

CURRICULUM VITAE

PROF. PATRICK BONIFACE OJERA
PhD, MBA, BCOM (Hons), C.P.A (K).

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Address (Office) Bomet University College
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Department of Finance and Accounting
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DATE OF BIRTH: 15TH SEPTEMBER, 1959

NATIONALITY: KENYAN

MARITAL STATUS: MARRIED

CAREER PROFILE

1) Currently (October 2020-to Date)
Associate Professor, Finance and Accounting, Department of Finance and Accounting
School of Business & Entrepreneurship, Bomet University College (A Constituent College
of Moi University)

Formerly

2) Senior Lecturer, Department of Accounting and Finance,
Executive Dean, School of Business & Economics, Masinde Muliro University of Science
and Technology. (January 2016 to October 2020)

3) Acting Deputy Vice-Chancellor (Administration & Finance), Masinde Muliro University
of Science and Technology. (June 2018- to July 2020)

4) Senior Lecturer, Department of Accounting and Finance (w. e. f. 01/02/2013)
(Founding) Dean, School of Business & Economics, Maseno University.

Career highlights:

Extensive experience in top management academic administration; financial, strategic and
general management expert with extensive experience in the service and manufacturing
industries. Left industry as Acting Chief Executive to take up new career challenge in the
academia. Former Chairman, Department of Economics & Business Studies:
Former (Founding) Dean, School of Business & Economics, Maseno University.

Key skills:

Teaching and managing academic programmes with a rich flavor of industry experience in
-Finance, accounting and auditing
-Strategic management
-Supplies and Procurement

-Management Science
 -Project implementation
 -Management of change
Career Plans:
 -To be a leading professor of strategic management accounting

AWARDS

“Winner of the 2019 Emerald Literati Award for Outstanding Author Contribution for Book Chapter 'Indigenous Financial Management Practices in Africa: A Guide for Educators and Practitioners’ published in *Advanced Series in Management*, Volume 20, 71-96, Copyright @ 2018 by Emerald Publishing Limited. ISSN: 1877-6361/doi:10.1108/S1877-636120180000020005

RESEARCH INTERESTS

Strategic Management Accounting, Accounting Education and Sustainability Reporting.

SUMMARY CAREER PROGRESSION

	Date of Appointment	Organization
Acting Deputy Vice-Chancellor (Administration & Finance),	01/06/2018 to 13/07/2020	Masinde Muliro University of Science and Technology
Executive Dean, School of Business & Economics	04/01/2016-13/10/2020)	Masinde Muliro University of Science and Technology
Senior Lecturer	01/02/2013 to 16/10/2020)	Maseno University (Leave of Absence to Masinde Muliro University of Science and Technology w.e.f. 04/01/2016)
Dean, School of Business & Economics	16/08/2011-27/01/2015	Maseno University
Lecturer	18/0/2003	Maseno University
Acting Chairman of Department	12/11/2004-15/08/2011	Maseno University
Acting Chief Executive	23/04/2003-30/06/2003	South Nyanza Sugar Company Limited
Finance Manager	01/12/1996-30/06/2003	South Nyanza Sugar Company Limited
Finance Manager	Joined as Assistant Accountant (December 1984) and rose to Finance Manager (1994 to 1996)	Kenya Posts and Telecommunication Corporation
Assistant Auditor	August 1984 to December	Office of The Controller and Auditor General

PROFESSIONAL QUALIFICATIONS

<p>Certified Public Accountant CPA(K)</p>	<p>1985-1987 Attended Certified Public Accountant (CPA) Course , Strathmore College</p> <p>Member, Institute of Certified Public Accountants of Kenya - I.C.P.A. (K) since 1989.</p> <p>I.C.P.A. (K) Subject Panel Leader for Management Accounting. To oversee Training of Trainers (ToT) Content Assessment & Quality Control (w. e. f. January 2017)</p>
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ACADEMIC QUALIFICATIONS

<p>Doctor of Philosophy (Business Administration) Maseno University (2007-2011)</p>	<p>Maseno University Title of thesis: “Impact of Strategic Control Practices and Strategic Orientation on Organizational Performance of Sugar Firms in Western Kenya”</p> <p>Area of Specialization: Strategic Management Accounting/Management Control Systems</p>
<p>MBA Specialization: Strategic Management (1999-2001)</p>	<p>Eastern and Southern African Management Institute (ESAMI), Arusha, Tanzania Title of Thesis: “An Investigation of the Effects of Economic Liberalization on the Sugar Sub-Sector in Kenya”</p>
<p>B.Com (Accounting) (1980-1984)</p>	<p>University of Nairobi Second class Hons- Upper Division</p>
<p>‘A’ Level: 3 Principals and 1 subsidiary pass, 16 points aggregate. (1978 – 1979)</p>	<p>Starehe Boys Center, Nairobi.</p>
<p>‘O’ Level Division I, 10 points aggregate. (1974- 1977)</p>	<p>Aquinas High School, Nairobi.</p>
<p>Certificate of Primary Education (CPE): 31 points aggregate. (1967-1973)</p>	<p>St. Paul’s Primary, Nairobi.</p>

Publications

Year		Publication
2021	1	Indiya, G. D., Mise, J., Obura, J., & Ojera, P. (2021). Moderating effect of organization culture on the relationship between quality management system adoption and performance of public universities in Kenya. <i>African Journal of Business Management</i> , 15(2), 70-78
2020	2	Ronoh, H,J,, Oseno, B. & Ojera, P. (2020). Effect of Financing Decisions on Performance of Housing Cooperative Societies in North Rift Counties, Kenya. <i>Africa International Journal of Multidisciplinary Research (AIJMR)</i> ISSN: 2523-9430 (Online Publication) ISSN: 2523-9422 Vol. 3 (6) 1-16 (Print Publication) November-December,

Year		Publication
		2020. www.oircjournals.org
	3	Jepkosgei, E, Oseno, B. & Ojera, P. (2020), Effect of Business Risk on Performance of Deposit Taking Saccos in North Rift Counties, Kenya, International Journal of Finance, Accounting and Economics (IJFAE) ISSN: 2617-135X 3 (4) 1-16, October-December, 2020. www.oircjournals.org
	4	Ojera, P.B and C. O Odoyo (2020). Current State of Sustainability Reporting: A Case of Public Universities in Western Kenya, EJBMR, European Journal of Business and Management Research, Vol. 5, No. 2, (1-4), April 2020, DOI: http://dx.doi.org/10.24018/ejbmr.2020.5.2.295 ISSN: 2507-1076 (Online) DOI: 10.24018/EJBMR, Impact Factor: 2.27
	5	C. O Odoyo and Ojera, P.B. (2020). Impact of Top Management Support on Accounting Information System: A case of Enterprise Resource Planning (ERP) System, International Journal of Accounting Information Systems, Universal Journal of Management 8(1), 12-19. DOI: 10.13189/ujm.2020.080102
2018	6	Mutinda, J.M., Otuya. W. and Ojera, P (2018). Effect Of Selection Practices on Organizational Commitment in County Public Service in Nyanza Region, Kenya, EPRA International Journal of Multidisciplinary Research (IJMR), Volume: 4, Issue: 10, October 2018, 148-154. SJIF Impact Factor: 4.924 ISSN (Online): 2455-3662
	7	Otsyulah, J.M, Ojera, P.B and Tibbs, Y. C. (2018). The Effect of Occupational Health and Safety Awareness on Employee Performance in Sugar Companies in Kakamega County, Kenya, EPRA International Journal of Multidisciplinary Research (IJMR), Volume: 4, Issue: 10, October 2018. 70-74, SJIF Impact Factor: 4.924 ISSN (Online): 2455-3662
	8	Mutinda, J.M., Ojera, P and Otuya. W. (2018). Effect of Talent Attraction Practices on Organizational Commitment in County Public Service in Nyanza Region, Kenya, International Journal of Research and Development (IJRD), Volume 3, Issue 9, September 2018, 104-110, EPRA ISSN:2455-7838 (Online) SJIF Impact Factor: 5.705
	9	Otsyulah, J.M, Tibbs, Y. C. and Ojera, P.B. (2018). The Effect of Occupational Health and Safety Inspection on Employee Performance In Sugar Companies In Kakamega County, Kenya, IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 20, Issue 9. (September. 2018), PP 05-11 www.iosrjournals.org .,DOI:10.9790/487X-2009040511..
	10	Ojera, P. (2018). Indigenous Financial Management Practices in Africa: A Guide for Educators and Practitioners, in Uchenna Uzo , Abel Kinoti Meru (ed.) <i>Indigenous Management Practices in Africa (Advanced Series in Management, Volume 20)</i> Emerald Publishing Limited, pp.71 – 96. ISBN: 978-1-78754-849-7 eISBN: 978-1-78754-848-0, July 2018
	11	Mburu, E.N., Ojera, P.B and Ng'ang'a, S.I (2018). Influence of Strategic Management Practices on Access to Water and Sanitation Services in Kenya, iJARS International Journal of Humanities & Social Studies, p 1-12, ISSN: 2455-1465 Volume IV, Issue 2 (Mar/Apr 2018), www.humanities.ijarsgroup.com www.humanities.ijarsgroup.com
	12	Mburu, E.N., Ojera, P.B and Ng'ang'a, S.I (2018). Influence of Adherence to Quality Management System Standards on Access to Water and Sanitation Services in Kenya, IOSR Journal of Humanities and Social Science (IOSR-JHSS) Volume 23, Issue 2, Ver. 9 (February. 2018) PP 47-55 e-ISSN: 2279-0837, p-ISSN: 2279-0845. www.iosrjournals.org
2017		
	13	Ojera, P.B and Naibei, I. K. (2017). Trust and Executorship Accounting: Theory and Practice, First Edition, by Kadash Ventures, Kenya. ISBN 9966756876.
	14	Ojera, P.B, Bulitia, G.M.and Ogutu, M (2017) Diagnostic Control Systems and Overall Firm Performance of Sugar Firms in Western Kenya, Journal of Research on Humanities and Social Sciences, ISSN (Paper) 2224-5766 ISSN (Online)2225-0484 (Online) Vol.7, No.8, 201, pp 103-124. May 2017. © The International Institute for Science, Technology and Education (IISTE)
	15	Ojera, P.B, Bulitia, G.M.and Ogutu, M (2017) . Interactive Control Systems and Strategic Orientation on Competitive Position of Sugar Firms in Western Kenya” . International Journal of Business and Management Invention ISSN (Online): 2319 – 8028, ISSN (Print): 2319 – 801X www.ijbmi.org Volume 6 Issue 4 April. 2017 PP— 79-93
	16	Aliata, V.L Ojera, P.B. and Mise, J.K (2017). Moderating Effect of Marketing Mix

Year		Publication
		Strategy on the Relationship Between Service Quality and Customer Satisfaction of Commercial Bank Customers, Nairobi Kenya, iJARS International Journal of Economics and Commerce ISSN: 2455-149X Volume III, Issue 1 (Jan/Feb - 2017), www.economics.ijarsgroup.com . DOI: http://dx.doi.org/10.20908/ijarsijec.v3i1.7077
2016	17	Dinda,B , Ojera, P.B. and Bulitia, G.M. (2016). Analysis of Service Quality and Organizational Performance of Private Healthcare Facilities in Nairobi County, Kenya iJARS International Journal of Economics and Commerce ISSN: 2455-149X Volume II, Issue 5 (Nov/Dec - 2016), DOI: 10.20908/ijarsijmca.v2i5.6716, www.economics.ijarsgroup.com
	18	Aliata, V.L Ojera, P.B. and Mise, J.K (2016). Relationship between Service Quality and Customer Satisfaction of Commercial Bank Customers, Nairobi Kenya iJARS International Journal of Management & Corporate Affairs ISSN: 2455-1473 Volume II, Issue 5 (Nov/Dec - 2016) www.management.ijarsgroup.com
	19	Bulitia, G.M., Ojera, P.B. and K'Obonyo, P. (2016). Analysis of Human Resource Management Practice, Firm Characteristics and Performance of Consumer Goods manufacturing Firms in Kenya. International Journal of Recent Research in Commerce Economics and Management (IJRRCEM) Vol. 3, Issue 4, pp: (701-707), Month: October - December 2016, Available at: www.paperpublications.org
	20	Dinda,B , Ojera, P.B. and Bulitia, G.M. (2016). Analysis of Quality Management Practices and Organizational Performance of Private Healthcare Facilities In Nairobi County, Kenya ISSN 2394-7322 International Journal of Novel Research in Marketing Management and Economics Vol. 3, Issue 3, pp: (115-125), Month: September - December 2016, Available at: www.noveltyjournals.com
	21	Okonda, M.W., Ojera, P.B. and Ochieng', I.O. (2016). The Effect of Competitive Advantage on the Relationship between Strategic Change and Performance of Firms in the Alcohol Industry in Kenya International Journal of Management & Corporate Affairs ISSN: 2455-1473.. Issue Vol. II/ Issue 3/May-Jun, 2016/1312/2, p 1-12
	22	Okonda, M.W., Ojera, P.B. and Ochieng', I.O. (2016). The Moderating Effect of Firm Characteristics on the Relationship between Strategic Change and Performance of Firms in the Alcohol Industry in Kenya, International Journal of Management & Corporate Affairs ISSN: 2455-1473 Issue Vol. II/ Issue 3/May-Jun, 2016/1313/2, p 1-15
2015		
	23	Ntongai, S.J., Ojera, P. and Ochieng', I.O. (2015). Service Quality Practices as a Critical Antecedent to Customer Satisfaction: Evidence From Kenya's Mobile Phone Sector, International Journal of Economics, Commerce and Management, Vol. III, Issue 12, pp. 160-173, December 2015, http://ijecm.co.uk/ ISSN 2348 0386
	24	Ntongai, S.J., Ojera, P. and Ochieng', I.O. (2015). Analysis of the Moderating Role of Service Failure on The Relationship Between Service Quality and Customer Satisfaction: Evidence from Kenya's Mobile Phone Sector International Journal of Economics, Commerce and Management, Vol. III, Issue 12, p.656-667. December 2015, http://ijecm.co.uk/ ISSN 2348 0386
	25	Wu'Adongo, O.J.O., Onditi, A. Ojera, P. and Anyago, J. (2015). Relationship Between Working Capital Management and Profitability of Small-Size Enterprises in Kisumu County, Kenya, International Journal of Economics, Commerce and Management, Volume III, Issue 11, pp. 554-569, November 2015, ISSN 2348 0386. http://ijecm.co.uk .
	26	Otanga, G. K. 1, Abuga Vitalis Mogwambo, A. V. Ojera, P. Momanyi, G., Nyabwanga, R. and Nyatete, R. (2015). Contribution of Foreign Direct Investment on the Growth of Agro-Processing Sector: A Case of Selected Agro-Processing Companies in Kenya, <i>European Journal of Business and Management</i> www.iiste.org ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol.7, No.18, 2015, 32-41
	27	Anyango, C., Ojera, P. and Ochieng', I. (2015). Employee Characteristics and Job

