

CURRICULUM VITAE



DR. JACKSON KIVUI MAALU

B.Ed. (Kenyatta University), MBA, PhD (University of Nairobi), MKIM.

PERMANENT ADDRESS:

P.O. Box 1149

00200 City Square

Nairobi.

Tel. 254-020-2059161 Office

Cell phone: 254-0722229900/ 0733779684

Nairobi.

E-mail: jmaalu@uonbi.ac.ke or jmaalu@yahoo.com, or jmaalu@gmail.com

DEMOGRAPHIC DETAILS

Date of birth: February 28, 1962

County: Kitui

Sex: Male

Marital status: Married

Religion: Christian.

SUMMARY OF CREDENTIALS

- Director, Student Welfare Authority, University of Nairobi
- Former Director, Mombasa Campus - University of Nairobi 2012 - 2016
- Senior Lecturer, Department of Business Administration, School of Business, University of Nairobi
- Holder of PhD in Entrepreneurship and Strategic Management
- Master of Business Administration (MBA) – University of Nairobi
- Bachelor of Education in Business Studies & Economics (Kenyatta University)
- Holds a Certificate in Entrepreneurial Management from the Snider Entrepreneurial Center, Wharton Business School University of Pennsylvania (USA).
- Experienced administrator of educational institutions and programmes
- Extensive experience in teaching and consultancy in Strategic Planning and Training for a wide range of organizations.
- Mentor and advisor of undergraduate and postgraduate students

ACADEMIC BACKGROUND

December, 2010

Earned PhD in Entrepreneurship and Strategic Management –University of Nairobi

September 1994 - June 1995

Successfully completed a Research Fellowship Programme in Entrepreneurial Management at the Snider Entrepreneurial Center of the Wharton Business School, University of Pennsylvania, U.S.A

December 1990

Awarded a MBA (Master of Business Administration), University of Nairobi.

December 1988

Awarded a Bachelor of Education (Business studies and Economics), First class Honours, Kenyatta University.

December 1983

Kenya Advanced Certificate of Education, Chesamisi high School Bungoma, Three principals and one subsidiary.

December 1981

Kenya Certificate of Education, Kyuso Secondary School Kitui Division One.

WORK EXPERIENCE

November 2016 – Present, Director, Student Welfare Authority, University of Nairobi

Responsibilities: Overall management of the Authority staff and assets to ensure efficient and effective services in students accommodation and catering.

Key Achievements so far:

- Refurbishment of students hostels – ongoing
- Streamlined allocation of rooms to ensure fairness and eliminated corrupt practices therein
- Enhanced cleanliness of the facilities

January 2012 to December 2016

Director, Mombasa Campus – University of Nairobi

Responsibilities: Management of the campus staff and assets including Uni Plaza building, coordination of the academic programmes in the School of Business, School of Law and School of Continuing and Distance Education.

Key Achievements:

During my tenure, the following milestones were realized at Mombasa Campus.

- Students population grew from 1800 to over 3000
- School of Law was fully accredited by the Council of Legal Education
- Introduced the PhD in business administration programme
- Justified and got approval for change of title of the Coordinator to Director of Campus
- Refurbished the Uni Plaza to state of art facility for academic purposes including new flooring and fungicidal cleaning of the building to give it the image of a world class facility. This was heavily commented by UMB and University Council.
- Ensured adherence to ISO certification for the Campus
- Developed and launched a mentorship programme for the Campus students

September 2013 – to date

Senior Lecturer, Department of Business Administration

Achievements:

- Taught and received over 90% approval by students from students evaluations
- Supervised over 100 MBA projects
- Supervised four PhD theses to completion and currently doing other three.
- Published many journal articles in refereed journals locally and abroad
- Currently writing a book on entrepreneurship for use by undergraduate students in Kenya and Africa in general.

October 1993-August 2013

Lecturer, Department of Business Administration, School of Business, University of Nairobi.

Responsibilities: Lectures in Entrepreneurship and Strategic management to both undergraduate and postgraduate students. Coordinator of Executive Development Programmes.

Jan. 2003 – June 2006

Coordinator, MBA Programme, University of Nairobi

Responsibilities: Curriculum review and monitoring, scheduling of programme activities, coordination of the teaching and examination activities in the programme. Responding to all queries about the programme, liaising with stakeholders and key client organizations.

