

CURRICULUM VITAE

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1 SUMMARY OF PROFESSIONAL SKILLS/EXPERTISE

I have over 16 years' excellent experience in Strategic Corporate Communications and Public Relations, having grown through the ranks, from a public relations officer to Head of Corporate Communications for a large state corporation, Kenya Wildlife Service. This is in addition to 10 years progressive research, administrative and management experience in various multi-cultural settings. As a result, I have matured into an excellent communications professional, facilitator, mentor and coach. I am the immediate past chairperson of the Public Relations Society of Kenya (PRSK).

Privileged with the ability to blend my scientific background with the art of Public Relations & Communications, I have grown into a conscientious, hands-on and strategic consultant and manager, excellent at planning and organising. Natural at networking, I am well-spoken and decisive. I am also pro-active, results-orientated and a team player who works well under pressure. I have also had the honour to plan and execute very high level events at international level.

2 EDUCATION

2000/01: **MSc. Public Relations**, University of Stirling, Scotland.

1997: **Diploma in Public Relations**, International School of Marketing & Public Relations, London

1994/95: **Diploma in Business Management**, Kenya Institute of Management

1985-1988: **Bachelor of Education** (Botany & Zoology), Upper Second Class Honours Degree, Kenyatta University

International Seminars/Courses Attended/Travel

Have attended several short management courses, both locally and abroad, including:

- The 16th International Conference on AIDS & STIs in Africa (ICASA), in Addis Ababa, Ethiopia, 2011
- The International Civil Aviation Organisation (ICAO) familiarisation course in Canada in 2006
- the CGIAR Annual General Meeting in Mexico in 2004
- International Sugar Organisation (ISO) meetings in London, Belgium, Mauritius, Cuba and South Africa
- Local Resource Mobilization (Fundraising) Workshop by Resource Alliance in Agra, India
- Was one of the co-ordinators at the 22nd International Fundraising Congress in the Netherlands in 2002
- Other countries visited for work include Britain, Canada, USA, Belgium, Cuba, Mauritius, South Africa, Namibia, Malaysia, Egypt, Ghana, Tanzania, Uganda, Tanzania, Zanzibar and Ethiopia.

Computer skills

Proficient in MS Office (Word, Excel & PowerPoint), SPSS, Adobe Desk Top Publishing, Indesign, Adobe Illustrator and use of integrated database systems, including Access.

Other Skills

Certified in Net Map Analysis for Stakeholder Influence Mapping

3 **MEMBERSHIPS**

Board member of the Global Alliance for Public Relations & Communication Management. Immediate past Chairman of the Public Relations Society of Kenya (PRSK); Chartered Institute of Public Relations (CIPR), Federation of African Public Relations Association (FAPRA); On the committee of the Media in Environment, Science, Health and Agriculture (MESHA). Trustee of the Loreto High School Limuru Education Trust Fund. Member of the Media, Arts & Entertainment board of Machakos County (Machawood). Board member of Matungulu Girls High School, Machakos. Board Member, Wazito Football Club.

4. **WORK EXPERIENCE**

CURRENTLY: FOUNDER & MANAGING DIRECTOR, IMPACT AFRICA LTD

Involved in the development and implementation of various Strategic PR & Communications programmes.

EVENTS LOGISTICS & MANAGEMENT

The Stepping Nation (TSN) Campaign

Together with professional trainers, DIG, we have developed The Stepping Nation (TSN) Campaign, which aims to improve the health of Kenyans and reduce the burden on our health system through fitness and nutrition. The ultimate objective is to lower people's risk of non-communicable diseases including heart disease, cancer, diabetes and high blood pressure.

The Stepping Nation (TSN) - a campaign by Kenyans for Kenyans, is poised to create a national movement around wellness and the importance of healthy living for a healthy nation. In so doing, it will galvanize awareness of how to prevent the costly and often deadly NCDs. It will encourage healthy habits, choices, and lifestyles through a variety of events and media.

The activities of TSN also offer an opportunity to portray Kenya positively at a global level and promote the country as a sports tourism destination.

Beyond Zero Campaign

I conceptualized and implemented the Beyond Zero initiative for the Office of the First Lady. This initiative, which kicked off with the First Lady's Half-Marathon, is aimed at galvanizing Kenyans of all walks around the emotive subject of maternal and child mortality. This campaign won the 2014 PRSK Award for the Best Not for Profit Campaign.