Year		Publication
		Satisfaction, <i>International Journal of Science and Research (IJSR) ISSN (Online): Volume 4 Issue 6, June 2015, 2319-7064.</i>
	28	Abong'o, E. B., Ojera, P. and Ochieng', I.O (2015). Determining Strategy Orientation Adopted by Public Universities in Western Kenya, <i>International Journal of Scientific Research and Innovative Technology ISSN (Online): 2319-7064, Vol. 4 No.6; June 2015, 2710-2716</i>
	29	Abong'o, E. B., Ojera, P. Ochieng', I.O., and Aila. F. (2015). Literature Review on Strategic Fit and Performance of Public Universities in Western Kenya , <i>International Journal of Scientific Research and Innovative Technology ISSN: 2313-3759 Vol. 2 No. 6; June 2015,1-7</i>
	30	Anyango, C., Ojera, P. and Ochieng', I. (2015). Meaning and application of employee voice, <i>International Journal of Scientific Research and Innovative Technology ISSN: 2313-3759 Vol. 2 No. 5; May 2015, 10-16.</i>
	31	Wu'Adongo, O.J.O., Onditi, A.A., Ojera, P.B. and Anyago, J. O.. (2015). Relationship Between Efficient Cash Management and Profitability of Small Sized Enterprises in Kisumu County, Kenya, <i>International Journal of Research in Commerce & Management, .Apr2015, Vol. 6 Issue 4, p36-39.</i>
	32	Asaka, C.N., Ojera P.B. , and Oima, D.O (2015). Factors Influencing Choice of Strategic Management Modes of Small Enterprises. <i>Journal of Innovation and Entrepreneurship, volume 4, Issue 4 DOI 10.1186/s13731-014-0016-y, p 1-22 (Journal of Innovation and Entrepreneurship A Systems View Across Time and Space2015)4:4</i> DOI: 10.1186/s13731-014-0016-y © Charles et al.; licensee Springer. 2015. Received: 8 July 2014. Accepted: 16 December 2014. Published: 7 March 2015)
	33	Asaka, C.N., Swalehe, M.A., Ojera, P.B. , Aila, F.O (2013). Effective Management of Strategic Issues in the Insurance Industry, Kenya, <i>Global Cross Disciplinary Journal Vol.1, No.1, pp 24-35, ISSN 2048-7126, info@gcdj.co.uk, www.gcdj.co.uk</i>
2014		
	34	Bulitia, GM, K' Obonyo, P. and Ojera, P.B. (2014) Moderating Effect Of Technology Innovation On The Human Resource Management Practices And Firm Performance: A Study Of Manufacturing Firms In Kenya, <i>Journal of Human Resource Vol. 2 No. 3, pp 1-22, March 2014 ISSN 2347-825X www.researchjournali.com</i>
	35	Bulitia, GM, K' Obonyo, P. and Ojera, P.B. (2014). Human Resource Management Practices and Firm Performance: A Study of Manufacturing Firms in Kenya, <i>International Journal of Management Excellence Vol 3 No.1, 392-406, April 2014</i>
	36	Naibei, I.K., Oima,D.O and Ojera, P. (2014). Moderating Effect Of Business Risk On The Audit Fee Model Among Small Audit Firms: Case Of Western Region, Kenya, <i>European Scientific Journal, Vol. 10, No. 10.</i>
	37	Naibei, I.K., Oima,D.O and Ojera, P. (2014). Application of Business Risk Auditing among Audit Firms in Western Kenya Region, Kenya. <i>African Research Review, 8 (2),325-342. S/No. 33, April, 2014. Publisher: African Journals Online (AJOL)</i>
	38	Okungu, N,A, Ojera, P.B. and Ogweno, K.L. (2014). Obstacles to the implementation of total quality management and organizational performance in private higher learning institutions. <i>IOSR Journal of Business and Management, Vol.16, no. 5, pp 8-17, May 2014.</i>
	39	Asaka, C.N., Ojera, P.B. and Oima, D.O. (2014). The Influence of Informal Strategic Management Modes on Performance of Small Enterprises in Kisumu County, Kenya. <i>International Journal of Science and Research (IJSR), Vol. 3, No. 9, 265- 281.</i>
	40	Chweya, L., Ochieng, I., Ojera, P. , and Riwo-Abudho, M. (2014). Knowledge Management Practices and its Effect on Firm Performance: A Case of Commercial Banks' Performance in Kisumu City, Kenya, <i>European Journal of Business and Management, www.iiste.org, ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol.6, No.8, 2014</i>
2013		
	41	Jeremiah, S.N. Ojera, P.B. Ochieng', I.O, Oginda, M.N. and Aila, F.O. (2013). Application of the Marketing Concept and Performance of Supermarkets in Kisumu City, Kenya, <i>Greener Journal of Business and Management Studies , Vol. 3 (7), pp. 309-320, September 2013. ISSN: 2276-7827</i>
	42	Ondoro, C.O., Ojera, P.B. and Oginda, M.N. (2013). Role of strategic purchasing and supply management practices in firm performance: A lesson from public bus transport

Year		Publication
		firms in Kenya, <i>Global Advanced Research Journal of Social Science (GARJSS) Vol. 2(8) pp. 187-201</i> , August, 2013, http://garj.org/garjss/index.htm
	43	Lwiki, L., Ojera, P.B. Mugenda, N.G. Wachira, V.K. (2013). The Impact of Inventory Management Practices on Financial Performance of Sugar Manufacturing Firms in Kenya, <i>International Journal of Business, Humanities and Technology, Vol.3 No.5; May 2013, 75-85.</i>
	44	Ocholah, R.M.A., Okelo, S, Ojwang,C. Aila, F. Ojera, P.B. (2013)Literature Review on the Relationship between Microfinance Provision and Women Enterprise Performance. <i>Greener Journal of Social Sciences, Vol. 3 (5), pp. 278-285, May 2013.</i> ISSN: 2276-7800
	45	Ocholah, R.M.A., Ojwang,, C , Aila, F., Oima David, Okelo, S,. Ojera, P.B. (2013). Effect of micro finance on performance of women owned enterprises, in Kisumu City, Kenya. <i>Greener Journal of Business and Management Studies, Vol. 3 (4), pp. 164-167, May 2013.,</i> ISSN: 2276-7827
	46	Aila, F.O. Nyangara, C.A. Ojera, P.B. Owaga, E.E. Odera,O. and Ogutu, M. (2013). The Future of Organizations: Musings of a Manager, <i>Asian Journal Of Management Sciences and Education, Vol.2, No.2, April 2013, pp 198-201.</i> www.jmse.leena-luna.co.jp . Leena and Luna International, Oyama, Japan
	47	Otieno, S. Okengo, B.O. Ojera, P.B. and Mamati, F. (2013). An Assessment of Effect of Government Financial Regulations on Financial Performance in Savings and Credit Cooperative Societies (SACCOs): A study of SACCOs in Kisii Central, Kenya. <i>International Journal of Business and Social Science. Vol. 4 No. 3; March 2013, pp 196-207. Publisher: Centre for Promoting Ideas, USA. www.ijbssnet.com</i>
	48	Nyabwanga, R. N, Ojera, P.B. , Otieno, S. and Nyakundi. N (2013). An Empirical Analysis of the Liquidity, Solvency and Financial Health of Small and Medium Sized Enterprises in Kisii Municipality, Kenya. <i>European Journal of Business and kManagement, Vol.5, No.8, 2013, pp 1-15.</i> ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online). www.iiste.org .
	49	Odoyo, C.O., Oginda, M.N., Obura, J.M, Aila, F.O., Ojera, P.B. and Siringi. E.M. (2013). Effect of Information Systems on Revenue Collection by Local Authorities in Homa Bay County, Kenya, <i>Universal Journal of Accounting and Finance 1(1): 29-33, 2013,</i> Horizon Research Publishing, DOI: 10.13189/ujaf.2013.010104, http://www.hrpub.org .
	50	Otuya, W.I. Onyango, M.A., Ofafa, G.A, Ojelra, P.B. and Wachana, R.S. (2013). The effect of ethical treatment towards customers on enterprise performance in Mumias Sugar Belt, Kenya. <i>International Journal of Current Research, Vol. 5, Issue No. 2, pp 377-381, February, 2013.</i> ISSN:0975-833X. Publisher: Academic Journal. www.journalcra.com .
2012		
	51	Nyabwanga, R., Lumumba, M. Otieno, S. Ojera, P.B. & Odondo, A. (2012). Effect of working capital management practices on financial performance: A study of small scale enterprises in Kisii south district, Kenya, <i>African Journal of Business Management, Vol. 6(18), pp. 5807-5817. Publisher: Academic Journals</i>
	52	Adoyo, B. Ondoro, C.O., Ojera, P.B. , Abong'o, B., Aila, F.O. and Ntongai, S.N (2012). The Relationship between Customer Service Quality and Customer Loyalty among Retail Pharmacies in Western Kenya. <i>Business and Management Review Vol. 2(3),11-21</i> ISSN: 2047 – 0398, Publisher: Businessjournalz: Available online at http://www.businessjournalz.org/bmr .
	53	Aila, F.O. Oima, D, Ochieng, I., Ojera, P.B. and Odera, O. (2012). Construction and validation of consumer attitudes on biosecurity principles: A methodological perspective. <i>Research on Humanities and Social Sciences 2(6), 240-250. Publisher: IISTE.</i> www.iiste.org ISSN 2224-5766 (Paper) ISSN 2225-0484(Online).
	54	Aliata, V.L., Odondo, A.J., Aila, F.O., Ojera, P.B. , Abong'o. B.E. & Odera, O. (2012) Influence of Promotional Strategies on Banks Performance <i>International Journal of Business, Humanities and Technology</i> Vol. 2 No. 5 pp 169- 178 Publisher: Centre for Promoting Ideas, USA. www.ijbhtnet.com .
	55	Ochieng', O. Ojera, P.B , Wanjare, J, Ntongai, S.J. & Naibei, I.K. (2012). Organizational Characteristics that are Antecedents to Organizational Learning: A Case of Maseno University, Kenya, <i>An International Journal of Arts and Humanities, Vol.1 (2) pp- 305-321,</i> Publisher: African Journals Online (AJOL)
	56	Nyabwanga, R.N., and Ojera, P.B. (2012). Inventory Management Practices and Business Performance for Small-Scale Enterprises in Kenya, <i>KCA Journal of Business Management, Vol 4, No 1 (2012), pp 11-28.,</i> January 2012. ISSN: 2071-2162