June 1992- Sep. 1993

Lecturer, Institute for Human Resources Development Jomo Kenyatta University

Responsibilities: Teaching Management to diploma and undergraduate students in the technical departments of Food technology, Mechanical and civil

engineering. Was also the Entrepreneurship Resources Coordinator for Master of Science in entrepreneurship Programme.

August 1990-May 1992

Assistant Lecturer, Department of Business studies and Economics, College of Education and External Studies - University of Nairobi.

Responsibilities: Teaching of Management and Marketing courses to Bachelor of Education students.

PhD LEVEL SUPERVISION

Khalid Billow, D80/80562/2009

Social and economic institutions, entrepreneurial behaviour and firm performance: A study of small and medium size livestock business in north eastern Kenya. *Graduated December 2015*

Linus Wekesa, D80/60246/2010

Entrepreneur's characteristics, strategy, firm level institutions and performance of non-timber forest products small and medium enterprises. *Graduated December 2015.*

Musangi Jane Mutua, D80/8362/2003

The influence of business strategy and firm characteristics on the relationship between business process outsourcing and performance of state corporations in Kenya. *Graduated December 2013*

Otachi Barnabas Nyasetia, D80/8604/2006

The influence of entrepreneurial personality, human capital and entry barriers on performance of entrepreneurs in the informal transport business in Nairobi, Kenya. *Graduated December 2013*

PHD EXAMINATION

Washington Oduor Okeyo - D80/60151/2011

The effects of business development services and environment on the relationship between entrepreneurial orientation and performance of small and medium enterprises in Nairobi. Graduated in 2013

MASTERS LEVEL SUPERVISION

2012 -2015 ACADEMIC YEARS

Mwashigadi D. Mfori, D61/7694/2006. *Factors Influencing the Execution of Mandate of State Regulatory and Enforcement Agencies Within Maritime External Trade in Kenya*

Celine A. Otieno, D61/60651/2013. *Shareholders' Perception of Company's Involvement in Corporate Social Responsibility: A Case of Safaricom Limited*

Job Ouma, D61/73280/2012. *Relationship between Adoption of Benchmarking Practices and Performance of Kenya Revenue Authority*

Paul N. Makau, D61/62109/2010. *Determination of Outsourcing Decisions in County Governments in Kenya*

Jennifer Kibor. D61/60557/2010. *A Comparative Study of Innovation as a Competitive Strategy in the Mobile Telephony Companies and Banking Sector in Kenya*

Ogina D. Awino, D61/77052/2012. *Dynamic Capabilities and Opportunity Exploitation by Petroleum Marketing Companies in Kenya*

Sharriff N. Abuor, D61/68125/2011. *Application of Modified Porters Five Forces in Assessing Attractiveness of Insurance Industry in Kenya*

Martin M. Ngari D61/77131/2012, *Application of Balanced Score Card as a Strategy Management Process Tool by Vivo Energy, Kenya*

Eric M Wambua D61/64515/2010, *Product Diversification Strategy and Commercial Banks' Performance in Kenya*

Yego K. Stephen D61/9158/2006, *A Survey of Business Growth Strategies Applied by Medical Insurance Organizations in Kenya*

Maringa David Mwangi, D61/76367/2012. *Branding as a Competitive Strategy: Case of Mwea Basmati Rice*

Jeddy Muthike D61/61419/2013, *Relationship Between Leadership style and performance of public Secondary schools in Makeni County, Kenya*

Julia Kimanthi, D61/80854/2012, *Organizational Performance Management Systems in State Corporations in Kenya*

Kaveke Dennis Muluvi, D61/69634/2011, *Application Of Outsourcing Strategy Among Shipping Firms In Kenya*

James M kimeu, D61/60721/2013, *Price Regulation Product Stocking Strategies and Marketing Companies in Kenya*

Rachael S Charo, D61/68435/2001, *Application of Internet as a Growth Strategy by Hotel Industry at the Kenya Coast*

Kinyanjui S Ndichu D61/75628/2009, *Relationship Between Strategy and Performance in Private University in Kenya*

Eunice A Okumu, D61/61329/2013, *Relationship Between Strategy, Technology and Innovation in Offering Low Cost Housing by ELSEK & ELSEK (K) Ltd*

