

Part I: Faculty Summer Fellowship Cover Page

1. Type of Award: *Faculty Summer Fellowship*

2. Applicant Information:

Name: *Dekuwmini (Dee) Mornah*

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Tenure Status (Tenure-track or Tenured): *Tenure-track*

Faculty Rank: *Assistant Professor*

Date of Most Recent Summer Fellowships Award: *Not Applicable*

3. Other Current FDA Award Applications: Sabbatical, Grant

4. Title of Project: *Exploring the Intersection of Cultural Dissatisfaction, Entrepreneurial Traits, and Migration Intentions: A Mixed-Methods Study of Potential Ghanaian Migrants to the U.S. and Other Developed Countries*

a. **IRB/IACUC/IBC Approval #/Status** (if applicable): *IRB Application Prepared*

b. Note: This information is for committee review and will not impact project scoring.

5. Short Project Description:

This study explores the intersection of cultural dissatisfaction, entrepreneurial traits, and migration intentions among potential Ghanaian migrants to the U.S. and other developed countries. While previous studies have focused on economic and political factors driving migration, this research investigates the often-overlooked role of cultural dissatisfaction and the entrepreneurial characteristics of potential migrants. Specifically, it aims to understand whether individuals with entrepreneurial characteristics are more likely to migrate (ex-ante) or if these traits develop post-migration (ex-post). The study employs a sequential explanatory design, beginning with a quantitative phase involving a survey of approximately 1,000 working-age Ghanaians to assess migration intentions, cultural values, and entrepreneurial traits. This fellowship will support the crucial second phase, enabling in-person qualitative data collection in Ghana. This phase involves conducting 30 in-depth interviews and 5 focus group discussions to provide rich, contextual insights into the motivations and experiences behind migration to complement the quantitative findings. By investigating pre-migration factors, this research addresses gaps in current literature and offers valuable insights for policymakers in both sending and receiving countries. The findings will inform strategies for talent retention, diaspora engagement, and supporting entrepreneurial migrants, contributing to our understanding of the complex dynamics between migration, culture, and entrepreneurship in the global economy.

6.

Dekuwmini (Dee) Mornah
signature*

09/28/2024
date

* By typing your name or pasting your signature in the space provided you are allowing this application to be reviewed by the Faculty Benefits Committee for a possible award. The applicant is also aware that failure to comply with the instructions may result in this proposal not being reviewed.

Part II. PROPOSAL BODY

DIMENSION 1: OVERALL QUALITY

PROJECT DESCRIPTION

Background

Migration has historically been associated with economic and social dynamics, with individuals seeking better opportunities and living conditions. This phenomenon has significant implications for both sending and receiving countries, particularly in the context of entrepreneurship and economic development. In recent decades, a fascinating trend has emerged in the entrepreneurial landscape of developed countries, particularly the United States. Immigrants are consistently outpacing native-born citizens in starting and running businesses (Hunt, 2011; Fairlie & Lofstrom, 2015; Vandor & Franke, 2016; Kerr & Kerr, 2020). This trend spans diverse industries and includes a range of business sizes, from small family-owned enterprises to high-growth startups. Moreover, increasing migrant densities in the U.S. and Canada have been found to positively correlate with the rate of international franchising of firms located within these countries (Mornah & Erenay, 2024). These phenomena have captured the attention of researchers, policymakers, and economists alike, prompting a deeper exploration into the factors that drive immigrant entrepreneurship.

Traditional explanations for this trend often center on post-migration factors, portraying immigrant entrepreneurship as necessity-driven. These theories suggest that immigrants, confronted with labor market barriers such as language difficulties, non-recognition of qualifications, or discrimination, turn to entrepreneurship as a means of economic survival (Borjas, 1986; Light & Bhachu, 2004). However, these accounts alone fail to capture the full picture. They do not explain why immigrant-founded businesses frequently outperform those of natives (Neville et al., 2014), nor do they address why well-educated immigrants, who could thrive in traditional employment, still choose entrepreneurship at such high rates (Hart & Acs, 2011).

The disconnect between traditional explanations and the observed reality of immigrant entrepreneurship underscores a crucial gap in our understanding: Does the act of migration itself catalyze entrepreneurial tendencies, or are individuals with pre-existing entrepreneurial traits and intentions simply more likely to migrate? In other words, are immigrants entrepreneurial before they migrate (ex-ante), or do they develop entrepreneurial traits because of their migration experience (ex-post)? This distinction is crucial for understanding the true dynamics of immigrant entrepreneurship and for developing effective policies in both sending and receiving countries.

