Research Council, New York, and continued under collaboration between IDS, Nairobi and Centre for Development Research, Copenhagen, and grant from International Centre for Economic Growth, San Francisco*): initial stages conducted alone, later with Mary Njeri Kinyanjui and Grace Ongile
- 1985-86 Small Manufacturing Enterprises in Nairobi (*doctoral research*)

Consultancies

- Lead Consultant in project on Growth-oriented Small Enterprises in Kenya: Lessons from Selected Case Studies. Concept Paper commissioned by the United Nations Development Programme in collaboration with the Kenya Government Ministry of Trade, Private Sector Development Strategy Office. With Prof. Winnie Mitullah, Dr. Risper Orero, Ms Aileen Nyatuga, and Mr. Samuel Ngigi. 2009-10.
- Lead Consultant, Organisation for Economic Co-Operation and Development (OECD), for a study analysing the *Development Impact of China's and India's Ascendancy on Ethiopia and Kenya,* with Mr. Paul Kamau (IDS) and Dr. Tegegne Gebre Egziabher (Addis Ababa University), July 2006 – July 2007.
- Team member, Market Research for Kenya Women Finance Trust, with Patrick O. Alila, Rosemary Atieno, and Shem Ouma, July – October 2006.
- Senior Development Economist, UNIDO, *Africa Productive Capacity Initiative*, with. Rosemary Atieno and Joseph Onjala, August – November 2003
- UNIDO Expert, *Eastern Africa Productive Capacity Initiative*, with. Rosemary Atieno, November 2002 – April 2003.
- Consultant charged with developing a document aimed at providing guidance on the way forward for USAID's future involvement in policy work within the MSE sector in Kenya, with particular emphasis on policy related research, December 1999.
- Team Leader, impact assessment of Kenya Voluntary Women Rehabilitation Centre, Nairobi, with Kaendi Munguti. The study was funded as part of the Centre's ongoing support from the Ford Foundation. August 1999 - January 2000.

- Team Leader, development of borrower profile of Kenya Women Finance Trust, on behalf of the International Fund for Agricultural Development. The study was carried out in Kilifi, Kwale, Likoni, and Karatina, in April-May 1996.
- Member, Consulting Team for evaluation of BEES (Black Entrepreneurship and Enterprise Support Facility), on behalf of USAID, in Johannesburg, South Africa, October-November 1995.
- Member, Consulting Team, Universities Investment Project: Socio-Economic Study of Access to University Education, Performance, Equity, and Gender Issues, June 1994-December 1995 [Project administered by The British Council].
- Member, Study Team, Universities Investment Project: Impact of the Direct Charges on the Enrolment in Kenyan Public Universities of Financially Disadvantaged Students and Women, July - September 1993 [Project administered by the Policy and Planning Task Group (PPTG) of the Kenya Government].

TEACHING AND RELATED EXPERIENCE

Teaching

Lecturer 1988-1992

Economic Statistics (Economics Department): 1989-1991

Advanced Economic Statistics (Economics Department): 1988, 1990-1991

Principles of Development and Their Applications (8-4-4 Common Course): 1991

Senior Lecturer 1992-2000

Fundamentals of Development (8-4-4 Common Course): 1992 - 2000

Research Methods (Department of Design): 1995, 1996

Entrepreneurship and Small Business Management (Ph.D. Specialisation Course, Faculty of Commerce): 2000

Associate Professor, 2000 -

MA Project Paper Seminar, 2008-

Entrepreneurship and Small Business Management (Ph.D. Specialisation Course, Faculty of Commerce): 2000-2001

Entrepreneurship and Development, 2001-2003

Other

Textile Industry Issues, Africa Trade Policy Course, organised by University of Nairobi in collaboration with the World Trade Organisation (WTO): 2003 and 2004

Industrial Transformation and Small Enterprise Development, Africa Training Courses on Local and Regional Development and Planning, organised by UNCRD): 1997, 2001, 2003, 2005, 2006

Small and Medium Scale Enterprise Development (Commonwealth Training Programme on Economic Reform and Management for Africa Region): 1994, 1996, 1997

Industrial Organisation, Department of Economics, Trinity College, Washington, DC, 1988

Supervision

Masters

Charles Abuodha, *The Determinants of Investments in Nairobi's Informal Manufacturing Sub-Sector, 1984-88*, M.A. Economics, 1989

Lucas K.A. Obilo, *Employment Potential in Urban Informal Sector: A Case Study of Garages in Nairobi*, M.A. Economics, 1989