Year		Publication
	57	Nyanyuki, F., Ojera, P.B. Okioga, C., Nyamwamu, T. Nyabwanga, R.,. (2012), An Assessment of The Effect of Accounting Practices on the Management of Funds in Public Secondary Schools: A Study of Kisii Central District, Kenya. <i>Asian Journal of Business and Management Sciences</i> , Vol. 2 No. 8, pp34-50. ISSN-2047-2528, www.ajmbs.org.
2011		
	58	Ojera, P. B. , Ogotu, M. & Othuon, L.A.. (2011). Strategic Control Practices: Evidence from Sugar Industry in Kenya, <i>Journal of Management Awareness</i> , Vol. 8 (1), January-June, 2011, 22-33., Publisher: AIM EXPLORE.
	59.	Ojera, P. B. , Ogotu, M. . Ogotu, M., Siringi, E.M. & Othuon, L.A. (2011). Belief control practices and organizational performances: A survey of sugar industry in Kenya, <i>African Research Review</i> , 5 (4), 1-17. Publisher: African Journals Online (AJOL)
	60.	Otieno, S. R., Lumumba, M., Nyabwanga, R., Ojera . P.B. & Odondo, A (2011). Effect of Provision of Micro Finance on the Performance of MicroEnterprises: A Study of Youth Micro Enterprises under K-Rep Program, Kisii County, Kenya, <i>African Journal of Business Management</i> , 5 (20), 8290-8300. Publisher: Academic Journals

CONFERENCE PAPER PRESENTATIONS

Year		Paper Presentation
2021	1	Ojera, P.B. (2021) Greening the General Ledger: Environmental Management Accounting in Bomet University College, Kenya. The 1st Bomet University College International Conference Theme: Towards A Sustainable Green Economy, From 22nd To 24th June 2021
2019	2	Ojera, P.B. and C. O Odoyo (2019). Current State of Sustainability Reporting: A Case of Public Universities in Western Kenya 13 TH Multi-Disciplinary International Conference 2019, 19 th – 21 st June 2019 THEME: <i>Transformational Leadership, Innovation and Technology Transfer for Sustainable Development in Developing Countries</i> , Masinde Muliro University of Science and Technology
	3	C. O Odoyo and Ojera, P.B. (2019). Impact of Top Management Support on Accounting Information System: A case of Enterprise Resource Planning (ERP) System 13 TH Multi-Disciplinary International Conference 2019, 19 th – 21 st June 2019 THEME: <i>Transformational Leadership, Innovation and Technology Transfer for Sustainable Development in Developing Countries</i> , Masinde Muliro University of Science and Technology
2018	4	Nyanyuki F.N., Ojera P.B. , Onsase (2018). A. Information communication technology (ICT) in the teaching of accounting in kenyan universities: A survey of private and public universities in Kisii County, First Pan African International Research Congress on Knowledge Generation and Dissemination: <i>Harnessing Research Output for Sustainable Development</i> (1 st PAIRC-2018) held at Grand Swiss Royal Hotel, Kisumu, Kenya on 18 th – 21 st June 2018
2016	5	Ojera, P.B. (2016). Strategic Management Accounting: Role of League Tables in Integration of Theoretical Frameworks and Research Agenda” 6th African Accounting and Finance Association Annual Conference held at Weston Hotel & Strathmore University - Nairobi, Kenya from the 31st August to 2nd September, 2016 .
	6	Ojera, P.B. (2016). The Role County Government and Support Organizations in SMEs Growth: A Study of Kakamega County, Kenya. 10 th International Conference on Health, Masinde Muliro University of Science And Technology (MMUST). 24 th To 26 th May 2016, Kakamega, Kenya.
	7	Ntongai, S.J., Ojera, P. and Ochieng, I.O. (2016). Analysis of the Moderating Role of Customer Communication on the Relationship between Service Quality and Customer Satisfaction: Evidence from Kenya’s Mobile Phone sector, 3rd International Conference , Laikipia University, 24th To 26th May 2016, Laikipia University. Kenya
2014		
	8	Ojera, P.B. (2014). Management of Natural Resources for Accelerated Industrial and Technological Growth in the East African Community (EAC)- <i>Opportunities And Challenges</i> , Maseno University Annual Conference, June 30- July 1, Kisumu, Kenya.

Year		Paper Presentation
	9	Ojera, P. B. (2014). The Internationalization of Kenya Commercial Bank Limited: Strategies, Patterns and Outcomes, <i>Academy of International Business Sub-Saharan Africa Chapter Inaugural Conference</i> , August 13 – 15, 2014, Riara University, Nairobi, Kenya.

PUBLICATIONS AND CONFERENCE PRESENTATIONS (SUMMARY)

	Publication	Conference Paper Presentations	Total Publications
2021	1	1	2
2020	4		4
2019		2	2
2018	7	1	8
2017	4		4
2016	6	3	9
2015	10		10
2014	7	2	9
2013	11		11
2012	7		7
2011	3		3
Total	60	9	69

SUPERVISION OF DOCTOR OF PHILOSOPHY (PhD) STUDENTS

PHD STUDENTS WHO HAVE GRADUATED

No.	Names Of Student	Status	Title of Thesis
2021			
1	Mwanza, Elizabeth. A	Graduated August 2021	Corporate Social Responsibility, Transformational Leadership and Organizational Performance of Selected Sugar Companies in Western Kenya
2018			
2.	Mburu Edward, N	Graduated, December 2018	Influence of Strategy Formulation on the Relationship Between Quality Management System and Access to Water and Sanitation Services in Kenya
3.	Mutinda, Julian,.M	Graduated, December 2018	Talent Acquisition Practices, Work Engagement and Organizational Commitment in County Public Service in Nyanza Region, Kenya
4.	Otsyulah, Joseph. O	Graduated, December 2018	The Effect of Occupational Health and Safety Practices on Employee Performance in Sugar Companies in Kakamega County, Kenya.
5.	Ofwa, Joanes, O.W. L	Graduated, March 2018	Relationship between working capital management and profitability of small sized enterprises in Kisumu County, Kenya
2017			
6.	Aliata, Victor	Graduated 15/12/2017	Analysis of the Effect of Marketing Mix Strategy and Service Quality Dimensions on Customer Satisfaction Among Customers of Commercial Banks in Nairobi, Kenya
7	Okonda, Michael W.	Graduated 15/12/2017	An Assessment of the Effect of Strategic Change and Firm Characteristics on Performance of Firms in the Alcohol Industry in Kenya
8	Dinda, Beatrice	Graduated 15/12/2017	Moderating Effect of Quality Management Practices on the Relationship Between Service Quality and Organizational Performance: A Study of Private Healthcare Facilities in Kenya
2016			
9	Ntongai, Samson, J.	Graduated 16/12/2016.	Influence of service failure and customer communication on the relationship between service quality and customer satisfaction

No.	Names Of Student	Status	Title of Thesis
			among mobile phone firms in Kenya.
2015			
10	Asaka, Charles Nyangara	Graduated 11/12/2015	Informal strategic management practices in small enterprises in Western Kenya
11.	Christine Anyango	Graduated 11/12/2015	Effects of employee voice and characteristics on job satisfaction in security firms in Western Kenya
12.	Abong'o Beatrice E.	Graduated 11/12/2015	Relationship between strategy, strategic fit, implementation effectiveness and organizational performance: A study of public universities in Kenya
2014			
13.	Bulitia, Godricks	Graduated 17/12/2014	The effects of technological innovation on relationship between human resource management practices and firm performance: a study of manufacturing firms in Kenya
14.	Ondoro Charles, O.	Graduated 17/12/2014	Effect of purchasing ethics on the relationship between strategic purchasing and supply management practices and performance of bus transport companies in Nairobi, Kenya
15.	Naibei, Isaac, K.	Graduated 17/12/2014	Evaluation of application and Effectiveness of risk-based auditing approach among audit firms in western Kenya
2013			
16.	Otuya, Willis	Graduated 06/12/2013	Effect of ethical business practices, customer satisfaction and employee satisfaction on cane haulage enterprise performance in Mumias sugarbelt, Kenya

PHD STUDENTS (ONGOING)

No.	Names Of Student	Status	Title of Thesis
2021			
1.	Onyango, Robert, O	Data Collection	High Performance Work Practices, Organization Culture And Employee Engagement In The Hospitality Industry In The North Rift Region, Kenya

PhD SUPERVISION (SUMMARY)			
	Graduated	In Progress	Total
2021	1	1	2
2019			2
2018	4		4
2017	3		3
2016	1		1
2015	3		3
2014	3		3
2013	1		1
Total	16	1	17

SUPERVISION OF MASTERS OF BUSINESS ADMINISTRATION (MBA)

MBA STUDENTS WHO HAVE GRADUATED

Year of graduation		Names Of Student	Title of Project Report
2021			
2016	1	Omondi, Stephen, O.	Effect of Hiv/Aids Donor Funding on Health System Infrastructure: Case Study of Siaya County Health Facilities, Kenya
2014	2	Omare, A.N	Impact Of Strategic Choices On Performance Of Public Organizations: A Case Study Of Kenya Pipeline Company
	3	Geoffrey. O. Oganga	Effect of Value Added Tax Reforms on Revenue Mobilization from Small Corporate Taxpayers in Kisumu County, Kenya
2013			
	4	Abwawo, Elphas D.	The effect of corporate entrepreneurship on organizational performance in flour milling industry a case study of United Millers Limited, Kisumu.

Year of graduation		Names Of Student	Title of Project Report
	5	Andati, George	Effect of corporate governance on financial performance of SACCOs: A case study of Teleposta SACCO, Nairobi, Kenya.
	6	Anyal, Robinson, O.	
	7	Nyakwaka, John, G	Role of organizational development in the improvement of water service delivery in Homabay, Kenya
	8	Nyutu, Emily, W.	Effect of electronic banking strategy on the performance: A case study of Equity Bank. Kenya.
	9	Obonyo, Lorine, A.	Effect of control system on performance of local authorities in Lenya: A case study of Kisumu County Council
	10	Odida, Christopher	The Contribution Of Strategic Supply Chain Management To The Improvement Of Sugar Sub- Industry In Kenya: A Case Study Of Kenya Sugar Research Foundation
	11	Ongadi, Eunice, K	The Effect Of Corporate Governance On Performance Of State Owned Sugar Firms: A Case Of South Nyanza Sugar Company, Kenya
	12	Wangila, Caleb, W	Business Process outsourcing strategy implementation in the telecommunication sector: A case study of Airtel Kenya.
2012			
	13	Ogot, Lameck. O.	Role Of Strategic Management Practices On Performance Of Kenya Youth Empowerment Project In Homabay Municipality, Kenya
	14	Odero Jack, .O	Influence Of Involvement Of Middle Level Managers On Discipline In Professional Associations In Kisumu East District, Kenya
	15	Oduor Patricia.A	Effects Of Strategic Planning Practices On Performance: A Survey Of Public Universities In Western Kenya
	16	Ogwago Rosemary	Effect Of Public Procurement Practices On The Performance Of SMEs In Homabay Town, Kenya
	17	Opudo Daniel,O.	The Role Of Internal Communication On Strategic Change Implementation: A Case Of Nation Media Group
	18	Ochieng' Albert,J.	Effect Of Organizational Innovation On Performance Of Firms In The Tea Industry: A Study Of Tea Firms In Kericho Town, Kenya
	19	Madao, Paul ,A.	Impact Of Tax Planning Practices Of Small And Medium Sired Business Enterprises In Kisumu City
	20	Adhiambo,Nancy.	Effect Of Strategic Planning On Performance Of Secondary Schools In Kisumu West Constituency
	21	Muchilwa, Mary D.	Application Of Public Relations Principles To Strategic Management of Police Force
2011			
	22	John N. Mbugua	Organizational Learning as a Determinant of Organizational Performance: A Study of Equity Bank Ltd.
	23	Nolega Christine Malova	Effects of Agro Dealers Training on Development of Agricultural Technologies: A Case Study IP Maize Seed Agro Dealers in STRIGA Infected Areas of Western Kenya.
	24	Matoke Laban Chweya	Effects of Knowledge Management on Organizational Performance: A study of Commercial Bank in Kisumu City, Kenya.
	25	Amimoh George Ouma	Knowledge of Management as a tool for Employee Retention by Saccos in Kisumu County: Case of Kisumu Teachers Sacco.
	26	Apopa George Onyango	Relationship between Credit Risk Management Practices of Youth Enterprises Development Fund and Performance of Youth Enterprises in Kisumu
	27	Kasuku George Zacchaeus Otieno	Effects of Internal Control Systems on Treasury Operations in Local Government: A case Study of Kisumu City Council
	28	Nthiwa Caroline Mueni	Effects of Counterfeit Products on Sales Performance of Manufacturing Firms in Kenya: A case Study Eveready E.A. Ltd
	29	Abdalla Omari	Factors affecting Demand for Credit by SMEs in Kenya: A study of SMEs in Nairobi central Business District