Several key entrepreneurial traits have been identified in the literature as predictors of entrepreneurial intentions and success and they include: Risk-taking propensity (Covin & Slevin, 1989); Innovativeness (Hurt et al., 1977); Proactiveness (Bateman & Crant, 1993); Self-efficacy (Chen et al., 1998); Need for achievement (Steers & Braunstein, 1976). While these traits have been extensively studied in domestic entrepreneurial contexts, their relationship with migration intentions, particularly in developing economies like Ghana, remains under-researched. This study aims to address this gap by examining whether these traits are predictive of migration intentions among the working-age population in Ghana, and whether they influence the likelihood of engaging in entrepreneurial activities post-migration. We will draw upon the frameworks proposed by Hisrich et al. (2007) and Liñán & Fayolle (2015) to assess the broader entrepreneurial intentions and competencies of individuals within this context.

Application for Faculty Development Awards (FDA) Program

Therefore, the first primary question that this study seeks to address pertains to the characteristics of individuals who choose to migrate, with a specific focus on their entrepreneurial propensities. Specifically, are individuals with inherent entrepreneurial traits, intentions, and/or experiences more likely to migrate, or are these entrepreneurial qualities developed as a consequence of the migration experience?

Furthermore, another critical dimension often overlooked in the discourse on migration and entrepreneurship is the role of culture. While economic and political factors have traditionally dominated migration research (Borjas, 1989; Massey et al., 1993; Collier & Hoeffler, 2014), the influence of cultural differences or similarities as a push or pull factors remain largely unexplored. Cultural alignment, or the desire for cultural change, could be a powerful motivator in both the decision to migrate and the choice of destination. There is growing evidence suggesting that individuals migrate not only due to economic or political constraints but also because of a disconnect between personal and societal values (Hofstede, 2001).

The United States, with its globally recognized entrepreneurial culture and the narrative of the "American Dream," presents a particularly compelling case study in this context. It may act as a beacon for individuals with entrepreneurial ambitions worldwide (Schuetze & Antecol, 2007). However, this raises a crucial question: Does the entrepreneurial culture of the United States primarily attract individuals who are already entrepreneurial, or does it transform immigrants into entrepreneurs after their arrival?

Research Focus:

This study focuses on migration from Ghana to the United States in particular and other developed countries in general. While the research framework is designed to be replicable across different countries, Ghana serves as our primary case study. We seek to evaluate the propensity to migrate among individuals from Ghana to the U.S. and other developed countries, examining the entrepreneurial and cultural characteristics and traits of potential migrants. This approach allows us to explore the implications for both the sending country (Ghana) and potential host countries, with a particular focus on the United States.

By concentrating on pre-migration factors, including entrepreneurial traits and cultural dissatisfaction, we aim to shed light on the complex interplay between migration intentions and entrepreneurial potential. This research will not only contribute to our understanding of the ex-ante versus ex-post debate in immigrant entrepreneurship but also explore the role of cultural factors in shaping migration decisions and entrepreneurial outcomes.

Why Ghana and the U.S.?

The United States and other developed countries are primary target destinations for aspiring migrants from developing nations like Ghana. The Migration Policy Institute reports that in 20023, immigrants and their U.S.-born children number approximately 90.8 million people, or 27 percent of the total civilian noninstitutionalized U.S. population. This demographic shift creates both opportunities and challenges for the United States, as evidenced in current debates around migration.

On the other hand, Ghana, like many developing countries, faces significant challenges related to migration and brain drain. According to the Ghana Statistical Service (2021), approximately 1.5 million Ghanaians lived abroad as of 2020, representing about 5% of the country's population. Of

Application for Faculty Development Awards (FDA) Program

this number, 235,000 live in the United States, accounting for about 16 percent of the Ghanaian emigrant population. This outflow of human capital has potential implications for Ghana's economic development, particularly in relation to entrepreneurship and innovation.

Importance

This research addresses critical gaps in the existing literature while offering significant practical implications for both migrant-sending and migrant-receiving countries. Its importance can be outlined in two main categories: academic contributions and policy relevance.

