**PROFILE – PROF. DANIEL FRIMPONG OFORI**

**Education**

Professor Daniel Frimpong Ofori is a Project and Applied Management specialist with considerable teaching, research and consulting experience in Corporate Social Responsibility & Strategy, Project Management, Human Resource Management and General Management. He is a Professor of Management at the University of Ghana Business School (UGBS), where he teaches graduate and undergraduate courses across several academic programmes. He is currently the Provost, College of Humanities, University of Ghana. Professor Dan Ofori’s formal education began at the Accra New Town (Lagos Town) Experimental School from where he proceeded to the Radiantway Preparatory School at Korle Gonno where he wrote his Common Entrance Examinations. He arrived at “The School” on October 1, 1977, from whence he commenced an enchanting seven-year journey of discovery,completing both his O’Levels (1982) and A’Levels (1984). Prof. Ofori had the great fortune of being a member of the first batch of pre-university National Service Personnel forced to kick their heels for a whole academic year because of the great Universities of Ghana shutdown of 1984-85. He dutifully served his national service at the Prosecutions Branch, Attorney General’s Department, Ministry of Justice. He was admitted to Legon in 1985 to read for a Bachelor of Science (Hons.) degree in Business Administration, majoring in Management in 1988, after turning down an offer from the then Faculty of Law. After graduation, he proceeded to do a two-year National Service stint at the then School of Administration, now UGBS. He gained admission to the University of Brussels (VUB) where he successfully completed with distinction, a Master of Science in Management in 1991, and a Master of Science in Industrial Location and Development in 1992. He followed up at the same university with a PhD in Applied Economics and International Development Project Management in 1999.

**Career**

Upon completion of his PhD, Dan Ofori worked in a variety of roles as a Project Manager with Dyslexia International, an NGO; Senior Research Analyst with Lernout & Hauspie Speech Technologies; and Market Analyst with Frost & Sullivan, all in Brussels, Belgium. These roles enabled him to fully combine his passions for research, reading, writing and voluntary work. He later moved to the UK and served as an Executive Officer at the Ministry of Work and Pensions, from where he resigned to take up a position at the University of Ghana. Prof. Ofori was appointed Lecturer in April 2003 at the then Management Studies Unit, School of Administration (SOA), which birthed several off-spring including the Department of Organisation and Human Resource Management (OHRM) when the SOA transitioned into the University of Ghana Business School (UGBS) in 2004.

He was promoted to the rank of Senior Lecturer in May 2007, Associate Professor in December 2012, and Professor in April 2016. Professor Dan Ofori has held several academic offices in the University of Ghana: he served for three terms as the Head, Department of Organisation and Human Resource Management, UGBS, from August 2009 to July 2015. He was also the Coordinator of the University of Ghana's PhD programmes from May 2017 to July 2019. He was appointed Acting Director of the Academic Quality Assurance Unit from August 2018 to July 2019 and, subsequently, Director of the same Unit from August 2019 to July 2020. From October 2021 to December 2021, he served as Acting Pro Vice-Chancellor for Academic and Student Affairs. He is currently Provost, College of Humanities; a position he has held since August 1, 2020.

**Research & Practice**

Professor Dan Ofori is an avid researcher with a considerable research portfolio straddling Corporate Social Responsibility, Project Management, HR Management, Strategic Management and General Management. His research strength lies in his exceptional ability to carry out high level diagnostic reviews and policy analysis of development issues and programmes and his ability to define problems, needs and opportunities, analyse research and determine policy positions. He also has the unique ability to provide high-level strategic advice on implementation at the managerial level in project and programme management issues, write and present issue papers, policy papers and reports, and the ability to organize, lead and facilitate training programmes, conferences and seminars and policy formulation teams at the national level.

Professor Dan Ofori has been involved in numerous conference and workshop presentations both nationally and internationally and has published in Thunderbird International Business Review, Library Review, Corporate Governance, African Journal of Business and Economic Research and Acta Commercii, among others. He has to his credit over sixty scholarly works, including twenty-five journal articles, a co-edited book, nine book chapters, one book review, three monographs, one working paper, three research reports and eleven technical reports. He has served as a facilitator and panel member for numerous presentations, workshops and seminars, as well as training & executive development assignments nationally and internationally and refereed over twenty local and international research conferences. He won the Emerald Literati Network “Highly Commended Award” 2008 for the paper: “CSR Perspectives of Leading Firms in Ghana,” Corporate Governance, Vol. 7, No. 2, 2007.

Dan Ofori has managed and led several research, consultancy and governance assignments in the academic, public, NGO, SME and private sectors. He has also has delivered various advisory, training interventions and consulting assignments in Corporate Social Responsibility (CSR), Project Management, Policy Analysis, HR Management, Organizational Change and Training for a wide range of clients including: the Ministry of Trade & Industry, Ministry of Communications, Ministry of Lands, Forestry & Mines, the World Bank, German Development Organisation (GTZ-GIZ), Netherlands Development Association (SNV), Royal Netherlands Embassy, UNICEF, Reach for Change, CDD-Ghana, the Ghana Tertiary Education Commission (GTEC) formerly the NAB, World Child Cancer (WCC) and the Korle-Bu Teaching Hospital.