Shidah Khamila, D61/77035/2012. *Adoption of E- Business in Achieving Competitive Advantage in Multiple Hauliers (E. A) Ltd*

Mary Muthoni, D61/64575/2010. *The Relationship Between Trade Orientation And Performance of Food Processing Firms in Nairobi County, Kenya*

Chrispine Ochieng Udoyi, D61/64535/2010. *Relationship Between Market Orientation And Performance Of Commercial Banks In Mombasa County*

Dorcas A. Oketch, D61/80414/2012. *Stakeholders Involvement In Strategy Development In State Corporations Within The Coastal Region Of Kenya*

Zephaniah Orina Ochiki, D61/61394/2013. *Relationship Between Growth Strategy And Organization Structure Of Commercial Banks In Kenya.*

Soud Mohamed Murshid, D61/62006/2010. *Business Continuity Strategies Applied By Companies In The Downstream Petroleum Industry In Kenya*

Michael Gichuki, 61/64548/2011. *Achieving Competitive Advantage Through Knowledge Management Practices in the Hotel Industry in Kenya*

Charity M Randu, D61/64803/2011. *A Survey of Key Success Factors in Secondary School Schools in Mombasa County*

James Mwangangi, D61/77137/2012. *Product Diversification Strategy and Commercial Banks' Performance in Kenya*

Hellen Awino Onyango, D61/61233/2013. *Strategic Collaboration among the retail Supermarkets in Nairobi, Kenya*

James Kinyua Muriithi, D61/60862/2010. *Brand Internationalization: The Case Of Ecolab*

Julia Kimanthi, D61/80854/2012. *Organizational Performance Management Systems in State Corporations in Kenya*

Jacqueline Adhiambo Sigu, D61/61451/2013. *Relationship Between Firms Context and Factors and Growth Strategy among Many Firms in Mombasa County , Kenya*

Ekhubi Ben Mark, D61/76993/2012. *Management of Change in the Judiciary*

Transformation Framework in Kenya

Stella Mwambua, D61/75502/2009. *Application of Outsourcing Strategy in the Hotel Industry in Mombasa County*

Mbogo Owen N, D61/73323/2012. *Governance Challenges and Their Implications to the Performance of the Savings and Credit Co-operative Organizations (SACCOS) in Mombasa County, Kenya*

2008 - 2011 ACADEMIC YEARS

Catherine W Ilovi, D61/P/8273/2003. *Competitive strategies employed by firms in courier industry in Kenya. 2008*

Jane Caroline Wangui Njenga, D61/P/8164/2003. *Sources of sustainable competitive advantage in top ranking secondary schools in Nairobi. 2008*

Disi Michael Mwalimu, D61/P/7971/2004. *A survey of competitive strategies employed by shipping companies in Kenya 2008*

Nancy K, Gathungu, D61/P/8577/2005. *Employees perception of strategic change at the Kenya national audit office 2008*

Mulandi E, Mbithe, D61/P/8900/2005. *Competitive strategies adopted by coffee roasters and packers in Kenya. 2008*

Irene Nthenya Maithya. D61/P/8443/2005. *Managing the cultural dimension of organizational change at Nation Media Group. 2009*

Wanyama L. Ronald, *Strategy control and evaluation at the Kenya Revenue Authority. 2009*

Mwakida Gervasi Ngati. D61/8434/2006. *Turn around strategies adopted by new Kenya Cooperative Creameries. 2009*

Judith K. Mbagula, D61/P/8795/2005. *Relationship between commercial banking business models and financial performance for commercial banks in Kenya. 2009*

Nandama Wycliffe Mugabane, D61/P/8359/2003. *Strategy evaluation and control by pharmaceutical manufacturers and distributors in Kenya. 2010*

Loise Gichuki. D61/P/8993/2004, *Managing organizational change at Kenya Petroleum Refineries ltd 2010*

Boniface K, Kamuti. D61/P/7130/2005. *Organizational learning practices in state corporation in Kenya. 2010*

Bwika M'bwana Salim, D61/P/8010/2004. *Implementation of regional business strategy by nation media group in Tanzania. 2010*