Academic Contributions

This study fills several key research gaps in the literature on migration, culture, and entrepreneurship:

1. **Cultural Dissatisfaction as a Push Factor:** While economic and political factors have been widely studied, the role of cultural dissatisfaction in motivating migration has been overlooked.
2. **Cultural Alignment as a Pull Factor:** The idea that migrants seek host countries with cultural values aligning with their own, and how this influences entrepreneurial outcomes, is under-researched.
3. **Ex-ante vs. Ex-post Entrepreneurship:** There is limited empirical evidence on whether migrants are inherently entrepreneurial or develop entrepreneurial traits after migration. Specifically, the relationship between entrepreneurial traits and the propensity to migrate, particularly in the Ghanaian context, remains unexplored.
4. **Comprehensive Study of Push-Pull Factors in Ghana:** A holistic examination of both push and pull factors, including cultural, economic, political, and social dimensions, is lacking in the Ghanaian context.
5. **Cultural Factors and Entrepreneurial Migration:** While studies have examined the role of culture in international trade and foreign direct investment (MacDermott & Mornah, 2015; Mornah & MacDermott, 2016a, 2016b), the specific relationship between cultural factors and entrepreneurial migration remains understudied.

Policy and Practical Implications

This research addresses pressing issues with significant implications for migrant-sending countries, migrant-receiving countries, and global economic challenges:

For Migrant-Receiving Countries:

1. **Informing Policy:** The study will provide insights for developing more effective policies to attract and support entrepreneurial immigrants, benefiting both the immigrants and their new communities (Naudé et al., 2017).
2. **Improving Immigrant Integration:** Insights can inform more effective integration policies for immigrant entrepreneurs, helping to design support systems that maximize their potential contributions to the local economy.
3. **Responding to Demographic Shifts:** Understanding the entrepreneurial potential of immigrants can help developed countries address demographic challenges while stimulating economic growth.

For Migrant-Sending Countries:

1. **Addressing Brain Drain:** The research will offer valuable insights into factors driving the emigration of entrepreneurial talent, informing strategies to retain skilled individuals and potentially turn "brain drain" into "brain circulation" (Saxenian, 2005).

Application for Faculty Development Awards (FDA) Program

2. Enhancing Diaspora Engagement: Findings will help create more effective diaspora engagement strategies, encouraging knowledge transfer, investment, and potential return migration of skilled entrepreneurs.

Global Implications:

1. Addressing Economic Challenges: This research contributes to understanding how migration can be leveraged as a force for economic dynamism and innovation in the context of global economic uncertainties.
2. Contributing to Sustainable Development Goals: The study aligns with UN Sustainable Development Goals, particularly SDG 8 (decent work and economic growth) and SDG 10 (reduced inequalities).
3. Responding to Changing Migration Patterns: With global migration patterns evolving rapidly, this study provides timely insights into the changing dynamics of migration and entrepreneurship.

By addressing these critical issues, this research not only contributes to academic understanding but also provides actionable insights for policymakers, entrepreneurs, and community leaders. The urgency of this work is underscored by the rapid pace of global economic changes and the ongoing debates surrounding migration and its economic impacts in both sending and receiving countries.

Goals/Objectives

The primary goals of this research project are:

- a) To analyze migration propensity among various demographic groups of working-age Ghanaians.
- b) To examine if entrepreneurial traits correlate with migration intentions and whether these traits develop pre- or post-migration.
- c) To assess the extent to which cultural dissatisfaction drives migration intentions.
- d) To explore whether migrants seek destinations aligned with their personal cultural values.
- e) To investigate the influence of economic, political, and social pressures on migration decisions.

Procedures

Theoretical Frameworks

The study will employ the following theoretical frameworks:

- Push-Pull Theory of Migration (Lee, 1966): This theory will analyze factors influencing migration decisions, categorizing them into push factors (reasons to leave Ghana) and pull factors (attractions of potential destination countries).
- Theory of Planned Behavior (Ajzen, 1991): This theory will help understand how attitudes, subjective norms, and perceived behavioral control influence both migration and entrepreneurial intentions.
- Cultural Dimensions Theory (Hofstede, 2001): This framework will examine how cultural values impact migration decisions and entrepreneurial tendencies, particularly in relation to cultural dissatisfaction.
- Social Network Theory (Granovetter, 1973): This theory will be applied to understand how social connections influence both migration decisions and entrepreneurial activities.

Methodological Framework

This study will employ a mixed-methods approach, specifically an explanatory sequential design (Creswell & Plano Clark, 2017). This involves collecting and analyzing quantitative data first, followed by qualitative data collection and analysis to explain the quantitative results.