Similar campaigns and activities that bring together Kenyans, regardless of their ethnic origin, will be required in the quest for national cohesion.

Uwiano Communication Strategy & Campaign

As the Communication Expert, I was responsible for the development and implementation of the Uwiano communication strategy and campaign. This included the development of peace messages and the collateral through which the messages were disseminated. I also provided communication support to the Concerned Citizens for Peace, an offshoot of Uwiano, which

provides engagement at a very high political level. We heavily involved in the conceptualisation and execution of the presidential candidate debates.

The Uwiano Platform for Peace is a national conflict prevention strategy and initiative. It brings together various strategic partners, including the National Steering Committee on Peace Building and Conflict Management (NSC), the National Cohesion and Integration Commission (NCIC), PeaceNet Kenya, the Independent Electoral Commission (IEBC), United Nations Development Programme (UNDP) and the United Nations Women (UN Women).

January – February 2013 (Impact Africa Ltd)

Contracted to manage the launch event for the merger of Kenbright Insurance Brokers Ltd (Kenya) and NBC (South Africa).

November 21-23, 2013 (Impact Africa Ltd)

Contracted to plan and execute the 4th African Geothermal Conference at UNON, which included two-day training sessions and a post-conference field trip. The total delegates were 600 from six African countries, with facilitators and speakers from around the world.

April to December 2013

- Executive Coordinator for the 1200 international delegate African Green Revolution Forum (AGRF), in Arusha that took place from 26 – 28 September 2012. This Forum was hosted by President Jakaya Mrisho Kikwete, and Chaired by Kofi Annan. Dignitaries included Melinda Gates, Co-chair of the Bill & Melinda Gates Foundation, among other very high level participants.
- Contracted by the Alliance for a Green Revolution (AGRA) to coordinate Country Consultative Forums in Ghana, Kenya, Mozambique and Nigeria.

May – December 2012

Deputy Director, Operations, ICASA 2011, Addis Ababa, Ethiopia

Contracted by UNICEF as a consultant to work on the 16th International Conference on AIDS & STIs in Africa (ICASA), a USD 9.2 million event that hosted just over 10,000 participants. Responsible for planning, organizing and providing input to the overall program of the conference. The task encompasses managerial, administrative & finance, and partnership and liaison activities. In collaboration with the Coordinating Committee, Chair of the Conference Programs and other sub-committees, the Coordinator will manage and lead the development of the various aspects of conference preparation.

Scope of Work

The executive coordinator will specifically work on the following areas

- Coordination and execution of the task of the various committees and sub-committees and ensure these committees are functioning accordingly
- Ensure the ICASA 2011 work plans developed by each of the committees, sub-committees as well as the secretariat are being implemented on a timely basis
- Liaise with Government agencies, development partners, CSOs and other agencies to gain support and commitment for ICASA 2011 as stipulated by the Conference technical and financial proposal and the specified needs of the committee work plans
- Oversee and supervise the work of staff/volunteers/committee members dedicated to each project and/or programme committee
- Be responsible for facilitation and overseeing of all activities of the Secretariat, the program committees and the 9 sub-committees in the Local Organizing Committee
- Collaborate with the Finance Officer to follow up with the budget of ICASA 2011 in order

- to ensure realization of donations committed to ICASA
- Coordinate the support and commitment of partners and donor agencies and follow up to ensure the realization of defined support
- Submit conference program progress reports to the Coordinating Committee, conference project staff and management, the Minister of Health and partners as defined by agreed reporting requirements
- Ensure the development and preparation of background, supporting documents, ToRs, RFPs, concept papers and other documents as needed
- Ensure that agreed procurements are realized from beginning to completion
- Monitor sub-contractors, vendors and other third party institutions to ensure fulfillment of contracted services and supplies
- Support the interaction and coordination with the Society for AIDS in Africa (SAA) and the International AIDS Society to streamline efforts/support