Shadrack Mayende Wasike, D61/9255/2005. *Strategy development by tea exporting*

companies in Kenya. 2010

Gitonga Bilha Wangechi, D61/70160/2007. *Application of information and communication technology as a strategic tool in insurance companies in Kenya.* 2010

Joseph K. Kaguru, D61/7961/2004. *A survey of strategic control practices of Parastatals in Kenya.* 2010

Lucy Gakii Kimathi, D61/72852/2009. *Implementation of strategic change at Parliamentary Service commission.* 2011

Marutit Millicent Chelanga, D61/P/8587/2004. *Challenges of implementing the segmentation strategy at the Cooperative Bank of Kenya limited.* 2011

PUBLICATIONS

1. Khalid B, **Maalu J**, Gathungu J, and McCormick D. (2016). Entrepreneurial behaviour, institutional context and performance of micro and small livestock enterprises in North Eastern Kenya. *Global Journal of Management and Business Research* Vol. XVI Issue IX. Doi [10.17406/gjmb](https://doi.org/10.17406/gjmb)
2. **J. Maalu.** (2016). The ethnic factor in intergenerational succession in business among the small and medium enterprises in Nairobi, Kenya. *International Journal of Economics, Commerce and Management*, United Kingdom. Vol. IV, Issue 8 August pp. 462-479
3. Wekesa L, and **J. Maalu**, (2016). Influence of firm level institutions on the relationship between competitive strategy and firm performance of non-timber forest products small and medium enterprises in Kenya. *International Journal of Economics, Commerce and Management*, United Kingdom. Vol. IV, Issue 8 August. Pp 115-129
4. **Maalu, J.**, Said Mwachinalo Dosho (2016). Knowledge management strategy and organizational change in commercial banks in Kenya. *Review of Social Sciences, Vol 1, No 7 July.*
DOI: <http://dx.doi.org/10.18533/rss.v1i7.44>
5. Wekesa L, **J. Maalu, J.** Gathungu, G. Wainaina (2016). Effect of entrepreneur characteristics on performance of non timber forest products small and medium enterprises in Kenya. *DBA Africa Management Review*, Vol 6, No 3
6. Syengo F.K, **J. Maalu**, Musyoka F, Nabwire O. (March 2016). Influence of utilization of instructional resources on the academic learning of pupils in primary schools in Changamwe District, Mombasa County, Kenya. *International Journal of Education and Research.* Vol 4(3).

7. Mungai S.N, **J. Maalu**, F. K. Syengo, and F. Musyoka (2015). Implementation of Subsidized Secondary Education in Mombasa County in Kenya: A Perspective of the Schools Administrators. *Prime Journal of Social Science (PJSS) ISSN: 2315 5051. Vol. 4(6), pp. 1086-1092, June 2015.*
8. Joyce, W. Machuki V, **J. Maalu**, Awino Z, and Iraki X.N (2015). Knowledge sharing, organizational learning and performance of top 100 medium enterprises in Kenya. *DBA Africa Management Review. Vol 5 (2), March 2015.*
9. **Maalu J**, S. Mutua (2014). Determinants of community participation in constituency development fund projects in Mvita Constituency, Mombasa County, Kenya. *Prime Journal of Social Sciences (PJSS). ISSN: 2315-5051. Vol. 3 (8), pp 842-849. July 2014.*
10. **Maalu J**, McCormick D, K'Obonyo P (2013). Succession strategy and performance of small and medium family business in Nairobi, Kenya. *International Journal of Education and Research. 2013; 1(6).*
11. **Maalu J**, Wekesa L.C (2013). Firm strategy impact on performance of small and medium enterprises. *Prime Journal of Social Science (PJSS) ISSN: 2315-5051. Vol. 2(1), pp.176-180*
12. **Maalu, J**, Kabui E. (2012). Perception of entrepreneurship as a career by students from selected public secondary schools in Nairobi. *DBA Africa Management Review. Vol. (2) No. 3 pp. 101-120*
13. Kinuu, D, **Maalu J**, Aosa E. (2012). Factors influencing change management process at Tamoil Kenya Limited. *Prime Journal of Business Administration and Management. ISSN 2251-1261. Vol. 2(8) pp. 655-662.*
14. **Maalu J**, Nzuve S, Muindi F.K. (2012). A survey of personal goals and perceptions of entrepreneurial ability among students of the School of Business, University of Nairobi. *Africa Journal of Business and Management. Vol.1 (1).pp. 12-24*
15. **Maalu, J** and McCormick D. (2012). Innovation Hubs and Small enterprises in Africa: Setting the Policy Agenda. *Africa Journal of Business and Management. Vol.1 (2).*
16. **Maalu, J.** (2010). *Manual on Small Business Management – A Manual for B.Com. Distance Learning Programme, CODL, University of Nairobi,*
17. **Maalu, J.** (2010). *Manual on Entrepreneurship. A Manual for B.Com. Distance Learning Programme, CODL, University of Nairobi,*
18. **Maalu, J.** (2008). Strategic planning in church health institutions. *CHAK TIMES - A publication of Christian Health Association of Kenya, January – April*