Mercy Mugo, *Determinants of Entrepreneurial Performance in Small Scale Industries in Kenya: A Case study of Mathira Division, Nyeri District*, M.A. Economics, 1991

Henry Rotich, *Export Incentives, Efficiency, and Garment Exporters in Kenya: Applying the Policy Analysis Matrix Approach*, M.A. Economics, 1993

David Mwangangi, *The Determinants of Savings in the Informal Financial Sector in a Rural Area of Kenya: The Case of Ndeiya Location, Kiambu District*, M.A. Economics, 1998

J.N. Mbugua, *Factors Affecting the Performance of Small-Scale Sector after Implementation of SAPs: A Case Study of Nairobi Area*, M.A. Economics, 1999

Charles W. Muguku, *Trade Liberalisation and Entrepreneurship: Responses to Constraints and Opportunities by Micro and Small Garment Producers in Nairobi*. MA Development Studies, 2002.

Jane Lusenaka. *The Social and Economic Contribution of the United Nations System in Kenya*. MA Development

- Studies, MA Development Studies, 2003.
- Mary Ann Muchene. *HIV/AIDS and the Development of the Micro and Small Enterprise Sector in Nairobi*. MA Development Studies, 2004.
- Linnet Bonareri Misati, *Sociocultural Institutions Influencing Participation in User-Owned Micro Finance Organisations: The Case of Bondo District*. MA Development Studies, 2005.
- Wanjuki Martha Muthoni. *Poverty and Income Diversification Strategies Among Rural Households in Kenya: The Case of Non-Farm Activities in Nyeri District*. MA Development Studies, 2008.
- Samuel Ngigi. *Gender and Cultural Factors Underlying the Location and Performance of Women in the Lake Victoria Fish Trade: A Value Chain Analysis*. MA Development Studies, 2008.
- H. Nyakuri Wamalwa. *Mobile Phone Usage and Productivity: Analysis of Taxi Operators in Nairobi*. MA Development Studies. 2009.
- Patricia Achieng' Aruwa. *Financial Services and Smallholder Farmer Livelihoods: A Case Study of Equity Bank Limited, Thika Branch 1*. MA Development Studies, 2009.
- Githome Wilson Waweru. *Corporate Social Responsibility in Community Development: Community's View of Mutuality in East African Breweries' Gakoe Water Project, Thika*. MA Development Studies, 2009.
- Weramwanja, Peter Marko. *Aluminium Material Flow and Value Chain Analysis in the Kenyan Industry*. Master of Science in Mechanical Engineering, Jomo Kenyatta University of Agriculture and Technology, 2010
- Ommeh, Marilyn Sara. *Paratransit Fares and Commuters' Modal Choice: A Study of Industrial Workers in Sameer Park EPZ, Nairobi*, MA in Development Studies, 2010
- Okumu, Valerie N. *Credit and Investments by Women Micro and Small Enterprises: A Study of Traders in Busia Town*. MA in Development Studies, 2010.
- Tuju, Mediatrix Awuor. *The Role of Rural Information and Communication Technology (ICT) Centres in Enhancing Access to Information for Changed Youth Livelihoods: The Case of Pala Community Knowledge Centre in Homabay County*. MA in Development Studies, 2011.
- Gatimu, Carolyne. *Industrial Innovation in the Face of Competition from Global Chinese Exports: A Study of Small and Medium-sized Garment Producers in Nairobi*. MA in Development Studies, 2011.
- Otieno, Jeff. *Escaping Chronic Poverty Using the C-Yes Youth Fund: A Case Study of Kibera Location*. MA in Development Studies. Ongoing.
- Kayaro, Lilian. *The Role of MSE Associations in Addressing HIV/AIDS Related Problems: The Experience of Wood and Metal Enterprises in Kibuye Market, Kisumu City*. MA in Development Studies. Ongoing.