INDEPENDENT PR & COMMUNICATIONS CONSULTANT

- Development of a communication & Marketing strategy for the East African Grain Council (EAGC)
- Development of a communication strategy for the State Department of Devolution, seconded by UNDP
- Development of a communication strategy for the National Transport & Safety Authority (NTSA), seconded by the European Union
- Development of a communication strategy and two-thirds gender principle for the National Gender & Equality Commission (NGEC)
- Development of the Integrated Coastal Zone Management (ICZM) Awareness Strategy for the Kenya Coastal Development Authority (KCDP), a World Bank and GEF supported project.
- Development and implementation of a communication strategy for the West Indian Ocean and Marine Scientists Association (WIOMSA) - Ongoing
- Five year Communication Strategy for an Aflatoxin Safe East African Community, on behalf of the EAC, IITA and USAID.
- Strategic and Fundraising Plan, Women for Cancer
- Media and Campaign Strategy for the TePIK programme of the Teachers Service Commission (TSC) supported by DfID, Nairobi.
- Communication Expert with UWIANO, a platform for peace during elections in Kenya, under the UNDP Conflict Resolution Section.
- Communication Expert for the African Economic Research Consortium (AERC)
- Worked as the Lead Consultant for Alpex Consulting Africa Ltd in developing communication strategies for:
 - Kenya Coconut Development Authority
 - Kenya Coast Development Project (KCDP), a World Bank and GEF funded initiative
 - Rwanda Education Sector (RESS), a DfID funded project.
- As an independent consultant, developed communication strategies for:
 - Kenya Legal & Ethical Issues Network on HIV and AIDs (KELIN) – 2012. On a retainer in an advisory role on communication.
 - Constituency Development Fund (CDF) in Kenya – 2011
 - Domestic Violence Secretariat (DVS), Ghana - 2011
 - Local Government Decentralisation Project (LOGODEP) Health Sector, Ghana - 2012
 - Health Sector communication strategy for GIZ. Also worked on communication products for various GIZ health sector Private Public Partnership (PPP) projects. 2012
- Facilitated for IDRCs Annual Learning Forum (ALF), May 2011
- Currently Course Leader and tutor for the Advanced Certificate and Diploma programmes in Kenya on behalf of the Chartered Institute of Public Relations (CIPR), London.

- Tutorial Fellow, University of Nairobi, in Public Relations courses
- PR training facilitator with the Public Relations Society of Kenya (PRSK)
- Carried out the first baseline survey on the status of PR in Kenya, commissioned by the PRSK. This was launched on 30 June 2011
- Facilitator for The Pacific Institute's *Investment In Excellence* (IIE) and the youth *PX2* programmes.
- Facilitator for the change management programme, *Who Moved My Cheese*
- Recently trained two leading Nairobi PR agencies (Gina Din Corporate Communications and Corporate Reflections) in strategic public relations and public campaigns.
- Part time Public Relations lecturer at the United States University, Africa (USIU) in 2003.

2008 - 2011: HEAD OF CORPORATE COMMUNICATIONS, KENYA WILDLIFE SERVICE (KWS)

The KWS is a nation-wide, state corporation charged with the responsibility of management and conservation of wildlife in Kenya, spread over 8% of the entire country, as well as the marine ecosystem. The corporate communications department is therefore responsible for communications in wildlife research, security & regulation, tourism development & marketing, international agreements & treaties, community relations as well as other wildlife industry matters. The department coordinates communication with a wide range of stakeholders, including the over 4000 employees across the entire country, researchers, donors, senior government officials, local and international partners, NGOs, communities living around the parks, as well as tourists.

As Head of Department, I was responsible for development and implementation of the communications strategy, including human resource allocation, budgeting, and evaluation of all our communications programmes. I took charge of the following broad sections:

- **Publications & Media Relations**
 - *Production of all publications within the organisation, both online and physical*
 - *Development and implementation of the media relations strategy, including media monitoring*
 - *Corporate Website*
- **Corporate Identity & Image**
 - *Implementation and enforcement of Corporate Identity, including symbols, colours*
 - *Brand strategy*
 - *Corporate memorabilia*
 - *Photography*
- **Stakeholder Relations**
 - *Stakeholder relations strategy*
 - *Customer service*
 - *Internal communications*
 - *Events management*
 - *Conservation campaigns*

Achievements

- **Communications Strategy:** Developed the first communication strategy, complete with tactics and a departmental structure to implement the strategy. This has been approved by the Executive Committee and is currently being implemented.
- Developed draft **communications policy, media strategy, media policy and publications policy.**
- **Branding:** Developed the Corporate Identity Manual. My department was in charge of Corporate Image, one of three pillars of the corporate Strategic Plan (2008-2012).
- **Publications: Annual Report:** Produced the Annual Report 2007, which won the top prize in the Annual Reports Category in the Public Relations Awards for Excellence. Have produced the Annual Reports for 2008, 2009 and 2010, all world-class publications that have set a very high standard and received commendation. **Strategic Plan:** Published and launched in early

May 2009 the Strategic Plan 2008-2012 (Included Print, CDs, Popular version and Quick Reference cards). Transformed the consultants' complex draft into an excellent, easy-to-read, document. A member of the Strategy Execution Team, with the responsibility of cascading the corporate Score Card to individuals.