Year of graduation		Names Of Student	Title of Project Report
	30	Michael Muthui Kimwele	Factors influencing strategic planning within local authorities in Kenya: A study of the Municipal Council of Kiambu
	31	Mugira, Amos, M	Effects of network planning strategy on growth among major oil companies in Kenya
	32	Onsase Anastacia	Assessments of the Effects of Performance Management Practices on Provision of Financial Services by Gusii Mwalimu Savings and Credit Co-operative Society.
	33	Nyanyuki Finlay Nyakundi	An Assessment of the Effects of Accounting Practices on Performance in Public Secondary Schools: A Study of Kisii Central District, Kenya
	34	Sabera Nyaboke Onger	An Assessment of the role of Internal Auditing in the Management of Decentralized Funds in Kenya: Study of Local Authority Transfer Fund in Kisii Municipality Council
	35	Robert Nyamao	Assessment of The Effect of Working Capital Management Practices on Financial Performance: A Study of Small Scale Enterprises in Kisii South District
	36	Simeyo Otieno	An Evaluation of Effect of Provision of Micro Enterprises: A Study of Youth Micro Enterprises Under K-Rep Program, Kisii Central, Kenya
	37	Okengo, B Ochieng'	An Assessment Of The Impact of Government Financial Regulations on Financial Performance In Sacco Societies In Kenya: A Study of Kisii Central District, Kenya
	38	Mogwambo, Vitalis, A.	An Assessment of The Influence of Capital Budgeting Practices on the Operation of Projects Initiated by Local Authorities: A Survey of Projects In Kisii Municipal Council.
2010			
	39	Mogaka, George.O	Impact of Performance Contracting on Organizational Performance: A Study of Kenya Sugar Research Foundation.
	40	Meyo, Rosemary, N.	An Investigation into The Effectiveness of Employee Performance Appraisal In Commercial Banks In Kisumu City
	41	Walingo, Mary, N.	Assessment of the Balanced Scorecard for Performance Management In Public Universities in Kenya.
	42	Oteyo, Sharald, A.	Impact of Financial Management on Entrepreneurial Success of Small Hotels In Kisumu Town: A Study of Lwang'ni Beach Hotels.
	43	Ojwang L., Ochieng	Organizational Learning Practices in Kenyan Public Universities: A Study of Maseno University.
	44	Odundo, Solomon, O.	The Role of Risk Mitigation on Organizational Performance: A Study of Kenya Airways Company Kenya.
2009			
	45	Timothy Lwiki	The Impact of Inventory Management Practices and Financial Performance of Sugar Manufacturing Firms In Kenya.
	46	Omoga Rose	Effect of Maternity and Paternity Leave on Labour Costs In the Public Sector In Kisumu Municipality, Kenya.
	47	Norah A. Okungu	Obstacles to The Implementation Of Total Quality Management and Organizational Performance in Private Higher Learning Institutions: A Study Of KCA University.
	48	Ohalo George.O.	Factors Affecting Employee Commitment: A Survey of Security Firms In Kisumu Municipality, Kenya.
	49	Choge Chemutai.R.	An Evaluation of Strategic Management Practices in Sugar Companies in Western Kenya.
	50	Okiiry Frankline O.	The Impact of Deferred Tax on Company's Equity Price. A Study of Companies Listed in The Nairobi Stock Exchange.
	51	Deya Jared	The Impact of Management Control Systems on Organizational Performance on Manufacturing Firms In Kisumu City-Kenya.
	52	Pamela A. Mreji	The Effectiveness of Corporate Social Responsibility of Safaricom.
2008			
	53	Felix Opata	Investigating Evidence of Formal Strategic Planning on Company Performance: A Study of Pharmaceutical Wholesalers in Western Kenya.

Year of graduation		Names Of Student	Title of Project Report
2007			
	54	Chumba Janet Atieno	An Economic Evaluation of Decentralized Government Funding on Rural Economic Development: A Case Study of Kisumu Rural.
	55	Koome David Arong'o	An Investigation of Strategic Management Practices in Not For Profit Organizations. A Study of Health Research Organizations in Kisumu District, Kenya.
	56	Patrick Madanji	The Impact of Non-Monetary Rewards on Staff Commitment At Sunset Hotel-Kisumu.
	57	Kuria Judy Wanjiru	Competitive Strategies adopted by Medium and Large Tourist Hotels In Kenya. A Case Study of Kisumu Municipality.
	58	Ondoro Charles Omondi	Management Factors Affecting the Performances and Sustainability of Public Bus Transport Companies; A Survey of Bus Companies in Nairobi.
	59	Oseno Ben	The Cash Outlay Invested in the Income Generating Units and Cash Flows Impact on the Financial Structure of Public Universities: A Case Study of Moi University.
	60	Osodo Andrew M.O	An Investigation of Factors Affecting Compliance to Business Laws: A Study of Medium and Large Manufacturing Firms in Kisumu.
	61	Wechabe Vincent W.	An Evaluation of Strategic Management Practices in Co-Operative Societies in Kisumu District.
2006			
Total	62	Tobias See	Strategic Planning as a Management Tool “ A Case Study of Private Security Firms in Kenya

SUPERVISION OF MASTERS OF BUSINESS ADMINISTRATION (MBA)
(ONGOING)

No.	Names Of Student	Status	Title of Thesis
2020			
1	Hellen Jerubet Ronoh	Writing final report	Effect of Financial Management Practices on Performance of Housing Cooperative Societies in North Rift Counties, Kenya
2.	Evaline Jepkosgei	Writing final report	Determinants of Dividend Decisions and the Performance of Deposit Taking Saccos in North Rift Counties, Kenya
3	Jane Wakasa Simidi	Writing final report	Effect of Budgetary Control On Financial Performance A Comparative Study of Sugar Manufacturing Companies in Western Kenya.
4	William M. Wakhisi	Writing final report	Effect of Strategic Leadership On Organization Performance of State Owned Sugar Manufacturing Firms in Western Kenya
5	Imoitet Claudia Opuko	Data Collection	The Influence Of Management Accounting Information Systems On The Financial Performance Of Saccos In Kakamega County

<u>FUNDING ATTRACTED</u>			
Year	Title of Project	Amount	Status of Project
2014	Collaboration with Stanford University on Project. Title: ‘Tailoring Contract Farming to Smallholders: Experimental Evidence on Enrollment Impact, Insurance Provisions and Communication Technologies’. Project Period: January 2014-January 2018.	US\$ 70,700.	Collaboration signed. Commencement due
2013-2014	The World Bank: Western Kenya Community Driven Development and Flood Mitigation Project (WKCCDD & FMP). The project was a collaborative effort of the Government of the Republic of Kenya and The World Bank. Project was coordinated by the Ministry of Devolution and Planning, Directorate of Special	Kshs 2 million	Completed

FUNDING ATTRACTED			
	Programmes. Total Credit IN THE AMOUNT OF SDR 57.8 MILLION (US\$ 86.0 MILLION EQUIVALENT) Project Component 3:Implementation Support (US\$17.4 million funded by IDA); Sub-Component 3.1: Support to policy analysis, advocacy and local development... WKCD & FMP and Maseno University signed an MOU in 2013 to participate jointly in community capacity building through industrial attachment initiatives: Students from Maseno University were involved for short term attachment to support Common Interest Groups (CIGs) and Community-Driven Development Committees (CDDCs) in monitoring local level expenditures, record keeping and enterprise management. Students were organized in 3 phases totaling 300.(Kshs 2 million)		
2009	Ministry of Energy: Training of 25 senior managers on Technical, Economic and Financial Feasibility Analysis of Projects.	Kshs Million	4 Completed

Other Resource Mobilization (Short Courses developed and mounted)

Year	Title of Project	Amount/ Value	Status of Project
2018	Strategic Leadership and Management of Higher Education Institutions for Deans, Directors and CODs (26 th – 28 th March 2018	80 participants x Kshs 50,000= Ksh 4,000,000	Completed
2019	Finance for Non-Finance Managers Course Training On 3 rd - 5 th September 2019 for Masinde Muliro University of Science And Technology Council Members	10 participants x Kshs 50,000= Ksh 500,000	Completed

INTERNAL EXAMINATION OF PhD THESES			
Year	S/no	Names Of Student	Title of Thesis
2019	1	Of John O. Messo Raude	Events, Market Factors and the Performance of Securities of Companies Listed on the Nairobi Securities Exchange, Kenya
2016	2	Nyakundi, Andrew Onchong'a	Evaluation of Water Hyacinth and Sawdust as an alternative Substrate on Production of Oyster Mushroom: A Study of Vihiga Mushroom Project in Western Kenya.
2015			
	3.	Okelo, Odhiambo Simeo	An Empirical Investigation of the Relationship Between Budget Deficits and Economic Growth in Kenya (1975-2012)
	4.	Oluoch, Mercy Florah	Relationship between Corporate Governance Principles and Performance of Public Technical, Vocational and Entrepreneurship Training (TVET) Institutions in Nyanza Region, Kenya.
	5.	Nyakundi, Andrew Onchong'a	Evaluation of Water Hyacinth and Sawdust as an alternative Substrate on Production of Oyster Mushroom: A Study of Vihiga Mushroom Project in Western Kenya.
	6.	Mogwambo, Vitalis Abuga	Influence of Investment Appraisal and Diversification on Efficient Portfolio Selection in the Soft Drink Industry in Western Kenya.
2014			
	7.	Nyakundi, Andrew	Utilization of Water Hycynth as an Alternative Substrate for Mushroom Farming: A Study of Vihiga Mushroom Project in Western

INTERNAL EXAMINATION OF PhD THESES			
Year	S/no	Names Of Student	Title of Thesis
		Onchong'a	Kenya.
	8.	Okibo, Stephen Simako	Determination of Dissatisfaction with Compensation for Occupational Injuries Among Employees of KTDA Managed Tea Factories in Nyamira County, Kenya.
	9.	Obura, Johnmark Ouma	Analysis of Foreign Exchange Rates Fluctuation, Interest Rates and Performance of Nairobi Securities Exchange Market, Kenya
	10.	Ombok, Benjamin Owuor	Analysis of Foreign Integration Credit Risk Mitigation Mechanisms by Commercial Banks on Performance of Agribusiness in Nyanza Region, Kenya
	11..	Aila, Frederick Onyango	Effect of Consumer Attitudes, Consumer Characteristics and Biosecurity Principles on Consumer Preferences for Indigenous Chicken in Kisumu City, Kenya
	12.	Mule, Robert Kisavi	Effect of Financial Leverage and Ownership Concentration on Performance of Firms Listed at The Nairobi Securities Exchange, Kenya.
	13	Philip Adoyo	Effect of Socialization on Commitment and Identification on Tenure of Outsourced Employees: A Case of Companies Listed at The Nairobi Securities Exchange (NSE), Kenya.
2013			
	14.	Kung'a, Andrew Onyango	Determinants of Financial Leverage in the Sugar- Manufacturing Firms in Western Kenya.
	15.	Polo, Julius Otieno	Effect of Computetized Accounting Systems on Audit Risk Management in Public Enterprises: A Case Study of Kisumu County, Kenya.

INTERNAL EXAMINATION OF MASTERS THESES			
Year		Names Of Student	Title of Thesis/Project
2017	1	Jackson Wetosi	Public Financial Management Practices and Financial Distress in Western County Governments, Kenya
2015			
	2.	Mbela, Mc' Darius	An Assessment of Factors Influencing Attrition of Human Resource for Health in Kisumu County.
	3	<u>Ochieng' Otieno Benjack</u>	Effect of Real Interest Rate, Income and Inflation on Savings in Kenya
	4	<u>Kiganda Evans Ovamba</u>	Analysis of the Relationship Between Trade Openness, Foreign Aid, External Debt and Economic Growth In Kenya
	5	<u>Ondari Cyrus Nlyansera</u>	Determinants of Interest Rates Spread in the Kenyan Economy.
2014			
	6.	Wachie, Christine	The influence of Service Provision and Customer Satisfaction on Tourists Visitation Level to Hostels in Western Kenya Tourism Circuit

INTERNAL EXAMINATION OF MASTERS PROJECTS			
Year		Names Of Student	Title of project/Thesis
2016	1	Kenneth Omondi Aluoch	Effect Of Alternative Delivery Channels On Performance Of Commercial Banks; A Case Study Of Commercial Banks In Kisumu City, Kenya.