He was the Coordinator for the DANIDA Research Project at UGBS from 2006 to 2008, a sponsored six-year academic research project aimed at enriching the research capabilities of lecturers. He played key roles such as preparing project reviews, work plans and budgets, managing project relations and external activities with the main donor (DANIDA), negotiating contracts, drafting ToRs, MoUs, etc., establishing reporting and management procedures, led the planning and organizing of annual conferences at the UGBS and planned and organized research seminars at the UGBS.

Prof. Ofori was the founding Coordinator of the UGBS/GIZ Project (2009 – 2013), a collaboration between UGBS and GIZ resulting from findings of a survey conducted on Corporate Social Responsibility (CSR) in Sub-Saharan Africa. The project’s remit was to generate a CSR Knowledge Bank and develop a CSR Community of Practice to facilitate the dissemination and implementation of CSR best practices in Ghana and the sub-region. He headed the CSR Centre for Training of Executives in Ghana (2011-2013), during which period over 1,500 Executives participated in seminars and workshops in core CSR functional areas to facilitate and promote the uptake of appropriate CSR approaches by Ghanaian organisations. He was appointed a fellow under the Development Research Uptake in Sub-Saharan Africa (DRUSSA) initiative at the Ministry of Trade and Industry (2015 – 2016) where he worked closely with policymakers in the Ministry to facilitate the inclusion of academic research in policy development and contributed to the forging of stronger links between academia and policymakers. He provided policy formulation guidance and support for the Local Content Policy, Made-in-Ghana Strategy and Social Enterprise Strategy, among others.

Professor Dan Ofori has been involved in and led several grant related activities: including the development of a Teacher’s Guide & Students Manual of the Ghana Business Codes and CSR; co-Principal Investigator (PI) and international team member for the project titled “Investigating Corporate Social Responsibility and Occupational Health and Safety in Ghana, United Kingdom and Tanzania” from 2009 to 2012. He was selected in 2011 as a COIL Institute Fellow, as part of a prestigious two-year program at the State University of New York’s COIL Institute for Globally Networked Learning in the Humanities. The goal of the project was to co-design and co-teach a trans-national online course revolving around issues of corporate social responsibility, global citizenship and multi-culturalism. He was also the Lead Consultant of the Ministry of Trade and Industry (MoTI) team that drove the formulation process for the comprehensive national Corporate Social Responsibility (CSR) Policy for Ghana with funding from GIZ.

**Teaching**

Professor Dan Ofori has a huge passion for teaching. As a testament to his incredible teaching ability, he emerged as the second runner-up of the University of Ghana Best Teacher Award for the 2007/2008 Academic Year. At the Postgraduate level, he teaches Comparative Human Resource Management for the PhD in Human Resource Management programme at the UGBS. He has taught Project Management; Project Profiles; Project Appraisal, Evaluation & Impact Assessment; Human Resource Management; and Corporate Social Responsibility (CSR) on the Executive MBA programme from 2003 to date at the UGBS. He has taught Advanced Business Policy & Strategy, Human Resource Management, Business Strategy, Advanced Strategic Management and CSR on the MPhil and MBA programme, also from 2003 to date at the UGBS.

Additionally, he teaches courses such as Ethics and Social Responsibility, Human Resource Management; Strategy & Governance and CSR & Business Ethics for the MA in Management and Administration and MA in Organizational Leadership and Governance programmes respectively, all at the UGBS. Outside of the UGBS, he has taught Programme & Project Management for the MA in Economic Policy Management at the Department of Economics, as well as on the MSc Public Health programme at the School of Public Health. At the undergraduate level, he has taught several courses including Business Policy, Introduction to Human Resource Management, Manpower Planning and Principles of Management at the UGBS. He has also taught Principles of Management and served as a Guest Lecturer in this same course at the University of Ghana School of Nursing & Midwifery and University of Ghana School of Engineering Sciences, respectively.

To date, he has successfully supervised and/or co-supervised Theses, Dissertations, Project Work & Long Essays at the PhD, MPhil, EMBA, MBA, MA and BSc levels, including over 60 MPhil Theses and over 600 Executive MBA and MBA Long Essays. He serves as an external assessor for promotions for the University of Cape Coast, Kwame Nkrumah University of Science & Technology School of Business and the Ghana Institute of Management & Public Administration (GIMPA). He has also served as an external examiner to GIMPA, NVTI, Catholic University College, Christian Service University College, Central University, Koforidua Technical University, Valley View University, Data Link University, Knutsford University College, Methodist University, Accra Institute of Technology and the KNUST School of Business, Kumasi.