Application for Faculty Development Awards (FDA) Program

Phase 1: Quantitative Study (January - May 2025)

Who:

- Dekuwmini Mornah - Principal Investigator (PI) and Dr. Sena Agbogba and Dr. Joseph Asare – Co-Investigators in Ghana.
- Research assistants in Ghana (to be recruited and trained)
- Participants: Working-age Ghanaians (18-60 years old)

What:

- Develop and administer an online survey to a representative sample of working-age Ghanaians (18-60 years old, $n \approx 1000$) using stratified random sampling.
- The survey will cover demographic information, migration intentions, cultural values and dissatisfaction, entrepreneurial traits, and push and pull factors for migration.
- Analyze quantitative data using descriptive statistics, factor analysis, logistic regression, and structural equation modeling.

When: January 2025 - May 2025

Where:

- Quantitative data collection: Online survey administered in Ghana
- Data analysis and report writing (Northern Kentucky University)

Phase 2: Qualitative Study (June - July 2025) – Fellowship Period

Who:

- Dekuwmini Mornah - PI (in-person), Co-Investigators in Ghana
- Research assistants in Ghana (to be recruited and trained)
- Participants: Working-age Ghanaians (18-60 years old)

What:

- Conduct in-depth interviews ($n \approx 30$) and focus groups (5 groups of 6-8 participants each) with a purposive sample based on quantitative results. The sample will include individuals with high/low migration intentions, returned migrants, and those with high entrepreneurial trait scores
- Explore personal experiences, motivations, and perceptions related to migration and entrepreneurship.
- Analyze qualitative data using thematic analysis with NVivo software

When: June 2025 - July 2025

Where:

- Qualitative data collection: In-person interviews/focus groups administered in Ghana
- Data analysis and report writing (Northern Kentucky University)

Phase 3: Integration and Dissemination (July - August 2025)

Who: Dekuwmini Mornah, NKU

What:

- Integrate quantitative and qualitative findings to develop a comprehensive understanding.
- Draft academic papers, policy briefs, reports, and presentations of preliminary findings

When: July 2025 - August 2025

Where: Northern Kentucky University

Application for Faculty Development Awards (FDA) Program

Timeline

- Jan – Feb 2025: Finalize survey questions, obtain IRB approvals, recruit and train research assistants, conduct pilot survey
- Mar- May 2025: Full survey data collection
- June 2025: Preliminary data cleaning and analysis
- Jul – Aug 2025: Qualitative interviews and focus groups and analysis
- Sept 1: Fellowship report due

Outcomes

Specific outcomes of this project include:

1. At least two peer-reviewed journal articles in high-impact journals in international business, entrepreneurship, or migration studies.
2. Presentations at major international conferences (e.g., AIB, USASBE).
3. A rich dataset on entrepreneurial traits, cultural values, and migration for future research.
4. Policy briefs for policymakers on migration trends and entrepreneurial talent support and or retention strategies.
5. Teaching materials on transnational entrepreneurship and migration for use in the classroom

Criteria for Evaluating Success

1. Successful completion of data collection (target: 1000 survey responses, 30 interviews, 5 focus groups).
2. Quality and depth of data analysis, as evaluated by peer reviewers.
3. Acceptance of at least one paper for publication in a peer-reviewed journal within 12 months of project completion.
4. Presentation of findings at a minimum of one international conference.
5. Development of targeted policy briefs for policymakers/stakeholders.
6. Integration of research findings into at least one course curriculum at NKU.

Urgency

This research is urgent due to:

1. Ghana's current economic transition and active testing of diaspora engagement strategies.
2. The ongoing challenges of brain drain and the need for evidence-based policies to retain and attract entrepreneurial talent.
3. The timeliness of the research in contributing to global discussions on migration and development.
4. The alignment with potential Fulbright fellowship and U.S. Department of State grant opportunities, which provide additional resources and impact potential for the project.

DIMENSION 2: OVERALL VALUE

1. Professional Growth and Status

This project will significantly contribute to my professional development by:

- a) Expanding my research portfolio in transnational entrepreneurship and migration studies.
- b) Strengthening my methodological skills in mixed-methods research.
- c) Enhancing my international research collaborations, particularly with Academic City University in Ghana.
- d) Positioning me as an expert in African entrepreneurship and migration, potentially leading to future research and consulting opportunities.