INTERNAL EXAMINATION OF MASTERS PROJECTS			
Year		Names Of Student	Title of project/Thesis
2015			
	2	Athing Otieno Alphayo	Effect Of Working Capital Management On Performance Of Public Health Centres: A Case Study Of Ugenya Sub-County
	3	Kolale, Daniel Otieno	Effect Of Coaching Strategies On Performance Of State Corporations In Kisumu County: A Case Of Lake Victoria South Water Services Board
	4	Ogada, Daniel Okoth	Relationship Between Strategic Planning And Performance Of National Hospital Insurance Fund, Kisumu Branch.
	5	Job Okumu Wanyanga	Effect Of Audit Committee Characteristics On Performance Of Firms Listed In Nairobi Securities Exchange
	6	John Moenga Omanwa	Effect Of Strategic Outsourcing On Performance Of Kenya Tea Development Authority Managed Factories In Kenya
	7	John Paul Onyango	Effect Of Strategic Analysis, Choice And Implementation On Hospitality Industry Performance, Kisumu County, Kenya
	8	Joram Samuel Tororei	Effects Of Internal Accounting Controls On Performance Of Kenya Revenue Authority, Western Kenya.
	11	Duro Okinyi George	Determinants of Financial Distress and their Influence on Performance of Savings and Credit Cooperative Societies in Migori County, Kenya
	12	Lydia Joshua Sekimweri	The Influence of Strategic Planning on Performance of Women-Owned Businesses in Nairobi: A Case Study of Kenya Women Holding Company Limited.
	13	<u>Linda Atieno Ogweno</u>	<u>An Investigation of Challenges Facing Performance of Women Enterprise Fund in Kisumu Town East Constituency</u>
	14	Otieno Mercy Atieno	An Analysis of Corporate Governance Practises and Financial Performance of Savings and Credit Cooperative Societies: A Case Study of Kite Sacco Society Limited Kisumu City, Kenya.
	15	Machuma, Mercy Matifary	Effect of Banking Liquidity Factors on Performance of Commercial Banks in Kisumu City, Kenya
	16	Onyango, John Paul	Effect of Strategic Analysis, Choice And Implementation on Hospitality Industry Performance, Kisumu County, Kenya
	17	Omondi, Alvito, O.	Effect of Water Distribution Strategies on Performance of Kisumu Water and Sewerage Company, Kisumu, Kenya
	18	Omanwa, John Moenga.	Effect of Strategic Outsourcing on Performance of Kenya Tea Development Authority Managed Factories in Kenya
	19	Tororei, Joram S.	Effects of Internal Accounting Controls on Performance of Kenya Revenue Authority, Western Kenya.
	20	Wanyanga, Job. O	Effect of Audit Committee Characteristics on Performance of Firms in Nairobi Securities Exchange, Kenya
	21	Ogada, Daniel O.	Relationship between Strategic Planning and Performance of National Hospital Insurance Fund, Kisumu Branch.
	22	Okindo, Anjeline, A.	Relationship Between Competitive Strategy and Performance of Small and Medium Scale Business Enterprises in Kisumu City, Kenya.
	23.	Mbura, James, M,	Analysis of Investment Appraisal and Financial Performance Relationship: A case of firms listed art Nairobi Securities Exchange
	24.	Kolale, Daniel. O.	Effect of Coaching strategies on performance of state corporations in Kisumu County: A case of Lake Victoria South Water Services Board.
2014			
	25.	Bett Cheruto Dorcas	The Effects Of Corporate Branding Dimension On Consumer Satisfaction In Banking Industry A Case Of Standard Chartered Bank Branches in Western Kenya.
	26..	Kenyaga, Gladys Nyachama	Effects Of Agency Banking Model On Perfomance Of Commercial Banks: A Case Of Equity Bank Limited, Western Region
	27.	Ondiwa, Simon Oluoch	Effects Of Initial Public Offer Financing On Perfomance Of Cooperative Of Kenya Limited In Nyanza Region, Kenya
	28	Achieng, Olivia Adhiambo	Effects Of Microfinance Outreach And Contributions On Growth Of Small And Medium Scale Enterprises In Ahero, Kenya
	29.	Agwanda, Peter	Effects Of Electronic Procurement Processes On The Performance Of

INTERNAL EXAMINATION OF MASTERS PROJECTS			
Year		Names Of Student	Title of project/Thesis
		R.	Non-Governmental Organizations In Kisumu Central: Case Study Of Life For Children Welfare Organization
	30.	Apindi, Titus Ochieng	Effects Of Initial Public Offer Financing On Performance of Cooperative Banks of Kenya Limited In Nyanza Region, Kenya
	31.	Nyakado, Arthur Omondi	Effect of Financial Literacy On Profitability On Small Scale Enterprises In Kibuye Open Air Market, Kisumu County, Kenya

INTERNAL EXAMINATION (SUMMARY)

	Masters Projects	Masters Theses	PhD Theses	Total
2019		1	1	2
2018		1		1
2017		1		1
2016	1		1	2
2015	23	1	4	28
2014	7	4	7	18
2013			2	2
Total	31	6	15	54

Summary of Courses Taught	
Course Title	LEVEL
Introduction to Accounting	Undergraduate
Introduction to Management Accounting	Undergraduate
Intermediate Accounting I	Undergraduate
Intermediate Accounting II	Undergraduate
Elements of Management	Undergraduate
Financial Management	Undergraduate
Advanced Financial Management	Undergraduate
Trust and Executorship Accounting	Undergraduate
Public Sector Accounting	Undergraduate
Investment and Portfolio Analysis	Undergraduate
Auditing I	Undergraduate
Auditing II	Undergraduate
Auditing & Investigations	Undergraduate
Management of Public Enterprises	Undergraduate
Advanced Financial Accounting I	Undergraduate
Advanced Financial Accounting II	Undergraduate
Management Accountant I	Undergraduate
Management Accounting II	Undergraduate
Strategic Management	Undergraduate
Tax Planning and Management	Undergraduate
Financial Accounting	Masters
Principles and Practice of Management	Masters
Research Methods	Masters
Strategic Management	Masters
Management Accounting	Masters
Advanced Management Accounting	Masters
Strategic Management Seminar	Masters
Advanced Strategic Management	Masters
Procurement and Supply Chain Management Seminar	Masters
Global Strategic Management	Masters
Strategic Small Business Management	Masters
Working Capital Management	Masters
Business Taxation	Masters
Advanced Financial Management	Masters
Advanced Financial Accounting	Masters

Summary of Courses Taught	
Course Title	LEVEL
Theory of Finance	PhD
Finance Seminar	PhD
Advanced Accounting Theory	PhD
Accounting Seminar	PhD
Independent Paper in Accounting	PhD
Management Accounting and Organization Control	PhD
Advanced Research Methodology	PhD

EXTERNAL EXAMINER APPOINTMENTS

2021 to Date	1.	Tharaka University College
2016 to date	2.	Laikipia University
2016 to date	3.	Murang'a University College
2013 to date	4.	University of Kabianga.
2013 to date	5.	Islamic University in Uganda
2011 to date	6.	Chuka University
2005	7	University of Eastern Africa (Baraton)

EXTERNAL EXAMINATION OF PHD THESES

Year		Names Of Student	University	Title of Thesis
2019	1	Paul Gichuki King'ori	University Of Kabianga	Moderating Effect Of Financial Strength On The Relationship Between Corporate Governance and Environmental Sustainability Disclosures: Evidence from Nairobi Securities Exchange Listed Firms, Kenya
	2	Penina Chepkorir Langat	University Of Kabianga	Individual Investor Dynamics And Stock Market Participation Decision Among Secondary School Teachers from Selected Sub Counties In Nakuru County, Kenya
2018	3	Rozilla Adhiambo	Jaramogi Oginga Odinga University of Science and Technology	Influence of Agricultural Products' Value Addition Strategies on The Growth of Rural Women Entrepreneurship: A Study of Selected Counties in Western Kenya
	4	John Agili Nyangueso	Jaramogi Oginga Odinga University of Science and Technology	Influence of Corporate Governance Strategy on Quality Of Education In Institutions of Higher Learning: A Comparative Analysis of Selected Public and Private Universities in Kenya

EXTERNAL EXAMINATION OF MASTERS PROJECTS & THESES

Year		Names Of Student	University	Title of Thesis
2021	1	Wyclife Ooko	Chuka University	Effect of Investor's Management Techniques on Operational Efficiency of Large Supermarkets in Nairobi Central Business District
	2	Naftal O. Oenga	Chuka University	Influence of User Departments' Role On The Effectiveness of Procurement Process Among Public Universities in Eastern Region, Kenya
	3	Margaret Wanjiru	Chuka University	Effect Of Financial Risk on Shareholders' Wealth Of Commercial Banks Listed at

EXTERNAL EXAMINATION OF MASTERS PROJECTS & THESES				
Year		Names Of Student	University	Title of Thesis
		Mogusu		Nairobi Securities Exchange
	4	Margret Chepkorir	University Of Kabianga	Relationship Between Budgetary Process And Financial Performance Of County Government Of Kericho, Kenya
	5	Eric Mwenda Kiambi	Chuka University	Effect of Unsecured Loans on Financial Performance of Commercial Banks in Kenya
2020	6	Faith Kendi Njagi	Chuka University	Effect of Firm Cash Flow Activities on Financial Performance of Companies Listed At The Nairobi Securities Exchange, Kenya
	7	Chepsir Sarah Jepkore	Chuka University	Effect of Capital Structure Decisions on Profitability of Firms Listed At Nairobi Security Exchange, Kenya
2019	8	John A. Nyangueso	Jaramogi Oginga Odinga University of Science and Technology	Corporate Governance, Strategic Choices, Resource Availability and Performance Of Universities In Kenya
	9	Paul Murithi Muriuki	Chuka University	Effect of Financial Innovations on Financial Performance Of Commercial Banks In Kenya
	10	Sitienei Collins Kipkosgei	Chuka University	Effect of Working Capital Management On Financial Performance of Deposit Taking SACCOS In Kenya
2018				
	11	Abugah Manono Wesley	Jaramogi Oginga Odinga University of Science and Technology	Effects of Lending Policies On Loan Performance of Selected Commercial Banks in Kenya: A Case Of Selected Banks in Kisii Town
	12	Barasa Phoebe Naliaka	Chuka University	Effect of Corporate Restructuring on Shareholders' Value: A Case of Firms Listed at The Nairobi Securities Exchange
	13	Daisy Gicuku Ndege	Chuka University	Effect of Growth Strategy on Performance of Public Universities in the Upper Eastern Region, Kenya
2017	14	Kinyanjui, Joyce. N	Murang'a University of Technology	Monetary Resources Utilization and Implementation of the Constituency Development Fund Projects In Kenya (A Case of Kiharu Constituency Murang'a County)
	15	Kirugi John Mambo	Chuka University	Effect of Regulatory Based Credit Risk Management on Financial Performance of Commercial Banks in Kenya
2016	16	Margaret Nyaruiru Mugure	Chuka University	Analysis Of Macroeconomic Determinants Of Economic Growth In Kenya
	17	Tore Kipngetch Nelson	Chuka University	Effect Of Interest Rate On Domestic Private Investments In Kenya
	18	Maureen Muthoni Ndagara	Chuka University	Effectiveness Of Monetary Policy In Intervention On Exchange Rate Volatility In Kenya
	19	Michael Thuo	Chuka University	Macroeconomic Determinants Of Interest

EXTERNAL EXAMINATION OF MASTERS PROJECTS & THESES				
Year		Names Of Student	University	Title of Thesis
		Mwangi		Rates Spread In Kenya
	20	Everllyn Ninga Munene	Chuka University	Effect Of Unsecured Commercial Bank Loans On Financial Performance Of Savings And Credit Co-Operative Societies In Kenya
	21	Jane Mumbi Thuita	Chuka University	Effect Of Corporate Tax Planning On Financial Performance Of Firms Listed At Nairobi Securities Exchange, Kenya
	22	Kinoti Pluto Nkatha	Chuka University	Effect Of Promotional Activities On Sales Growth Of Insurance Companies In Embu County, Kenya
	23	Miriam Wamaitha Thuo	Chuka University	Effect Of Gross Investment On Economic Growth In Kenya
	24	Damiano Muthee Njagi	Chuka University	Influence Of Prudential Financial Regulations On Financial Performance Of Savings And Credit Cooperative Societies In Central And Upper Easter Region Counties, Kenya
	25	Julius Mwakisha Kimwagha	Chuka University	Influence Of Performance Management System On Sales Growth In The Banking Sector, A Case Study Of Barclays Bank Mount Kenya Region
	26	Njue Njoka	Chuka University	Effect Of Competitive Strategies On Growth Of Savings And Credit Societies In Tharaka Nithi County, Kenya
	27	Njeru Erick Mugendi	Chuka University	Effect Of Liquidity Risk Management On Financial Performance Of Commercial Banks Listed At The Nairobi Securities Exchange, Kenya
	28	John Mutugi Gachoki	Chuka University	Effect Of Risk Control Techniques On Theft In Public Hospitals In Embu County, Kenya
	29	Keneth Kigundu Macharia	Chuka University	Effect Of External Public Debt On Macroeconomic Variables In Kenya
	30	Peter Njagi Karimi	Chuka University	Effect Of Debt Financial Performance Of Saccos In Maara Sub-County, Kenya
	31	Trinner Mukamba Mabele	Chuka University	Influence Of Working Conditions On Employee Performance: A Case Study Of Field Employees Of Nzoia Sugar Company, Kenya
	32	Jerobon Josephine	Chuka University	Effects Of Public Debts On Economic Growth In Kenya
	33	Moses Kamau Macharia	Chuka University	Effect Of Microeconomic Variables On The Employment Rate In Kenya
	34	Peter Kiminza Kimile	Chuka University	Effect Of Foreign Direct Investment On Wage And Employment Levels In Kenya
	35	Gilbert Kibet Sanga	University Of Kabianga	Effects Of Committee Characteristics On The Financial Performance Of Saccos In Kericho, Kenya.
	36	Everline Chepkorir I	University Of Kabianga	Assesment Of The Quality Of Education In Newly Established Public Universit Ies:A Case Of University Of Kabianga
	37	Koskei Kiprotich Richard	University Of Kabianga	Financial Factors Influencing Loyalty To Sacco Products By Members: Case Of Ndege Chai Imarisha Saccos In Kericho
	38	Philemon Korir	University Of Kabianga	Selected Dynamics Influencing Adoption Of Itax System By Small And Medium Taxpayers In Kenya: A Case Study Of Bomet