19. **Maalu, J.** and V. Machuki (2008). Sustainability strategies for church health institutions in Kenya. *CHAK TIMES - A publication of Christian Health Association of Kenya*, January - April
20. **Maalu J.**, P. Mshenga, G. Owuor. (2004). Market segmentation and micro and small business growth. The case of furniture manufacturers in Mombasa. *Egerton Journal of Humanities, Social Sciences and Education Vol. (2) July*. Egerton University Press
21. **Maalu J.** et al., (1998). Impact assessment of WEDCO enterprise. *IDS Occasional Paper No.68*, University of Nairobi.

ONGOING RESEARCH PROJECTS

Project name: *Successful African Firms and Institutional Change Project (SAFIC).*

Project brief: A four and half year project (2012-2016) between the Copenhagen Business School, Denmark together with University of Nairobi, University of Dar-es-Salaam, the Roskilde University and University of Zambia. The project aim is to investigate how and why African firms are able to be successful in changing business and institutional environment. Funded by Danish Fellowship Center

CONFERENCE PARTICIPATION AND PAPER PRESENTATION

Maalu, J., Said Mwachinalo Dosho (2016). Knowledge management strategy and organizational change in commercial banks in Kenya. Paper presented in AIBUMA 2016 Conference.

AIBUMA 2016 – Master of Ceremonies for the Conference Covered live on NTV Kenya’s Leading National TV Station

AIBUMA 2015 – Master of Ceremonies for the Conference Covered live on NTV Kenya’s Leading National TV Station

AIBUMA 2014 – Sessions Chair, Group 4

Joyce, W. Machuki V, **Maalu J**, Awino Z, and Iraki X.N (2015). Knowledge sharing, organizational learning and performance of top 100 medium enterprises in Kenya. Paper presented in the 1st *DBA Africa Management Review International Conference - March 2015*

Maalu, J and McCormick D. (2012). Innovation hubs and small enterprises in Africa: Setting the policy Agenda. A paper presented in 3rd *AIBUMA Conference, KICC Nairobi, July 2012*

Maalu J, Nzuve S, Muindi F.K. (2011). A Survey of personal goals and perceptions of entrepreneurial ability among students of the School of Business, University of Nairobi. Paper presented in 2nd *AIBUMA Conference, KICC Nairobi, July 2011*

CONSULTANCY EXPERIENCE

- i. August 2010, Facilitation of Board Training for Chogoria Methodist Hospital a Christian church facility in Chogoria area, Meru, held at CHAK Guest House Nairobi.
- ii. June 2009, Lead Consultant for the development of Strategic Plan for African Network for the Prevention and Protection of Child Abuse and Neglect (ANPPCAN), 2010 - 2014
- iii. May 2009, Facilitation of Board of Directors Training Workshop for African Network for the Prevention and Protection of Child Abuse and Neglect (ANPPCAN)
- iv. February 2009, Facilitation of Board Training for Ecumenical Pharmaceutical Network (EPN), an international NGO involved in ensuring access and rational use of drugs for all, held at Methodist Guest House Nairobi.
- v. November 2008, Facilitation of Board Orientation for St. Luke's Hospital – Kaloleni at Jumuia Conference and Resort, Kikambala
- vi. September 2008, Facilitation of Board of Trustees and Board of Directors Orientation workshop for MEDS - BOT and BOD.
- vii. July 2008, *Development of Governance Policy* guidelines for Christian Health Association (CHAK). Completed and successfully launched on 20th November 2008.
- viii. June 2008, *Facilitation of Board of Directors Training and orientation* for Maua Methodist Hospital
- ix. May 2008, Business Planning competition Judge for SIFE – Students in Free Enterprise, University of Nairobi chapter.
- x. August 2007, Consultant for the development of Strategic Plan for MEDS – Mission for Essential Drugs and Supplies, a leading pharmaceutical drugs and supplies organization owned jointly by Christian Health Association of Kenya and Kenya Episcopal Conference
- xi. November 2004 – Feb. 2005 *Consultant for the preparation of the AFC Strategic Plan*. Including facilitating workshops for Board of Directors, Management and Staff of the organization. Preparing the final Strategy document.
- xii. November 2003. *Facilitator, Board of Directors retreat for Amahada Danyarta an MFI operating in North Eastern Somalia*. The retreat was for review of achievements and *preparation of a Strategic Plan for Year 2004 – 2007*. Funded by the European Union with technical assistance from K-REP Advisory Services.