2. Teaching and Students

The project will benefit teaching and students by:

Application for Faculty Development Awards (FDA) Program

- a) Providing real-world case studies and data for courses in international entrepreneurship and global business.
- b) Offering opportunities for student involvement in research.
- c) Enhancing the relevance and global perspective of entrepreneurship education at NKU.
- d) Creating opportunities for student exchange and collaborative projects with ACU in Ghana.

3. **Scholarship and the Scholarly Community:**

This research will advance scholarship by:

- a) Contributing to the literature on transnational entrepreneurship, migration, and cultural influences on business behavior.
- b) Providing a unique dataset on entrepreneurial traits and migration intentions in the Ghanaian context.
- c) Fostering interdisciplinary research collaborations between business, economics, and cultural studies.
- d) Potentially influencing future research directions in African entrepreneurship and development studies.

4. **The University:**

The project will benefit Northern Kentucky University by:

- a) Enhancing NKU's reputation for international business research and African studies.
- b) Strengthening the university's partnership with Academic City University in Ghana.
- c) Supporting NKU's strategic goals for global engagement and diversity in research.
- d) Potentially attracting external funding and research collaborations in the future.

5. **The Non-Academic Community:**

This research will impact the broader community by:

- a) Providing insights for policymakers in Ghana and other developing countries on migration and entrepreneurship.
- b) Offering valuable information for businesses looking to engage with the African market or diaspora communities.
- c) Contributing to public understanding of migration dynamics and their economic impacts.
- d) Potentially influencing policies that could improve economic opportunities in Ghana and reduce brain drain.

DIMENSION 3: OVERALL DILIGENCE

1. **Applicant Background:**

My background strongly indicates a high probability of successfully executing this project. I hold a Ph.D. in Economics with a specialization in International Business Law and a Post-Doctoral Bridge Degree in International Business and Entrepreneurship. My research expertise in the interplay of culture, migration, and institutions on entrepreneurship is evidenced by multiple peer-reviewed publications. I possess firsthand knowledge of the Ghanaian context as a Ghanaian-American and have established a strong network of academic and business contacts in Ghana. Furthermore, my successful track record in securing external grants, including funding from the U.S. Department of State and the Carnegie Foundation totaling nearly \$100,000, demonstrates my ability to acquire resources and manage projects effectively.

2. **Other Support, Funding, and Commitments:**

- a) Support:
 - Collaboration with Academic City University (ACU) in Ghana for local research assistance and logistical support.
 - Access to NKU and ACU research facilities, including software and databases.

Application for Faculty Development Awards (FDA) Program

b) Funding:

- U.S. Department of State grant for developing a collaborative study abroad program with ACU, which aligns with and supports this research project. This grant requires me to be in Ghana in Summer 2025 for two weeks. I will extend my stay after the grant activities to undertake this research project. The funds from this fellowship will help cover living expenses and research costs for the period.
- Potential research funding from NKU's College of Business (\$8,000) for participant incentives and research materials.

I have applied for a Fulbright Fellowship, which, if awarded, would provide additional resources for an extended stay in Ghana, should the need arise. However, the successful completion of the activities outlined in this project is not contingent upon receiving the Fulbright Fellowship. It would simply serve as a valuable cushion, offering additional flexibility and support.

c) Commitments:

- U.S. Department of State IDEAS Grant (Awarded):
 - Requirement: Two-week stay in Ghana during Summer 2025 to develop a collaborative study abroad program with Academic City University, Ghana.
 - Relevance: I plan to leverage this grant by extending my stay to conduct the proposed research, optimizing time and resources (no need for additional travel costs).
- Fulbright Fellowship Application (Pending):
 - Proposed Host: Academic City University in Ghana (existing MoU partner with NKU).
 - Relevance: While not essential for this research, if awarded, the fellowship would provide additional time and resources to enhance the depth and scope of the study.

Note: The proposed summer research project is designed to be completed independently of the Fulbright Fellowship outcome. However, a successful Fulbright application would offer complementary support and extended research opportunities.

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Application for Faculty Development Awards (FDA) Program

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Part III. APPENDICES

Application for Faculty Development Awards (FDA) Program

Appendix A: VITA

Vita

Dekuwmini (Dee) Mornah, Ph.D.

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Summary

Experienced educator and researcher passionate about enhancing U.S.-Africa economic engagement through specialized courses, programs, and research on entrepreneurial migration. Expertise in mixed-methods research, data analysis, survey development, and qualitative techniques.