- **Corporate Promotional Materials:** Produced themed calendars with clear corporate messages, Christmas cards, banners, T-Shirts, and other corporate memorabilia.
- **Media Relations:** Mainstreamed media relations into the Service, by expanding the pool of communication champions beyond the Director. Carried out media relations' training for various officers. This greatly enhanced the public image of KWS. (Also see section on Conservation Campaigns, below.)
- **Internal Relations/Communications:** Improved internal communications by introducing the 'Director's tea' on Fridays, where all staff take tea together and any announcements are made. The forum aims to integrate uniformed and non-uniformed staff, and has been well received. It is also used for staff to educate each other about the roles of the different departments. I also introduced a quarterly staff 'Kamukunji' – an open staff forum - where staff engage with management directly to discuss issues of concern.
- **E-News:** Improved the quality of the E-News. Created a hard-copy, institutional newsletter, *Porini: Wildlife News*, having carried out an internal survey to collect staff views and ensure ownership. Finalised creation of editorial committees at the eight conservation areas to broaden the content, therefore capture activities across the entire Service. Working on the production and management to ensure institutionalisation and sustainability of the Newsletter.
- **Stakeholder Relations:** Convened the first stakeholder roundtable discussion on a number of sensitive conservation issues. The roundtable led to a major donor (USAID) cutting off funding for a project that was encroaching on wildlife corridors.
- Organized a regular series stakeholder breakfasts with conservation NGOs. These provide an opportunity for KWS to discuss the strategic plan with the stakeholders, as well as receive feedback on performance.
- **Conservation Campaigns:** Successfully re-directed public debate and attention from the politics to the conservation issues on the Mau complex, through intensive, behind-the-scenes media campaign. My department provided media relations support to the Mau Task Force, and is currently providing media relations support to the Prime Minister's Interim Coordinating Secretariat on the Mau.
- **Events Management:** Transformed the numerous corporate events into world class, strategic events that create awareness of KWS messages.
- **ISO Certification:** Developed ISO procedures for Corporate Communications functions and activities.
- **Resource Mobilisation:** Successfully recruited Usain Bolt, the international sprint celebrity, to help launch *Namayiana* – the Animal Adoption Programme. Received voluminous media coverage through traditional and "viral" techniques.

KWS Projects Accomplished:

- **Research:** Customer Service Baseline Survey to measure customer satisfaction with the Kenya Wildlife Service among tourists, suppliers, NGOs and other stakeholders. This will be used to fine-tune our strategy and improve our services. Also carried out an survey on internal communication, targeting the efficiency of the E-News as an internal communication channel.
- **Message Boards and Signage:** Branding around the headquarters compound with clear message boards that describe the work that KWS does. Also improved the signage around the offices to provide clarity for stakeholders, thus improving service to visitors.
- **Website Enhancement:** Redesign, Content Development. Currently under soft launch to test and solicit comments preparatory to the formal launch.
- **Endowment Fund:** Preparation for the launch of the KWS Endowment Fund. This included production of a corporate profile, brochures and program fact sheets.

- **International event:** Aberdare Fence Completion Celebration Project to celebrate the completion of a 20-year project funded through public campaigns. The event had a high level of local and international participation. I chaired the media sub-committee. Experience in the Aberdares will now be applied to restoring the Mau Forest, Kenya's chief and endangered water tower.
- **Production of Documentaries:** one to support fundraising by highlighting KWS activities, the other to promote KWS Parks. This was done *pro bono* by some of our stakeholders.
- **Publications:** Assisted with production of a number of publications including five scientific ones, the Employee Handbook and the 2008 & 2009, 2010 Annual Reports. Also started the development of a KWS **style guide**.
- **Conservation Campaigns:** Developed a concept for conservation campaigns with UNEP, using the publication - *Kenya: Atlas of Our Changing Environment*. Also developed a conservation campaign concept based on wildlife photography with Samsung.
- **Training:** Provided training in PR and Communications for local and international courses at the Kenya Wildlife Service Training Institute.