EXTERNAL EXAMINATION OF MASTERS PROJECTS & THESES				
Year		Names Of Student	University	Title of Thesis
				County.
	39	Jane Muthoni Gitahi	University Of Kabianga	Effects Of Management Of Accounts Receivables On Financial Performance, A Case Study Of Manufacturing Firms Listed In Nairobi Stock Exchange
	40	Agisa Jared Nyakamba	University Of Kabianga	Factors Affecting Marketing Techniques Used By Jua Kali Enterprises In Nakuru Town
	41	Newton Maina Wanjugu	University Of Kabianga	An Assessment Of Compliance With Provisions Of The Industrial Training Act In Kenya: Evidence From Selected Stakeholders.
	42	Benard Kiprono Bii	University Of Kabianga	Effect Of Leadership Style On Performance Of Selected Financial Institutions In Kericho County, Kenya
	43	Dhahabu Daudi	University Of Kabianga	Influence Of Cultural Factors On Career Progression Of Women Civil Servants In Kenya- A Case Of Civil Servants In Isiolo North.
2015				
	44	Agnes Muthoni Gitari	Chuka University	Factors Influencing Effective Utilization Of Constituency Development Funds In Mbeere South Constituency, Embu County
	45	Casty Kageni Riungu	Chuka University	Effect Of Cash Management Practices On Performance Of Agency Banking Firms: A Case Of Commercial Banks` Agency Firms In Imenti –South Sub-County, Kenya.
	46	Serah Wanjiru Githae	Chuka University	Effects Of Individual Characteristics On Loan Default Among Women Micro-Finance Borrowers: A Case Of Kenya Women Finance Trust- Chuka Branch, Kenya
	47	Nkongge, Barine, Habbakuk	Chuka University	Influence Of Working Capital Management On Financial Performance Of Two Star Hotels In Embu County
	48	Kairuti, Gorret Clement	Chuka University	Determinants Of Unit Trust Funds Performance: A Comparative Study Of Money Market And Equity Funds In Kenya
	49	Mutegi Tetu Mwenda	Chuka University	Effect Of Security Risk Control Programmes On Safety In Universities Intharaka Nithi And Meru Counties
	50	Mwambia Jonah Mbaabu	Chuka University	Effect Of Strategic Change On Performance Of Directorate Of Land In Tharaka Nithi County, Kenya
	51	Gitari, Agnes Muthoni	Chuka University	Factors Influencing Effective Utilization Of Constituency Development Funds In Mbeere South Constituency, Embu County
	52	Riungu, Casty Kageni	Chuka University	Effect Of Cash Management Practices On Performance Of Agency Banking Firms: A Case Of Commercial Banks` Agency Firms In Imenti –South Sub-County, Kenya.
	53.	Githae, Serah Wanjiru	Chuka University	Effects Of Individual Characteristics On Loan Default Among Women Micro-Finance Borrowers: A Case Of Kenya Women Finance Trust- Chuka Branch, Kenya
	54	Muturi, Lucy, N	Chuka University	Effectiveness of The Competitive Strategies on the Growth of Service Based

EXTERNAL EXAMINATION OF MASTERS PROJECTS & THESES				
Year		Names Of Student	University	Title of Thesis
				Small and Medium Enterprises: A Case of SMEs in Embu Town
	55	Muratha, Alexander, M.	Chuka University	Effect of Job Dissatisfaction on Employee Turnover in Charitable Organizations in Tharaka-Nithi, Kenya
	56.	Mbuba, James Muthomi	Chuka University	Analysis Of Investment Appraisal And Financial Performance Relationship: A Case Of Firms Listed At Nairobi Securities Exchange
2014				
	57.	Ntiiri, Caroline Muthoni	Chuka University	Effectiveness of Strategic Responses to the Competitive Environment of Universities in Kenya: A Case of Universities in Tharaka Nithi and Meru Counties
	58.	Murithi, Christopher M.	Chuka University	Relationship Between Credit Appraisal and Non Performing Youth Fund Loans; Empirical Evidence on Youth Enterprise Scheme Imenti South District
	59.	Akenga, Grace M.	Chuka University	Effect of Mortgage Market On Mortgage Uptake A Case of Mortgage Lenders in Kenya
	60.	Olang', Margaret A.	Chuka University	Effect of Liquidity on the Dividend Payout by Firms listed at the NSE
	61	Namu, Nelson Njiru	Chuka University	Impact of Cost Reduction Strategies on the Performance of Tea Processing Factories in Embu County, Kenya
	62.	Kiwewesi Hadijah Kale	Islamic University in Uganda	The Effect Of Automated Teller Machines (ATM) Service On The Financial Performance Of The Stanbic Bank City Branch, Kampala
	63.	Nyombi Mohammed	Islamic University in Uganda	An Assessment Of The Effect Of Occupational Health And Safety Measures On Employee Performance In Mukwano Industries
	64.	Oguttu, Julius	Islamic University in Uganda	An Evaluation Of The Contribution Of The Internal Control System To The Financial Performance Of Mbale Zone Uganda Microfinance Support Centre.
	65.	Ssentamu Julius	Islamic University in Uganda	Effect Of Cash Flow Management On Contractor Performance In Uganda
	66..	Kauma Zadia	Islamic University in Uganda	An Analysis of The Role Of Succession Planning on The Performance of The Employees at Stanbic Bank, Mbale Branch
	67.	Katumba James Henry Serulyo	Islamic University in Uganda	The Effect of Automated Teller Machines (ATM) Service on the Financial Performance of Stanbic Bank Branch, Kampala
	68	Katerega Fred	Islamic University in Uganda	The Effects Of Land Grabbing On Human Settlement In Nakawa Division
	69.	Mbulyanga Junior Habib,	Islamic University in Uganda	Analysis Of Pre-Assessment Process And Ability To Pay Mortgages At Housing Finance Bank
	70.	Okwii John Bosco,	Islamic University in Uganda	Stress Management Practices On Employee Performance Among Medical Staff Of Sooroti Regional Referral Hospital.
	71.	Sserwadda Suleiman Kateregga	Islamic University in Uganda	An Analtsis Of The Effective Of Bank Of Uganda On The Performance Of The Financial System In Uganda
	72.	Nazma Ali, W.	Islamic University in	An Assessment Of The Effectiveness Of The

EXTERNAL EXAMINATION OF MASTERS PROJECTS & THESES				
Year		Names Of Student	University	Title of Thesis
			Uganda	Existing Occupational Health And Safety Precautions On Employee Performance In Bidco Uganda Limited, Jinja District.
	73.	Senyonga Hamad	Islamic University in Uganda	The Effects Of Academic Staff Turnover On The Performance of Kampala University Between 2006 And 2010.
	74.	Aisha Zalwango	Islamic University in Uganda	Perceived Fairness Of The Tax System And Tax Compliance In Kampala Capital City Authority: A Case Of Drivers And Central Conductors Association (DACCA)
	75.	Ibrahim Hamud Abokor,	Islamic University in Uganda	The Effects Of Internal Control System On Inventory Management At Shell Mbale
2013				
	76.	Kariuki, Naomi Wacuka	Chuka University	Impact of Performance Contracting Strategy on Service Delivery: A Case Of Chuka Municipal Council Tharaka Nithi County.
	77.	Ndung'u', Samwel Karanja	Chuka University	The Effect Of Dividend Announcement on Share Price Changes For Companies Listed on Nairobi Securities Exchange, Kenya.
2012				
	78.	Kiremu, Mercy Kangai G.	Chuka University	Market Reactions to Annual Earnings Announcements: Empirical Evidence from The Nairobi Securities Exchange.
2011				
	79.	Njagi, Chris M	Chuka University	The Effectiveness of Savings Mobilization Strategy on Achievement of SACCOs' Corporate Goals in Kenya: A Case of Meru South District SACCOs.
	80.	Mwiti, Justus	Chuka University	Effectiveness Of Commercial Bank's Strategies On Customers' ATM Usage In Kenya: A Case of Commercial Banks in Embu West District.
2005				
	81.	Adede, Lensa Millicent	University of Eastern Africa (Baraton)	Expansion of the Adventist Health Services and Facilities in, Nairobi, Kenya
	82.	Mbassana, Carine Flora	University of Eastern Africa (Baraton)	A Beeking Business in Bangoulap, West Cameroon
	83.	Mbassana, Elie Marvin	University of Eastern Africa (Baraton)	Assessment of the Internal Control Systems of Selected Seventh-Day Adventist Educational Institutions in Kenya

EXTERNAL EXAMINATION (SUMMARY)

	Masters These & Projects
2021	5
2020	2
2019	3
2018	3
2017	2
2016	28
2015	12
2014	20
2013	2
2012	1
2011	2
2005	3

Total	83
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OTHER ACADEMIC RESPONSIBILITIES AND APPOINTMENTS

Year	Responsibility
2014	Appointed By Commission for University Education (CUE) As Peer Reviewer For 2014-2017 Reviewed 8 Undergraduate and 5 Masters Programmes
Journal Reviewer (Ongoing)	
	1) British Journal of Economics, Management & Trade
	2) African Journal of Business Management
	3) Journal of Innovation And Entrepreneurship

SHORT COURSES AND WORKSHOPS ATTENDED

YEAR	COURSE TITLE
1989 to Date	Continuing Professional Development (CPD), Institute of Certified Public Accountants of Kenya
2021	
October 2021	Sensitization on STI Mainstreaming Indicator for Performance Contract FY 2021/2022
September 2021	The Impact and Implications of the Coronavirus (COVID-19) Pandemic on Quality of Training, Learning, Research and Community Service in the EAC Partner States: Short-, Medium- and Long-Term Perspectives and Strategies. Dialogue Event for East Africa Higher Education Stakeholders Funded by DAAD under DIES Programme in Collaboration with Inter-University Commission for East Africa (IUCEA), 6 th -9 th September 2021.
	The 37th Annual Seminar Institute of Certified Public Accountants Of Kenya (ICPAK). Theme: Resilience and Reinvention – Embracing Change and Transformation 24 th - 28 th May 2021
2020	
	National Council for Science, Technology and Innovation (NACOSTI), Conference On Topic: Webinar Symposium On: STI Response to Covid-19 Pandemic, and Infusion into Post-Covid 19 Recovery Strategies, Nov 9th - 11th, 2020 3 rd Commission for University Education (CUE) Biennial Conference on Higher Education, 28th To 29th October 2020
	The Inaugural External Auditors Virtual Conference: Theme: Audit Quality Considerations During the Pandemic.15 th – 16 th December 2020, by Institute of Certified Public Accountants of Kenya (ICPAK)
2019	
	Finance for Non-Finance Managers Course Training On 3 rd - 5 th September 2019 for Masinde Muliro University of Science and Technology Council Members
	Training On Corporate Governance and Leadership For: Senators And Heads Of Departments Thursday & Friday 2 nd – 3 rd May, 2019 At Sirikwa Hotel Eldoret
2018	
	Strategic Leadership and Management of Higher Education Institutions, Masinde Muliro University of Science and Technology, April 2018
	Commission For University Education, Stakeholder Engagement Workshops 1 st – 28 th August, 2018. Discussed: University Education and National Development; Governance and Management of Universities; Quality, Performance, and Tenure of Faculty; Commission for University Education and Quality University Education
	Facilitator, Panel Discussion Making Management Accounting Relevant (Academia Vs Practice). The Institute of Certified Public Accountants Of Kenya, The 11 th Management Accounting Conference Theme: Stepping Outside The Box; Elevating The Management Accountant Venue: Travellers Beach Hotel And Club, Mombasa Date: 25 th – 27 th July 2018.
2017	
	Training of Trainers Workshop, 25 th January 2017, Hilton Hotel Nairobi