Education

- *University of Florida* (Post-Doctoral Bridge, International Business & Entrepreneurship, 2016)
- *University of Mississippi* (Ph.D., Economics, 2012; M.A., Economics, 2008)
- *University of Ghana* (B.A., Economics; Minor: Information Studies, 2004)

Teaching Experience

- *Northern Kentucky University* (Assistant Professor of Entrepreneurship: 2020–Present): Idea Validation, International Entrepreneurship-Africa, Capstone Projects
- *Virginia Military Institute* (Associate Professor of Entrepreneurship & Economics (2018 – 2020), Assistant Professor of Entrepreneurship & Economics (2012 – 2018)): Entrepreneurship, International Economics, African Business and Entrepreneurship, Statistics
- *Academic City University, Ghana* (Visiting Professor of Entrepreneurship: 2023): Entrepreneurial Mindset, Opportunity Recognition, Idea Validation, Entrepreneurship Capstone
- *Pedagogical Innovations:*
Implemented diverse, cutting-edge teaching methodologies to enhance student engagement and learning outcomes including: Flipped classroom approach; Employ experiential and activity-based learning; Project-based learning; Peer-to-peer learning initiatives
- *Student Feedback:* Consistently receive outstanding evaluations (4.6/5), with students frequently highlighting:
 - The real-world applicability and practicality of course content
 - Instructor's ability to inspire confidence, encouraging students to surpass their perceived capabilities
 - Transformative learning experiences that bridge academic theory with professional practice.

Summary Research Experience

My research focuses on the interplay of migration, remittances, institutions, and entrepreneurship in Africa. I have expertise in mixed-methods research, field research, and have published peer-reviewed articles on related topics, including immigrant entrepreneurship and the impact of culture.

Fields and Research Interests

Entrepreneurial Behavior, Int'l Entrepreneurship, Business Strategy, and Teaching Innovations

Selected Publications in Peer Review Journals

1. Mornah, D., & Erenay, B. (2024). Migrant density, migrant diversity, and international franchising: A knowledge-based perspective. *Thunderbird International Business Review*, 66(4), 391–410.
2. Naatu, F., Alon, I., Amoako, G. K., & Mornah, D. (2024). Pro-environmental values and consumer behavior in the base of the pyramid market: Ghana. *Competitiveness Review: An International Business Journal*, 34(4), 807-831.
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Application for Faculty Development Awards (FDA) Program

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9. Mornah, D., & MacDermott, R. J. (2016). Culture as a determinant of competitive advantage in trade. *International Journal of Business and Economic Sciences Applied Research*, 9(1).
10. MacDermott, R. J., & Mornah, D. (2015). The role of culture in foreign direct investment and trade: Expectations from the GLOBE dimensions of culture. *Open Journal of Business and Management*, 3, 63-74.

Publications: Books

Osei, R., & Mornah, D. (2007). *International Trade Rules and the Fishing Industry in Ghana. Accra, Ghana: Frierich-Ebert-Stiftung.*

Selected Refereed Conference Proceedings

1. Mornah, D; Morris, M. H. Migration. (2017) Culture and Home-Country Entrepreneurship. United States Association for Small Business and Entrepreneurship. Conference Proceedings; Boca Raton: 568-579. Boca Raton.
2. Mornah, D.; Naanwaab, C.B; MacDermott, R.J – Migration and entrepreneurship in sub-Saharan Africa, *United States Association of Small Businesses and Entrepreneurship (USABE)* 2023, Fort Laurel, Florida, USA.
3. Carole, C; Mornah, D. Assessing student's global perspective for AOL and AACSB requirements: The International News Blog Post Exercise – Academy of Business Research - New Orleans, Louisiana 2023
4. Mornah, D. & Cangioni, C. Migrant diversity and country entrepreneurship *United States Assoc. of Small Businesses and Entrepreneurship (USABE)* 2022, Raleigh North Carolina, USA.
5. Mornah, D; MacDermott, R. J. (2016). Culture and Entrepreneurship. United States Association for Small Business and Entrepreneurship. *Conference Proceedings; Boca Raton: JO1-JO25. Boca Raton: United States Association for Small Business and Entrepreneurship.*