MANAGER, CORPORATE COMMUNICATIONS AND PERSONAL ASSISTANT TO DIRECTOR GENERAL, KENYA CIVIL AVIATION AUTHORITY (KCAA) (2 YEARS).

Highlights:

Provided strategic support to the Director General (DG) to ensure smooth running of the KCAA. Frequently represented the DG at high level meetings. Achievements include:

- **Re-Branding:** Spearheaded and coordinated the development and promotion of the KCAA corporate identity, both internally and externally;
- **AFCAC Coordination and Lobbying:** Responsible for successful lobbying for Kenya to be President of the African Federation of Civil Aviation (AFCAC) —the African Union's civil aviation policy agency. Organized AFCAC meeting in Kenya, 2007. Coordinated the DG's activities as the President of AFCAC.
- **Publication:** Founded and edited *The East African Aviator*, the region's first aviation magazine.
- **Strategy:** Commissioned and oversaw a communications audit to inform the communications strategy.
- **Coordination of the Management Team on behalf of DG:** Ensured implementation of management decisions. Orchestrated and monitored the implementation of policy decisions by Department Heads and other managers—ensuring follow-up to commitments, within budget and deadlines.
- **Reporting.** Prepared numerous KCAA reports. Analyse business reports sent to DG from various departments and assist in the preparation of requisite reports from the DG's office;
- **Events, Logistics and Speech writing:** Recommend, plan and co-ordinate corporate affairs/public relations activities likely to enhance the KCAA image in both short and long term. Co-ordinated corporate visits, appointments and travel arrangements as well as provided internal and external administrative and protocol support including writing speeches, reports and other critical corporate documents;
- **Crisis Communication.** Coordinated preventive and corrective actions in cases of any unusual situation, including preparation of communications during crisis. Developed a draft crisis communications strategy.
- **Media Relations:** Created and managed valuable media partnerships, facilitated media visibility and publicity for all corporate events and activities.

SPECIAL ASSISTANT TO THE DIRECTOR GENERAL, INTERNATIONAL LIVESTOCK RESEARCH INSTITUTE (ILRI), A MEMBER OF THE CONSULTATIVE GROUP ON INTERNATIONAL AGRICULTURAL RESEARCH (CGIAR) – 2 YEARS.

The overall job objective was to reduce the DG's workload and enhance his relations with key stakeholders. Duties included:

- Research and develop papers, reports, correspondence and presentations, including conceptualization of ideas and presentation. Perform specific research and analyses, such as literature gathering and web searches.
- Help manage assignments and special projects related to the management of program and administrative issues under the DG and Directorate. This included monitoring and follow-up on assigned activities; problem identification and solving; coordinating and integrating efforts of others; ensuring quality and timely completion of tasks; etc.
- Represent the DG and ILRI, facilitating positive public relations within and outside the institute.
- Support the DG and Directorate in their corporate functions. This involved organizing meetings at International Centres' week, organizing CGIAR committee correspondence and workflow, assisting in preparation of documents for Board and Management meetings, taking minutes at these meetings and making follow-ups on action to be taken.

DEPUTY TO THE SCIENTIFIC CO-ORDINATOR, 13TH INTERNATIONAL CONFERENCE ON AIDS AND STIS IN AFRICA (ICASA), NAIROBI 2003- A SHORT-TERM CONTRACT.

I was seconded by the Centre for Disease Control (CDC) to the 13th ICASA Conference, held in Nairobi, attended by over 7000 delegates. Coordinated production of the core scientific programme. This involved:

- Co-ordinating peer reviews of presentation abstracts by scientists worldwide;
- Thematic clustering of sessions into Plenaries, Round Tables, Oral and Poster Abstracts;
- Liaising locally and internationally with the presenters, chairs and convenors to ensure the success of the programme;
- Production and printing of the program;
- Planning and co-ordinating changes in the programme during the conference;
- Overseeing production of the final report.

PUBLIC RELATIONS OFFICER, CARE INTERNATIONAL IN KENYA (11/2 YRS).