- xiii. January – February 2003. Consultant for the development of a Five year Strategic Plan for the Inter African Bureau for Animal Resource of the African Union – Pastoral Livelihoods Programme.
- xiv. August – October 2002. Consultant for development of a Five year Strategic Plan for Jomo Kenyatta Sports Ground in Kisumu for the Lake Victoria Trust Fund, commissioned and funded by the Swedish Embassy (SIDA).
- xv. March – April 2001. External Consultant to DANIDA’s Microenterprises Development Project (MEDP). TASK: Team leader and facilitator for revision of the MEDS scheme.
- xvi. October 2000. *External Consultant to DANIDA.* To assess and advise on the possibilities of establishing Business Development Centers in the project districts.
- xvii. September 2000. K-Rep consultant for *Tourism Development Plan including: Viability and Needs Assessment of enterprises in and around the Kisite-Mpunguti Marine Protected Area Complex at Kwale. Client: KWS/IUCN Marine Biodiversity Conservation project.*
- xviii. May 2000. External Consultant to DANIDA. Review of Micro and Small Enterprises Development Scheme (MEDS) methodology for DANIDA-MEDP in Taita-Taveta, Makueni and Kitui Districts in Kenya.
- xix. September – November 1999. Conducted Training on Institutional Governance and Management for Microfinance Institutions in N.W and N.E Somalia. Client: K-Rep and European Union – Somalia Unit.
- xx. November - December 1998. Carried out an Institutional Assessment of Potential Microfinance NGOs in Somalia for K-REP/European Union Technical Assistance Programme for institutions in Somalia.

EXTERNAL EXAMINATION

2015 - External Examiner for Technical University of Kenya – Department of Entrepreneurship.

Duties: Examinations moderation, Projects examination

2013 – External Examiner for Kenya Methodist University – School of Business –

Duties: Examined MBA Projects

MEMBERSHIP TO UNIVERSITY BODIES

1993 to date	Member, School of Business Board
2012 – To date	Member of Senate of the University of Nairobi
2015 – To date	Member of Senate Committee on Students Mentorship
2015 – To date	Member of Senate Committee on Implementation of Comprehensive Student Safety and Security

SERVICE TO SOCIETY

2012 – To date Patron, Mangina Primary School

TESTIMONY OF THE UNIVERSITY OF NAIROBI CHANCELLOR ON VISITING MOMBASA CAMPUS ON 28TH MAY 2015

NAME	ADDRESS	COMMENTS
Vijay M. Patteni	UNIVERSITY OF NAIROBI	The atmosphere here is so warm — and pleasing to the eye!! It means you have done us proud!! Your passion & your team's passion in this campus — the students look very happy — Your team & yourself have done an amazing job Thank you Keep up the good job
Vijay M. Patteni		

TESTIMONY OF THE UNIVERSITY OF NAIROBI CHAIRMAN OF COUNCIL ON VISITING THE CAMPUS ON 28TH MAY 2015

DATE	NAME	ADDRESS	COMMENTS	DATE
3/5/2015	DR. IDLE OTHMAN FARAH CHAIRMAN UON COUNCIL		Very Impressed with the Mombasa Campus facilities Congratulates Director the team, faculty + students	