Submissions Under Revision/Review

1. Mornah, D; MacDermott, R. J & Naatu, F. The Impact of Migration, Institutions, and Culture on New Business Creation: Integrating Social Capital Theory and Institutional Theory, *Journal of International Business Studies (JIBS)*
2. Mornah, D. & MacDermott, R.J. Enhancing Principles of Marketing Education through Formative Assessment: Exploring the Impact of Exit Tickets on Student Engagement and Effort, *Marketing Education Review (MER) – Revise and Resubmit (minor)*
3. Bulent, E & Mornah, D. The Impact of Culturally Weighted Migrant Density and Diversity on International Franchising Outcomes, *International Journal of Business and Society*
4. Akpandjar, M. G & Mornah, D. The outcomes and implications of the effect of homeownership on unemployment, *Journal of Urban Economics.*
5. Mornah, D; Maguer, Y & Erenay, B. The Dynamics of Migration, Remittances, and Entrepreneurship in Africa: A Comprehensive Literature Review – Proposal Accepted for submission to the: *African Journal of Management*

Selected Working Papers - In Preparation for Submission

1. Mornah, D & MacDermott, R. J Remittances as Catalysts for Entrepreneurship: Examining Direct and Moderated Impacts of Institutional and Cultural Factors: Target Journal – *Entrepreneurship Theory and Practice*

Application for Faculty Development Awards (FDA) Program

2. Gire, J & Mornah, D. The Income-happiness association over the life course in Nigeria: Evidence from the World Values Survey -Target Journal: *Journal of Happiness Studies*
3. Mornah, D. & Kalulu, M. Diversity, and Corruption: Strategies for International Business. *Target Journal: International Journal of Business and Society*
4. Mornah, D.; Naatu, F. & Ellis, P. The Interplay of Cultural Dimensions, Institutional Quality, and Emigrant Density in Shaping Remittance Flows: A Cross-Country Panel Analysis. *Journal of Managerial Issues*
5. Mornah, D. & MacDermott, R. J. The Moderating Mediating Effects of Institutions and Culture on Entrepreneurship. Target Journal: *Entrepreneurship Behavior and Research*

Selected Awards, Grants, and Fellowships

1. U.S. Department of State IDEAS Grant (2024): \$35,000 - Funded development of cross-national virtual and in-person student-supported international entrepreneurial and business consulting program – Part of the African Business Connect Program.
2. Carnegie African Diaspora Fellowship Program (2022 & 2017): \$26,000 & \$32,000 - Supported curriculum development and high-impact entrepreneurship study abroad programs with Ghanaian universities.
3. Jackson-Hope Grants for New Directions in Teaching and Research (2017) - \$35,000 – Support exploratory research on the business environment in Ghana.
4. Jackson-Hope Faculty Development – (2016): \$40,000 – Support program and curriculum development for collaborative study abroad program.
5. USTDA Technical Assistance Grant to support the development of a 100MW solar energy project in Ghana (2016) - \$704,815.00.

Professional Citizenship (Selected Activities)

- **Northern Kentucky University:**
 - University Strategic Planning and Revision Committee (2024 - Present)
 - Co-Chair of AACSB - Assurance of Learning (2024 - Present)
 - NKU Research and Commercialization Foundation Board (2022 - Present)
 - Faculty Advisor and Mentor for student organizations and programs
 - Co-development of a certificate in Engineering Management and Entrepreneurship
 - Served in over a dozen faculty and staff search committees
 - Other committees: International business, diversity & inclusion, and curriculum development
 - Founding Director – VMI Entrepreneurship Program
 - Founder and Director Business Leadership and Innovation Summit bringing 100s of alumni and cadets to learn, network and collaborate each year.

Teaching Training Workshops (Selected Activities):

- AI Institute (2024): A 3-day series focused on reframing how we teach in the realm of AI.
- Course Design Institute (2024)
- Norse Academic Summer Institute (2022)
- Co-curricular and Career Mapping (2022)
- Quality Matters (QM) Certification (2020)
- Experiential Classroom, University of Florida, Gainesville Florida (2016, 2017, 2018)
- Others: Summer Online Faculty Institute (2020, 2021); New Faculty Online Teaching (2020); Best Practices in College Teaching (2020)

Community Engagement

- African Professionals Network (APNET) (2021 - Present)
- Founder and Director: African Business Connect Program

Service to Profession

- Reviewer: Journal of Infrastructure Policy Development, USASBE Conference, Mid-West Academy of Management Conference, Academy of International Business
- Chair, Special Interest Group (SIG), USASBE

FDA Summer Fellowship Evaluation Form for Chairs

Instructions: Please print or type in the following form. Comment length is limited to this page. Forward a copy to Faculty Senate Benefits Committee c/o Grace Hiles hilesg1@nku.edu

Faculty applicant name: Dekuwmini Mornah _____

Evaluations are based on criteria as defined in the Faculty Handbook **11. FACULTY DEVELOPMENT PROGRAMS** sections 11.1 through 11.4.

