

JOURNAL

of Business & Public Affairs

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From the Dean

Dannie Harrison

Dean

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It is my pleasure to once again present to you the *Journal of Business and Public Affairs* published by the College of Business and Public Affairs at Murray State University. This journal is presented in both print and electronic form with two main goals in mind. First is to provide an intellectual outlet for faculty to present their research. Second is to provide our readers a wide array of articles that will hopefully not only stimulate your interest and thoughts, but perhaps be of benefit in your work.

Murray State University (Murray, Ky.), is a medium-size (10,000 plus students), rural, regional, public university that has for many years received very high rankings from various national organizations for its academic excellence.

The College of Business and Public Affairs shares in this excellent reputation representing traditional business programs (AACSB-International accredited), economic, computer science, organizational communication, and journalism and mass communications (ACEJMC accredited). Thus we solicit articles on a broad spectrum representing many topics and disciplines. We hope you find this current volume informative and beneficial.

From the Editor

Seid Y. Hassan

Editor

Journal of Business and Public Affairs

Associate Professor of Economics

I am pleased to present to you the Fall 2003 issue of the *Journal of Business and Public Affairs (JBPA)*. Again, the articles contained in this issue cover various themes.

These themes cover topics in such areas as economic development, the tenure system, the impact of government policies, and the AIDS pandemic in Africa.

My thanks go out to the authors, both the published and the unpublished ones. I encourage the current authors and others to continue using the *JBPA* as their publication outlet and the dissemination of their knowledge. Of course, serving as editor without the help of many of the reviewers is a daunting task for one person. I thank the editorial board members and the reviewers of the articles.

We continue to publish the articles both in print and electronic form. That is, the same papers will appear on the College of Business and Public Affairs website

<http://www.murraystate.edu/cbpa/journal/index.html>

I hope you benefit from reading these articles.

JOURNAL

*of Business &
Public Affairs*

The Journal of Business and Public Affairs (JBPA) is published annually by the College of Business and Public Affairs at Murray State University. Published in both print and electronic form, it is intended to contain topics from many areas of business and public administration, accounting, economics, finance, telecommunications systems management, organizational communication and mass communications. All articles will be thoroughly blind-refereed in a timely fashion. Authors should follow the guidelines of *The Chicago Manual of Style*. Manuscripts should be limited to *about* 20 pages or less in length (double-spaced). Submit three copies of your manuscript with a \$25 nonrefundable submission fee (make checks payable to College of Business and Public Affairs) to:

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The annual subscription rate is \$10 for individuals and \$25 for libraries, government agencies, business firms and other organizations.

Journal of Business and Public Affairs

C O N T E N T S

Volume 30, Number 1

Fall 2003

“The Economic Impact of Higher Education: A Case Study of Georgia.” 7

David R. Kamerschen: Distinguished Professor of Economics and Jasper N. Dorsey Chairholder, Terry College of Business, The University of Georgia;

Jeffrey M. Humphreys: Professor and Director of the Selig Center for Economic Growth and Economic Forecasting, Terry College of Business, The University of Georgia.

“Higher education has important social, political, and economic benefits to any economy. The social benefits of education involve, among other things, the opportunities it provides to understand and design new, effective solutions to serious social problems and make the world a better place. The political benefits of better education include, among other things, the opportunities it provides to become better-informed citizens, which, in turn, permits voting for elected officials more rational.”

“Off the Tenure Track: The Hiring and Role of Lecturers/Instructors and Visiting Accounting Faculty.” 14

Steven Hunt: Assistant Professor, Western Illinois University.

“This study provides implications about the strength of the tenure system as well as information useful to universities in planning staffing strategies and to individuals considering non tenure-track positions.”

“Identifying Government Inefficiency: A Performance Based Audit Approach to Downsizing Efforts in Texas.” 22

Juliana D. Lilly: Department of Management and Marketing, Sam Houston State University.

“This article describes what happens when organizations downsize and analyzes the downsizing efforts of the Texas Department of Mental Health and Mental Retardation.”

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C O N T E N T S

“External Debt of Ethiopia: An Empirical Analysis of Debt and Growth.” **29**

Dr. G. Ramakrishna: Associate Professor, Department of Economics, Osmania University, Hyderabad-7, India.

“This study presented the external debt scenario of Ethiopia over its three economic regimes with a special reference to its economic reform period. The trends in foreign debt across various regimes indicate that Ethiopia has been a severely indebted country and continues to be so even after the economic reforms in the 1990s.”

“Building Blocks for an Evolutionary Theory of the Firm: Review and Analysis.” **36**

Demetri Kantarelis: Department of Economics and Global Studies, Assumption College, Worcester, Mass.

“My objective in this paper is to attempt to offer a conceptual description of the evolutionary (entrepreneurial) theory of the firm.”

“Competitive Disadvantage and Human Resource Management Implications of HIV and AIDS in Africa: The Case of Zambia.” **45**

Gerry Nkombo Muuka: Associate Professor of Management, Murray State University, Murray, Ky., USA; and Kenneth Kaoma Mwenda: *World Bank, Washington, DC, USA*; Alice P. Shemi: Lecturer, University of Botswana, Botswana; Lameck Zulu: MBA Student, Murray State University, Murray Ky., USA.

“... the AIDS epidemic is clearly Africa’s current major development challenge, as the Zambian case attempts to illustrate.”

“Africa’s Informal Sector with Zambia as a Case Study: A Challenge to Scholars to Close the Knowledge Gap.” **51**

Gerry Nkombo Muuka: Assistant Dean and Director, MBA and TSM Graduate Programs, Murray State University.

“[Africa’s] informal sector is huge, partly as a result of the large number of employees it absorbs due to inadequate jobs and opportunities in the formal economy.”