SHORT COURSES AND WORKSHOPS ATTENDED	
YEAR	COURSE TITLE
	Subject Panel Leaders who will support ICPAK in Content Assessment & Quality Control.
2016	Sensitization on National Cohesion and National Values, Organized by The Presidency Ministry of Interior And Coordination Of National Government State Department of Interior Directorate of National Cohesion And National Values
	Federation of Kenya Employers (FKE) Training on Discipline Management & Industrial Relations
2015	PhD stakeholder workshop, Kabianga University
	External Peer Reviewers' Training, Commission for University Education.
2014	Continuing Professional Development (CPD), Institute of Certified Public Accountants of Kenya
2013	Maseno University Senate & Deans Committee Postgraduate Programmes Curriculum Development
2011	Maseno University Senate & Deans Committee Undergraduate and Di[ploma Programmes Curriculum Development
2009	Ministry of Energy: Training of 25 senior managers on Technical, Economic and Financial Feasibility Analysis of Projects.
2008	Senior management workshop to formulate Kisumu Polytechnic Strategic Plan 2008-2012 Prepared Kisumu Polytechnic Strategic Plan 2008-2012.
2006	Proposal Writing and Fund Raising, ACTIONAID, Kenya.
2002	Strategy Deployment Workshop
1998	Booker Tate Limited Finance Conference
1997	Techniques for an Empowered Workshop
	Empowered Leader Workshop
1995	Finance for Non-Finance Managers, Kenya Posts and Telecommunication
	Computer Appreciation Seminar
	Foreign Exchange, Money Markets & Risk Management
1994	Total Quality Management (TQM) Seminar for Senior Staff
1992	Financial Modelling Using Lotus
	Computerized Accountant
1986	Executive Development
	Advanced Supervisory Management
1985-1987	Certified Public Accountant, Strathmore College

CONSULTANCY

Year	Assignment
2012	Prepared Kisumu Polytechnic Strategic Plan 2012-2017
2011	Prepared Business Plan 2011 - 2015 for Fish Levy Trust Fund, Lake Victoria Environmental Project (LVEMP) II
2010	Prepared Kisumu Polytechnic Customer Satisfaction & Employee Satisfaction Survey
2008	Facilitated senior management workshop to formulate Kisumu Polytechnic Strategic Plan 2008-2012 Prepared Kisumu Polytechnic Strategic Plan 2008-2012
2006	Proposal Writing and Fund Raising, ACTIONAID, Kenya
2005	Project Management for Community Based Project Managers, ACTIONAID, Kenya
	Prepared Business Plan 2005-2009 for Fish Levy Trust Fund, Lake Victoria Environmental Project (LVEMP I)
2004	Ethics in the Workplace; Team Building, National Security Intelligence Service (NSIS)
2003	Prepared Business Plan for Shajanand Sugar Industries
	Prepared Business Plan for South Nyanza Sugar Company Limited
2002	Strategy Deployment Workshop, South Nyanza Sugar Company Limited
1995	Finance for Non-Finance Managers, Kenya Posts and Telecommunication.

Employment Record

EMPLOYER No. 6 : 19th OCTOBER 2020-To DATE)

Firm/Employer	Bomet University College (A Constituent College of Moi University)
Nature of business	Public University
Date of assumption	19/10/2020
Date of termination of service	Ongoing
Job title	Associate Professor, Department of Accounting and Finance
Duties	Teaching undergraduate and postgraduate students; supervising postgraduate research students, Chairing School Research Committee

OTHER RESPONSIBILITIES AT BOMET UNIVERSITY COLLEGE

YEAR	RESPONSIBILITY
2020	
December 2020	Appointed Chair, Alcohol and Drugs Abuse Control Committee
December 2020	Appointed Chair, Library Advisory Committee
December 2020	Appointed Representative of Academic and Student Affairs to Public Finance Management Standing Committee
	Chair, School of Business and Entrepreneurship Research Committee
2021	
October 2021	Appointed SBE Member, Commission for University Education (CUE) Report implementation Committee
March 2021	Appointed Co-Chair, The 1st Bomet University College International Conference Theme: Towards A Sustainable Green Economy, From 22nd To 24th June 2021
June 2021	Appointed, Annual Board of Cash Survey for FY 2020/2021

EMPLOYER No. 5: JANUARY 2016 to OCTOBER 2020)

Firm/Employer	Masinde Muliro University of Science and Technology
Nature of business	Public University
Date of assumption	January 2016
Date of termination of service	13/10/2020

Firm/Employer	Masinde Muliro University of Science and Technology
Job title	Senior Lecturer, Department of Accounting and Finance Executive Dean, School of Business and Economics
Duties	Academic Administration Teaching undergraduate and postgraduate students; supervising postgraduate research students.

ACTING DEPUTY VICE-CHANCELLOR (ADMINISTRATION & FINANCE)-JUNE 2018 to JULY 2020

Firm/Employer	Masinde Muliro University of Science and Technology
Nature of business	Public University
Date of assumption	June 2018
Date of termination of service	13/07/2020
Job title	Acting Deputy Vice-Chancellor (Administration & Finance)
Duties	Supervising the following departments/Functions <ul style="list-style-type: none"> ❖ Finance Department ❖ Administration Department ❖ Income Generating Unit (IGU) ❖ University Health Unit ❖ Procurement ❖ Performance Monitoring & Evaluation Directorate ❖ Quality Management System (QMS) in the University ❖ University Ombudsman ❖ Transport ❖ Estates .

OTHER RESPONSIBILITIES AT MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY (MMUST)

YEAR	RESPONSIBILITY
June 2018-to date	Currently Acting Deputy Vice-Chancellor (Administration & Finance)
	Member, University Management Board (UMB) and Senate
	Earlier in 2008-Took care of duties of Deputy Vice-Chancellor (Administration & Finance) while incumbent was on annual leave
	Appointed Convenor, MMUST Restructuring Task Force
	Appointed Member of Board, MMUST, Board of Quality Assurance Directorate
	Appointed Member of Board, MMUST, Public Speakers and Event Movers Committee
	Chair, Occupation Health, Safety and Environment Management Committee
	Chair, Staff Training and Staff Establishment Committee (SETA)
	Chair, Staff Disciplinary Committee
2017	Took care of duties of Deputy Vice-Chancellor (Academic & Student Affairs) while incumbent was away on official duty
	Appointed Deans Representative to University Management Board (UMB)
	Participated in Job Analysis by Salaries Review Commission (SRC) and Price Waterhouse Coopers (PWC), 22 nd -31 st March 2017.. Role: Draft Job Description for Executive Deans
	Participated In the 30 th -31 st January 2017 Quality Inspection by Commission for University Education (CUE). Role: Audiitee
	Appointed Member of Board, MMUST Strategic and Institutional Planning
	Appointed Board Chair,, MMUST Short courses Capacity Building
	Appointed Member. Committee to Review of Terms of Service for Non-Teaching Staff.
	Represented Vice Chancellor at Great Lakes University of Kisumu (GLUK) graduation ceremony
	Represented Vice Chancellor at Technical University of Kenya (TU-K) graduation ceremony
2016	Appointed Chairman, Senate Ad Hoc Committee on Viability of Masinde Muliro University of Science and Technology Campuses and Study Centers
	Appointed Chairman of University Committee to Shortlist Internship Applicants

YEAR	RESPONSIBILITY
	Appointed Chairman of University Committee to Shortlist Applicants for Finance, Audit and Procurement positions at Kaimosi Friends University College (A constituent college of Masinde Muliro University of Science and Technology)
	Appointed Chairman of University Committee to Shortlist Applicants for Finance and Administrative at Masinde Muliro University of Science and Technology
	Appointed Committee Member, Organizing Committee for Masinde Muliro University of Science and Technology International Conference 2017
	Represented Vice Chancellor at Jaramogi Oginga Odinga University of Science and Technology (JOOUST) graduation ceremony

ACHIEVEMENTS AS EXECUTIVE DEAN, SCHOOL OF BUSINESS & ECONOMICS (SOBE) AT MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY

SOBE operations cover 7 campus (Main. Webuye, Bungoma, Kisumu, Kapasabet, Nairobi,, Kakuma, Busia, Mumias, Vision Institute of Professional Studies (VIP). The table below indicates achievement in number of graduands.

S/No	Programme	2016	2017	2018
1	Certificate		49	38
2	Diploma		84	129
3	Undergraduate	446	273	320
4	Masters		5	26
	PhD			4
TOTAL			411	517

CURRICULUM DEVELOPMENT

Development of new curricula

- Bachelor of Science (Accounting)
- Bachelor of Economics and Statistics
- Doctor of Philosophy (Accounting Option)

Curriculum Restructuring

- Bachelor of Science (Economics)
- Bachelor of Commerce

Short Courses for Capacity Building

- Strategic Leadership of Higher Education Institution
- Finance for Non-Finance Managers

Graduate School of Business and Leadership

- Registered progress in actualization of Graduate School of Business and Leadership by the University Administration appointed an Associate Dean to take charge
- A proposal for creation of Dr Atwoli International Center of Labour and Leadership Studies has been finalized (DAICELLS) to fundraise Kshs 550 million. Dean, School Business and Economics and DVC (Administration and Finance) are members of project committee.

YEAR	Conference/Workshop/Seminar
2020	Finance for Non-Finance Managers For MMUST Cost Center managers & Senators Role: Course Coordinator; Facilitator
2019	Finance for Non-Finance Managers Theme: Financial Management For Excellence In University Governance Role: Course Coordinator; Facilitator
	13 TH Multi-Disciplinary International Conference 2019, 19 th – 21 st June 2019 THEME:

YEAR	Conference/Workshop/Seminar
	<i>Transformational Leadership, Innovation and Technology Transfer for Sustainable Development in Developing Countries</i> , Masinde Muliro University of Science and Technology Role: Member of Organizing Committee; Presentation of two (2) papers
2018	First Pan African International Research Congress on Knowledge Generation and Dissemination: <i>Harnessing Research Output for Sustainable Development</i> (1 st PAIRC-2018) held at Grand Swiss Royal Hotel, Kisumu, Kenya on 18 th – 21 st June 2018 Role: Session Chair; Presentation of one (1) paper
	Strategic Management and Leadership of Higher Education Institutions Member of Organizing Committee; Facilitator
2017	
05-07/04/2017	Careers Week Talk Theme: Strengthening Linkages, Creativity and Innovation in the Dynamic Job Market Member of Organizing Committee; Facilitator
16/01/2017	<i>Developing Leadership and Managerial Expertise in Emerging Markets: Experiential Learning of Professional Skills</i> Prof. Lucy Ojode, PhD, CPA(K) Texas Southern University, USA Member of Organizing Committee
2016	
September 2016	Workshop on Postgraduate Research training and Significance of international Col- laboration in Grant Proposal Writing By Prof. Miruka Ogutu Member of Organizing Committee
03-04/03/2016	Enactus Kenya (Enactus Kenya Leadership forum Theme: Nurturing The Leaders Of Tomorrow, Today Venue: Masinde Muliro University Of Science And Technology Target Group: Enactus Kenya Student Leaders Member of Organizing Committee;
06/04/2016	Careers Week Talk Theme: Assessing Devolved Government Operations Through Entrepreneurial Opportunities To Enhance Career Development Paper Presentation: “ <i>SMEs As A Vehicle Of Promoting County Economic Development</i> ” Member of Organizing Committee

ACTING DEPUTY VICE-CHANCELLOR (ADMINISTRATION & FINANCE)-JUNE 2018 to JULY 2020)

ACHIEVEMENTS AS ACTING DEPUTY VICE-CHANCELLOR (ADMINISTRATION & FINANCE)	
Finance Department	<ul style="list-style-type: none"> ❖ Compliance with statutory obligations e.g. payment of PAYE, NSSF, NHIF, Pension, Tax Arrears (Obtained KRA Compliance Certificate 2020) ❖ Timely payment of salaries ❖ Designed and implemented effective internal control systems ❖ Institutionalization of decentralized budgeting system ❖ Computerization of all financial operations ❖ Reconciliation and settlement of pending bills