This individual qualifies for the proposed fellowship: (full-time/part-time, tenured/tenure track, 3rd summer since prior award, not on a terminal contract):

Yes X____ No _____

Indicate your assessment of the following items from very low to very high:

	Very low	Low	Neutral	High	Very high
Overall quality of proposal					X
Ability of applicant to carry out project					X
Overall value of project					X
Value to the department					X
Value to student learning					X
Value to the field of study					X

General Comments:

Specific comments on categorical rankings including any category ranked neutral, low, or very low:

I am writing this letter to provide my enthusiastic endorsement in support of Dr. Dekuwmini (Dee) Mornah's FDA Fellowship proposal submission. I have had the privilege of working closely with Dee since January, 2020 when he first joined the Entrepreneurship faculty at the Haile College of Business at Northern Kentucky University. His classes are structured around delivering a detailed and rigorous curriculum within a widely engaging experiential format that students rate very highly. At the same time, his research has been centered around understanding the effect of culture on the rate of formation and performance of business start-ups particularly those centered around bi-lateral trade and foreign direct investment.

From the very beginning of Dee's tenure with the Haile College of Business, Dee focused on how to tap into the interest and opportunities for locally owned, regional businesses in the Kentucky, Ohio and Indiana areas and facilitate their introduction into the Ghanaian market. As evidence of this focus, Dee has produced numerous recent publications and conference proceedings with a specific focus on trade and economic development in Africa and the wealth of opportunities that are available for U.S. companies interested in doing business there.

This proposal seeks to build on top of these bi-lateral economic development initiatives to address and explain the specific experience of those Ghanians who leave their home country to come to the United States and start their own businesses. Overall, there are approximately 225,000 Ghanians living in the United States, representing about 16% of the total Ghanaian emigrant population worldwide. While we don't have exact numbers on the number of U.S. businesses started by individuals of Ghanaian descent, we do know that immigrants start businesses in the U.S. 30% more than the U.S. born population and that in 2023, 21% of all businesses in the U.S. are owned by immigrants. By better understanding the factors behind the "propensity to migrate" to the United States, the United States could develop specific economic development opportunities both in the home country of migrating individuals as well as strengthen entrepreneurial incentive programs here in the U.S. to take better advantage of talents of these entrepreneurial individuals. This research will focus on the country of Ghana first but with the expectation that this research framework can be leveraged across any country to better understand regional and cultural differences impacting these findings. The exponential impact of learning the bi-lateral nature of this proposal would evidence itself in new and strengthening ties and incentive programs between the government of both Ghana and the United States and between Ghanaian entrepreneurs and the U.S. communities they eventually settle in.

Dee has already sought and received funding to begin to address this research agenda. In 2024, Dee successfully secured a \$35,000 grant from the U.S. Department of State to support the development of a cross-national, student-supported international entrepreneurial and business consulting program which is part of the African Business Connect (ABC) initiative that Dee founded. In 2022, he secured \$26,000 in funding from the Carnegie African in Diaspora Fellowship program to start the ABC program that he launched that same year. While these funds have been vital to the launch phase of this initiative, they require follow-on research efforts and funding to ensure that these efforts will have maximum future impact. I believe that the current proposal put forth by Dee will help secure a more solid foundation for the likelihood of the proposal goals to be realized.

Throughout Dee's professional journey, he has shown a deep commitment to advancing the personal learning journey of each of his students while also encouraging their professional development. As his chair for the last 5 years, I get to see first-hand the work he has put in to develop his curriculum and the standards he has set for classroom engagement. Unsurprisingly, his students appreciate his hands-on approach and share that his expectations for them have caused them to strive harder to reward his confidence in them. The bottom line with Dee is that he sets lofty goals for himself and others around him and that he often gets results which exceed the very best expected performance outcomes.

Thank you for considering Dr. Mornah's application. Should you require any further information or have any questions, please do not hesitate to reach out to me.

Stephanie Hughes

Name (typed or signature)

10-4-2024

Department: Management_____