PhD

- Andrew Mbwambo, *Strategies and Firm-Level Institutions in Small Firm Performance During Reforms: The Case of Small-scale Garment Enterprises in Tanzania*. PhD in Business Administration, University of Nairobi, 2005.
- Risper Orero, *Informal Cross-Border Trade and Border Region Development: The Case of Kenya/Tanzania Border at Isibania/Serare*. PhD in Business Administration, University of Nairobi, 2008.
- Paul Kamau, *Upgrading and Technical Efficiency in Kenyan Garment Firms: Does Insertion in Global Value Chains Matter?* PhD in Development Studies, University of Nairobi, 2009.
- Jackson Maalu.. *Succession Strategy and Performance of Small and Medium Family Businesses in Nairobi, Kenya*, PhD in Business Administration, University of Nairobi, 2010.
- Geoffrey Njeru, *Agricultural Entrepreneurship and Poverty Reduction in a Rural District: A Study of Fruit and Dairy Farmers in Mbeere, Eastern Kenya*. PhD in Development Studies (ongoing)
- Agnes Naliaka Mindila, *Information and Communication Technology for Economic Development in the Metal Industry: A Case Study of Nairobi and its Environs*. PhD in Information Technology, Jomo Kenyatta University of Agriculture and Technology (ongoing).
- Lilac Adhiambo Osanjo, *Product Design Practice within Micro and Small Enterprise (MSE) Sector in Kenya: Case Study of Sofa-makers in Gikomba Market, Nairobi*. PhD in Design, University of Nairobi, (submitted for examination).

Thesis examination

- P. Obwa, *Perspectives on Small Urban Centres and Regional Planning Policies: A Geographical Study of Marketing and Trade in Laikipia District, Kenya*, Board Member. M.A. Geography, University of Nairobi, 1997
- Michael Bowen, *Determinants of Rural Micro-Enterprise Growth in Selected Districts of North Rift Valley Province*, M.Sc. in Agricultural Economics, External Examiner. Egerton University, 1997
- B.O. Achieng, *The Economic Impact of International Tourism on the Kenyan Economy: A Case Study of Lake Victoria Region*. Board Member. M.A. Geography, University of Nairobi, 2000.
- M.N. Kamau. *The Role of Village Tourist Centres in Regional Economy: A Case Study of the Coast Region of Kenya*. Board Member. M.A. Geography, University of Nairobi, 2000.

- Anna Phoebe Kesper. Tracing Trajectories of Successful Manufacturing SMMEs in South Africa, External Examiner. PhD in Geography, University of the Witwatersrand, 2002.
- Andrew Mbwambo, Strategies and Firm-Level Institutions in Small Firm Performance During Reforms: The Case of Small-scale Garment Enterprises in Tanzania. Internal Examiner. PhD Business Administration, University of Nairobi, 2005.
- Risper Orero, Informal Cross-Border Trade and Border Region Development: The Case of Kenya/Tanzania Border at Isibania/Serare. Internal Examiner. PhD Business Administration, University of Nairobi, 2008.
- Abala, Daniel, The Determinants of Manufactured Exports in Kenya: A Control Function Approach. Board Member. PhD Economics, University of Nairobi. 2009.
- Diayamett, Bitrina Daniel. Inter-Organisational Linkages and Firms' Innovativeness in Least Developed Countries: The Case of Metal Working and Engineering Sector in Tanzania. External Examiner. PhD in Development Studies. University of Dar es Salaam. 2010.
- Litondo, Kate. Mobile Phones and E-Commerce in Micro and Small Enterprises: An Empirical Investigation of Entrepreneurship in Nairobi (update title). Internal Examiner. PhD, Business Administration. University of Nairobi. 2010.
- Maalu, Jackson. Succession Strategy and Performance of Small and Medium Family Businesses in Nairobi, Kenya, Internal Examiner. PhD, Business Administration, University of Nairobi, 2010.
- Nyolo-Otieno, Hellen. Building Sustainable Business Development Services. Empirical Evidence from Kenya. External Examiner, PhD, Management, Strathmore University, 2011.
- Muturi, Willy Mwangi. Participation in Rotating Savings and Credit Associations in Urban Informal Settlements: Some Insights from Mathare Valley, Nairobi. External Examiner, PhD, Economics, Jomo Kenyatta University of Agriculture and Technology, pending 2012.

External Examining

- University of Dar es Salaam (Tanzania), Institute of Development Studies, 2002-2003.
 Catholic University of Eastern Africa, Marist International Centre, 2002-2004.
 St. Paul's University, Limuru, 2011.

Curriculum Review

- Review of the curriculum for proposed master's degree in Development Studies at St. Paul's University, Nairobi, on behalf of Commission for Higher Education, 2008, 2010.
- Review of the curriculum for proposed bachelor's degree in Development Studies at the Catholic University of Eastern Africa, Nairobi, on behalf of Commission for Higher Education, 2005-07.