**Mentorship**

Professor Dan Ofori stands out in his ability to mentor students. With years of experience in his field and a passion for fostering talent, he has mentored numerous students, leaving an indelible mark on their academic and personal journeys. Whether it is providing academic support, offering career advice, or simply lending a compassionate ear, he ensures that his students feel seen, heard, and supported every step of the way. Many of his students have gone on to pursue successful careers in academia, industry, and beyond, carrying with them the invaluable lessons and guidance they received under his tutelage. He was one of 28 UG Academics celebrated as distinguished mentors of female academics at UG on April 12, 2024, at an event organised by the Centre for Gender Studies and Advocacy (CEGENSA), UG and sponsored by AWDF in commemoration of International Women’s Day.

**Board/ Committee Membership**

Professor Dan Ofori has served on numerous Boards and Committees at the University of Ghana, College of Humanities, the University of Ghana Business School and University of Ghana affiliated institutions. At the University of Ghana level, he has chaired the UG Joint Standing Negotiations Committee and led the UG Engagement Team on the Ghana Tertiary Education Commission (GTEC) Office-Holding Negotiations on the Rationalisation of Allowances. He has also chaired the Pro VC-ASA Committee to Decentralise Student Admissions. He has chaired the Hospitality Services Committee, UG Guest Centre Management Committee, Registrar’s Committee to investigate Allegations of Errors in Some Promotions Within the Ghana Dance Ensemble at the Institute of African Studies, Pro Vice-Chancellor’s Committee to Review the Governance and Administrative Structures of the Centre for Remote Sensing and Geographic Information Services (CERSGIS).

Dan Ofori has also served as a member of the University of Ghana Academic Board, UG Manpower Audit Team, Vice-Chancellor’s Governance Review Committee, UG Review Panel: Senior Level Appointments, UG Business & Executive Committee, University of Ghana Ethics Committee for the Humanities, UG Contact Team for the development of a comprehensive HR Policy document for the University of Ghana, UG Panel for the Appointment of College Officers, School of Graduate Studies Board, UG Panel set up to conduct an appraisal of the Methodist University College’s application for a Presidential Charter and the Vice-Chancellor’s Committee set up to advise on issues concerning the Concession Agreement Between the University of Ghana and CPA 18 Integras GH Investor Limited (AI).

Dan Ofori served as Convocation Rep. on the Nominations Committee to make Recommendations for the Appointment of a new Chancellor to take over from HE Mr. Kofi Annan, Pro Vice-Chancellor’s Committee to Review the UG 4year PhD Programme, UG E-Learning Quality Control Committee, University of Ghana Senior Management Meeting, University of Ghana Regulatory & Ad Hoc Committees (Academic Board; Business & Executive Committee, Appointments Committee, Finance & Development Committee, Entity Tender Committee, etc. He also served as chair and member on several UGBS boards and committees: Academic Programmes Review Committee, UGBS Rep. & Board Member at the Ghana Institution of Management, Coordinator for the DANIDA Centre for International Business, Board of Business Studies, Academic Affairs Committee, UGBS Research and Conferences Committee, Management Committee of CMRPD/EDS, UGBS Rep. & Board Member of the Faculty of Law, EMBA Operations Management Committee, Faculty Appointments Review Committee and the School Management Committee.

Outside of the University of Ghana, he has served as a member of the Academic Board: Pentecost University College and Knutsford University College; Appointments Board at the Christian Service University College, Methodist University College, Catholic Institute of Business & Technology and the Council of the Presbyterian University College. He has also served as Chair and Member of the Ghana Tertiary Education Commission (GTEC) formerly National Accreditation Board (NAB) Programme Review and Accreditation Panels for Business & Management Programmes at BSc, MBA/MSc/MPhil/MRes., DBA & PhD Levels. He has executed over 65 GTEC/NAB Assignments across universities in Ghana since 2005.

**Advisory Boards and Professional Association Membership**

Professor Dan Ofori is a member of the Project Management Institute (PMI – EMEA Region), the British Association of Management (BAM) and the International Association for African Business Development (IAABD). He has also served as an Advisory Board Member of the Centre for Business in Society University of Stellenbosch Business School (USB-ED), Journal Reviewer and a Member of the Governance & Nominations Committee of the Bible Society of Ghana.

**Family**

Professor Dan Ofori comes from a large eclectic family which hails mostly from the cold peaks of the Kwahu mountains in the eastern region of Ghana. He is the second of a large family of two sets of parents and nine siblings. His parents are Mr. Emmanuel Ofori, a retired nurse and Madame Beatrice Okai, a retired trader. His siblings are Gina, Alberta (deceased), Emmanuel, Barbara, Pat, Derek, Ernest, Abena and Kwabena Agyapong (deceased). Dan Ofori lives with two wonderful women, Golda and Zara who occupy his time, talents and treasures on a full-time basis. Dan Ofori is a Presby/Methodist and enjoys all things natural and artistic (music, dance, poetry & film).