	<ul style="list-style-type: none"> ❖ Recruitment of qualified staff ❖ Improved financial reporting ❖ Retraining and mentorship for staff ❖ Development and usage of robust financial regulations ❖ Cost management ❖ Funding of development projects from retained surpluses
Administration Department	<ul style="list-style-type: none"> ❖ MMUST commenced an internship program intended to build capacity in our alumni and also to give them the requisite experience that would make them competitive in the Job market. ❖ The first cohort was rolled out in 2015 with 21 candidates. ❖ The second cohort updated the number to 53. ❖ The third cohort of 50 interns completed term in June 2019. ❖ Fourth cohort of 60 interns started in June 2019
Income Generating Unit (IGU)	<ul style="list-style-type: none"> • Established model farm with four (4) dairy cattle and poultry of 800 birds • Expanded the eatery to Milimani hall 4 and the new administration block. • Drafted and presented the IGU policy which was approved by university management. • Developed IGU business plans (farm, production unit, catering, soap production and water project) and approved by university management. • Hosted several organizations including the visit by USAID and the ministry of interior amongst others at a revenue amounting to Kshs 3.8 million in the current financial year. • MMUST branded bottled water and souvenirs are now made available • Production department innovated hammered chaff cutter which is on production for sale and modified interlocking brick press machine which is in production for sale • Hosted Bungoma Digital literacy program at a cost of Kshs. 11 million • Hosted Kenya music festival competition at a cost Kshs. 6,226,849.00 • Hosted Amani national congress delegates at a cost of Kshs 400,000.00 • Hosted Insurance Regulatory Agency at a cost of Kshs. 950,250.00 • Catering functions has been and is making an average profit of 10 million shillings per annum. • Team of consultants has been put in place to take up consultancies for income generation • Established Optometry services as an IGU
Performance Monitoring and Evaluation	<ul style="list-style-type: none"> ▪ Achieved a Performance Contract (PC) performance score of 3.301 for 2017/2018 ▪ Successful negotiations with Ministry of Education (MOE) and GoK PME unit for PC of 2019/2020
University Health Unit	<ul style="list-style-type: none"> ❖ Reduced and Eliminated stock out times for essential health supplies ❖ Enhanced cost control measures ❖ Rationalized referral of clients ❖ Procured a Staff Medical Cover in November 2016 and has since had the net effect of assisting to cap in-patient bills to individual benefit levels depending on respective job groups. ❖ The University Health Centre was accredited by Kenya Medical Practitioners Dentists Board (KMPDB) and NHIF thereby qualifying to offer outpatient services under the National Supacover Insurance scheme. ❖ Provided affordable Eye Care services and Spectacles
Procurement	<ul style="list-style-type: none"> • Implementation of the Enterprise Resource planning System (ERP) ; • Certification in ISO 9001: 2008 has led to improved service delivery to both external and internal customers; • Reduction of time taken to process orders;

	<ul style="list-style-type: none"> • Implementation of 30% Procurement budget to youth, women and people with disabilities, with 2% dedicated to people with disabilities; • Registration of procurement staff by professional body (KISM and CIPS) thus their practice is regulated. • Increase of public confidence in procurement procedures and processes. • Increased transparency and accountability. • Having a consolidated university procurement plan that is line with the approved budget thus avoiding over spending; • Prompt payment of suppliers thus improved supplier –buyer relationship and also a reduction in litigation issues with the suppliers/contractors/service providers; • Improved professionalism as a result of staff acquiring professional qualifications and enrolling as members of professional bodies; • The enactment of The Public Procurement and Asset Disposal Act, 2015 which has led to a procurement system that is fair, equitable, transparent, competitive and cost effective.
Quality Management System (QMS) in the University	<ul style="list-style-type: none"> • Successfully planned, coordinated ISO 9001: 2015 transition trainings to all cadre of staff. • Undertaken documentation review for all cost centres in April 2019. • Undertaken 1st internal quality audit on ISO 9001:2015 documentation in preparation for external quality audit • Done documentation and risk management training to middle level and senior staff • Successfully planned, organized and carried out the Smart objectives Continual Improvement training. • Successfully carried out the Virtues Training for students and Staff • Successfully planned and carried out the 10th Internal Quality Audit • Successfully planned and carried out the 11th Internal Quality Audit • Successfully planned and carried out the examination Answer Booklets Mopping and Documentation
University Ombudsman	<ul style="list-style-type: none"> ❖ The Directorate has been certified by Commission on Administrative Justice (CAJ) to be fully compliant with the standards set. Compliance certificates received from CAJ ❖ Achieved CAJ score of 92% for 2018/2019 ❖ Conducted staff capacity building for Complaints Handling Officers / Senators, Campus Coordinators and Administrators on 03/10/2019
Estate	<ul style="list-style-type: none"> ❖ Completion Works of the Multipurpose Hall and Associated Works (100% complete) ❖ Completion of Construction of the 1000 No. Women Student Hostel (100% complete) ❖ Construction of the Tuition Block is advanced (90% complete) ❖ Completion of Construction of the Human Anatomy Laboratory (100% complete) ❖ Construction of the Office Block and Associated Works (100% complete)
Transport	<ul style="list-style-type: none"> ❖ Curtailed transport maintenance and operational costs ❖ Procured new bus

OTHER RESPONSIBILITIES AT MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY (MMUST)

YEAR	RESPONSIBILITY
January 2020	Appointed Chair, Appointments and Promotions Committee
November 2019	Appointed Member, Oversight Committee, Inter-Disciplinary Conference 2020
June 2018-to date	Currently Acting Deputy Vice-Chancellor (Administration & Finance)
	Signatory to University bank accounts
	Delegated Authority from Vice Chancellor for Approvals of procurement requests; Awarding of all Requests for Quotations (RFQ); Signing of all Local Purchase

YEAR	RESPONSIBILITY
	Orders and Local Service Orders; Signing of all Professional Opinions arising from Requests for Quotations (RFQs)
	Earlier in 2008-Took care of duties of Deputy Vice-Chancellor (Administration & Finance) while incumbent was on annual leave
	Appointed Convenor, MMUST Restructuring Task Force
	Appointed, Chairman, University Security Committee
	Appointed Member of Board, MMUST, Board of Quality Assurance Directorate
	Appointed Member of Board, MMUST, Public Speakers and Event Movers Committee
February 2019	Appointed Member, Oversight Committee, Inter-Disciplinary Conference 2019
2017	Took care of duties of Deputy Vice-Chancellor (Academic & Student Affairs) while incumbent was away on official duty
	Appointed Deans Representative to University Management Board (UMB)
	Participated in Job Analysis by Salaries Review Commission (SRC) and Price Waterhouse Coopers (PWC), 22 nd -31 st March 2017.. Role: Draft Job Description for Executive Deans
	Participated In the 30 th -31 st January 2017 Quality Inspection by Commission for University Education (CUE). Role: Audiitee
	Appointed Member of Board, MMUST Strategic and Institutional Planning
	Appointed Board Chair., MMUST Short courses Capacity Building
	Appointed Member. Committee to Review of Terms of Service for Non-Teaching Staff.
	Represented Vice Chancellor at Great Lakes University of Kisumu (GLUK) graduation ceremony
	Represented Vice Chancellor at Technical University of Kenya (TU-K) graduation ceremony
2016	Appointed Chairman, Senate Ad Hoc Committee on Viability of Masinde Muliro University of Science and Technology Campuses and Study Centers
	Appointed Chairman of University Committee to Shortlist Internship Applicants
	Appointed Chairman of University Committee to Shortlist Applicants for Finance, Audit and Procurement positions at Kaimosi Friends University College (A constituent college of Masinde Muliro University of Science and Technology)
	Appointed Chairman of University Committee to Shortlist Applicants for Finance and Administrative at Masinde Muliro University of Science and Technology
	Appointed Committee Member, Organizing Committee for Masinde Muliro University of Science and Technology International Conference 2017
	Represented Vice Chancellor at Jaramogi Oginga Odinga University of Science and Technology (JOOUST) graduation ceremony

EMPLOYER No. 4

Firm/Employer	Maseno University
Nature of business	Public University
Date of assumption	July 2003
Date of termination of service	Ongoing (on leave of absence without pay w .e. f January 2016)
Job title	Lecturer (July 2003- January 2013) Acting Chairman , Department of Economics and Business Studies (October 2003- August 2011) Dean , School of Business and Economics (August 2011-January 2015) Senior Lecturer (01/02/2013- date)- on leave of absence without pay w.e.f January 2016
Duties	Dean: Overall responsibility for management and administration of School of Business and Economics Chairman Department of Economics and Business Studies Overall responsibility for management and administration of department Teaching and supervision of undergraduate and postgraduate students

OTHER RESPONSIBILITIES AT MASENO UNIVERSITY

Year	Responsibility
2015	Appointed Mace Bearer, Maseno University Graduation 2015
	Appointed by DVC (AF&D) as Team Leader, Preparation of Maseno University Financial Management, Policy and Procedures Manual
2011-2015	Chairman, Maseno University Procurement Committee
2013	Appointed by Vice-Chancellor as Member, Maseno University Staff Disciplinary Appeals Committee
2012	Appointed by Vice-Chancellor as Member, Maseno University Performance Evaluation Committee.
	Appointed by Vice-Chancellor as Member, Kisumu City Campus College Strategic Planning Committee
	Appointed by Vice-Chancellor as Management Board Member, Kisumu Hotel (Elected Deputy Chairman, April 2013)
	Appointed by Vice-Chancellor as Chairman, Maseno University Procurement Committee
2011	Appointed by Vice Chancellor as Alternate Chairman, Maseno University Procurement Committee
2007	Wrote the following model for (On-Line Distant and Electronic Learning (OdeL) ABA 102: Elements of Management.
	Co-opted to Maseno University Board of Survey Committee
	Appointed by Senate to Finance and Establishment committee
2006	Co-opted by Senate to the committee working on “Maseno University Strategic Plan 2005-2010”
2005	Appointed by DVC (Academic Affairs) as a member of several Maseno University Examination Irregularity Committees.

ACHIEVEMENTS AS DEAN, SCHOOL OF BUSINESS & ECONOMICS (SBE) AT MASENO UNIVERSITY

SBE operations cover 7 campus (Siriba, Kisumu, Homa Bay, Regional Institute of Business Management (RIBM), Institute of Advance Technical (IAT), eCampus and Siaya). This phenomenal growth evidenced by setting record of SBE for the first time heading the schools in graduating the highest number of candidates, totaling 552, at the 14th Congregation (17/12/2014) as indicated in the table.

S/No	Programme	2011	2012	2013	2014
1	Certificate	43	36	48	81
2	Diploma	37	31	46	68
3	Undergraduate	155	189	247	386
4	Masters	29	86	96	8
5	PhD	1	0	3	9
TOTAL		265	342	440	552

CURRICULUM DEVELOPMENT

	Number of Programmes Developed/Reviewed
PhD Programmes	10
Masters programmes	9
Undergraduate programmes	13
Diploma Courses	12
Certificate Courses	5
Capacity Building courses	51
Total	100

2008/2009 Successfully pioneered Pilot Quality Assessment (QA) for Bachelor of Business, BBA (with IT) at Maseno University with Inter University

Commission for East Africa (IUCEA) and Commission for Higher Education (CHE)

EMPLOYER No. 3

Firm/Employer	South Nyanza Sugar Company
Nature of business	Agri-business: manufacture of sugar
Date of assumption	December 1996
Date of termination of service	June 2003
Job title	Finance Manager (December 1996- April 2003) Acting Chief Executive (April 2003- June 2003)
Duties	Management of Academic Department and School Finance Manager: Overall responsibility for finance and accounting function and preparation of strategic plans; supervision of information technology function. Acting Chief Executive: Overall responsibility for corporate general management

EMPLOYER No. 2

Firm/Employer	Kenya Posts and Telecommunications
Nature of business	Post and telecommunications
Date of assumption	December 1984
Date of termination of service	November 1996
Job title	Joined as Accountant, progressed to Senior Accountant, Senior Assistant Manager and finally Finance Manager
Duties	Ultimate duties covered responsibility for finance function: preparation of final accounts, budgets and strategic plans; Liaison with donor agencies.

EMPLOYER No. 1

Firm/Employer	Auditor General
Nature of business	Audit of government agencies, National Assembly
Date of assumption	October 1984
Date of termination of service	December 1984
Job title	Assistant Auditor
Duties	Preparation and execution of audit programs and assignments

COMMUNITY ENGAGEMENT

YEAR	ROLE
2019 & 2018	Sponsoring Award for Best Graduating Female Student, School of Business and Economics
2019	Book donation to University of Nairobi (5 copies).. Ojera, P.B and Naibei, I. K. (2017). Trust and Executorship Accounting: Theory and Practice, First Edition, by Kadash Ventures, Kenya. ISBN 9966756876.
2017	Appointed Patron, Masinde Muliro University of Science and Technology SDA students
2015-to date	Board member/Treasurer, Kamagambo Adventist College
2016	Organized fundraising to build classrooms for Kamondi Primary School, Rongo
	Member, Internal Audit and Finance Review Committee, West Kenya Union Conference of Seventh-day Adventist Church.
2014	Supported 37 private primary schools (in Kericho, Bomet, Kisumu, Homa Bay, Rongo, Migori, Nyakach, Kendu Bay, Busia and Bungoma) to develop financial management systems through joint project of Institute of Certified Public Accountants of Kenya (ICPAK), Leverage Project Consultants (LPC) and International Finance Corporation (IFC)
	Board member & Treasurer, Kamagambo Adventist College
	Member, Kamagambo Adventist College Education improvement Taskforce
2009	Board member, Kendu Adventist Hospital
2008	Patron, Maseno Equitorial Business Association
2006	Board member, Rakwaro Secondary School, Rongo.
1994 to date	SDA Local Church Officer (Church Elder, Stewardship Leader, Family Life Leader, Deacon, Sabbath School Teacher)

REFEREES

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Certification:

I, the undersigned, certify that these data correctly describe me, my qualifications, and my experience.



Date: 15th November 2021