Tutorial

- Professional Tutors' Programme of The Johns Hopkins University School of Advanced International Studies:
 Armin Sethna, *Kenya's Informal Sector Entrepreneurs: An Examination of Some Characteristics and Constraints of 'Micro' Entrepreneurship*, January - March 1992
 Akiko Shimooka, *Measuring Training Needs: Case Study on K-REP Credit Program*, July-December 1995

ACADEMIC ADMINISTRATION

- PhD Coordinator, Institute for Development Studies, 2010 -
 Director, Institute for Development Studies, 2001-2007
 Chair, Gender Policy Sub-Committee of Deans Committee, 2005-2008
 Member, University Senate, 2001-2007
 Member, College of Humanities and Social Sciences Management Board, 2001-2007
 Member, University Deans Committee, 2001-2007
 Member, Joint Admissions Board of the Kenyan Public Universities, 2001 - 2007
 Member, Board of Centre for International Programmes and Links, 2002 - 2007
 Member, Research Policy Sub-Committee of Deans Committee, 2005 - 2007
 Chair, College Website Committee, College of Humanities and Social Sciences, 2006 - 2007
 Chair, Arts-Based Sub-Committee of Deans Committee on Funded Research, 2005 - 2007
 Represented University of Nairobi on Visit by East African Universities to Germany for Study of Research Management, December 2004

Chair, Subcommittee on 1999/2000 Budget Harmonisation, College of Humanities and Social Sciences, February - September 2000
International Coordinator, African Clothing and Footwear Research Network, 2001 –
Coordinator, Research, Monitoring, and Evaluation (REME) Project, 1997 -1999
Member, College of Humanities and Social Sciences Academic Board, 1997-
Member, Technical Committee on Income Generating Units' Financial Management, 1998
Coordinator, IDS Seminar Programme, 1992-1994
Member, Coordinating Group for CCS001, CCS002 (Common Undergraduate Course on Development), 1991, 1994
Chair, IDS Computer Usage Committee, 1991-1994.
Member, Inter-University Task Force on Unemployment, 1990

BOARDS, ADVISORY AND REVIEW COMMITTEES

Board Member and Treasurer, Sychar Centre, Nairobi, 2008-2009
Member, Management Committee. Development Research Centre for the Future State. Institute of Development Studies, Brighton, UK, 2008-2010.
Member, Steering Committee on Development of a National Statistical System, Ministry of Planning and National Development, 2005 – 2007
Member, International Academic Board, Tropical Institute of Community Health and Development (TICH), Kisumu, Kenya, 2003-2006.
Member, Joint Working Committee, African Institute for Capacity Development (AICAD), 2001- 2007
Member, Board of Centre for International Programmes and Links, University of Nairobi, 2002 - 2007
Member, Board, African Centre for Economic Growth, Nairobi, 2000-2009.
Member, Advisory Committee on Policy Component of USAID's Micro-Ped project, coordinated by the International Centre for Economic Growth, 1997-1999.
Member, Advisory Committee on Business Development Services Component of USAID's Micro-Ped project, coordinated by Technoserve, 1997-1998.
Member and Finance Committee Chair, Governing Board of IMANI a women's development and training programme of the Society of Mary [Marianists] in Nairobi, 1992-1997.
Member, Technical Review Committee for Policy and Planning Task Group, reviewing proposals for three major studies of university education, March-May 1993.
Member, Review Team, examining proposed new programme in one of Kenya's private universities on behalf of the Commission for Higher Education, May 1993.

FELLOWSHIPS AND HONOURS

Visiting Fellow, Institute of Development Studies at the University of Sussex, March – August 2007.
Research grant, Centre for Development Research, Copenhagen, for preliminary study of barriers to growth of small enterprise in Nairobi, 1992.
Research grant, the Ford Foundation, Nairobi, for library research on small-scale industry in England and the U.S., 1990.
Research grant, the Joint Committee on African Studies of the Social Science Research Council and the American Council of Learned Societies, 1988-89.
American Dissertation Fellowship, American Association of University Women, 1986-87.
Ph.D. Fellowships, The Johns Hopkins University, School of Advanced International Studies, 1983-84, 1984-85, 1986-87.
Research grant, Fulbright Program, 1985-86.

COMMUNITY SERVICE

Sisters of Notre Dame de Namur, Kenya Province
Member, Administrative Team, 1991-1998, 2008-
Member, Resources Committee, 1988 -
Treasurer, 1988-1991, 1997-1998, 2009-

OTHER

Computer: Familiar with word processing, statistical, accounting, and other software.
Languages: English, French (good), Swahili (fair)
Professional: Certified Public Accountant, Maryland certificate #2613 (inactive).
Date of birth: 31 October 1941
Citizenship: USA

REFERENCES (on request)

dmc. 18 January 2012