Was charged with the responsibility of establishing a Public Relations unit. Was selected member of CARE Kenya's Leadership Team, which guides formulation of the organisation's policy. Completed workplace training as a peer educator and HIV/AIDS counsellor. Achievements within one year, and without a direct budget allocation, include:

- **Resource Mobilisation:** Organised and co-ordinated a tour of CARE Kenya programmes by Bill Bryson, celebrated travel writer. He then authored *The African Diary*, a highly successful travelogue whose proceeds continue to support CARE International's work
- **Branding:** Successfully launched and communicated the new CARE International logo, which involved various stakeholders
- **Awareness creation:** Developed and produced programme brochures to inform stakeholders about CARE's work.

PUBLIC RELATIONS MANAGER/PERSONAL ASSISTANT TO CHIEF EXECUTIVE - KENYA SUGAR AUTHORITY (41/2 YEARS)

As the Authority's first Public Relations Officer, I established the Public Relations Section. Under my direction, the section grew into a full department. Achievements include:

- **Establishment of Department:** Established the public relations section, which eventually grew into a full department;
- **PR Strategy and Budgeting:** Developed and supervised the implementation of the first sugar Industry public relations strategy. Managed all the public relations functions, including budgeting;
- **Documentaries:** Co-ordinated the production of industry documentaries, photographs and other promotion activities;

- **Public Affairs:** Successfully co-ordinated and lobbied government authorities for legislation on the sugar industry;
- **Exhibitions and Farmers' Field Days:** Planned and co-ordinated the award-winning sugar industry exhibitions at the Nairobi International Show. Organised events such as farmers' field days, public lectures and other events for awareness creation;
- **Conferences and Lobbying:** Attended international conferences on behalf of the industry, where we lobbied for Kenya to be appointed onto the International Sugar Organisation (ISO) Board; Organised conferences, facilitated training and board meetings;
- **Awareness Creation:** Disseminated information and oversaw production of annual reports, brochures, booklets, calendars, Christmas cards and other literature including the industry directory;
- **Writing:** Wrote speeches, press releases and related articles on the sugar industry (media relations);
- **Library:** Supervised the functions of the library;
- **Publications:** Initiated the production of an in-house newsletter, sugar industry directory and a sugar industry journal.

DEAN OF STUDENTS, AGA KHAN ACADEMY (3 YEARS)

Appointed the first Dean of Students at the Aga Khan Academy after teaching high school biology and mathematics for one year. Presided over change to a more participatory type of management. Member of the school's management team together with the Dean of Staff and Dean of Curriculum. Achievements include:

- Developed management systems for the new office;
- Admission procedures for the whole school (both national and British curricular);
- Code of conduct/discipline for the students in the changing school environment;
- New student activities in line with the new, participatory school philosophy;
- Methods for parent/teacher/student interaction to enrich students' learning experience.
- Produced exceptional results teaching at Loreto High School and Brookhouse Senior School.

SCIENTIFIC RESEARCH (5 YEARS)

Worked as research technician at the International Laboratory for Research on Animal Diseases, ILRAD (now ILRI). Duties included:

- Designing and carrying out scientific experiments to support scientists researching East Coast Fever and Trypanosomiasis
- Collecting, recording and analysing scientific data
- Report writing.

5 PUBLICATIONS

- Co-author of *Proactive PR*, a public relations management book, Moran Publishers.
- *Porini: Wildlife News*, a KWS Newsletter
- Founder and editor of *The East African Aviator* magazine for the Kenya Civil Aviation Authority
- Editor of the *E-News*, the KWS in-house online newsletter
- Co-ordinated production of various Annual reports
- Commissioned, co-ordinated and Bill Bryson's tour, which he used to write *The African Diary*, a resource mobilization product for CARE International.
- Participated in the production of two manuals in CARE as follows:
 - *Gender Mainstreaming for Project Managers*, by CARE International, 2003.
 - *Participatory Capacity Assessment: A Tool for Organisational Development*, by CARE International.
- Sileghem, M., Tikolo, K., Ellis, J., "Secretion of tumour necrosis factor by monocytes from cattle infected with *T. vivax* and *T. congolense*", *Immunology*, (IL-1183).
- Acknowledged for technical support in a number of publications at ILRAD.
- Founded the Utafiti Newsletter, *The Lens*, and the *ILRAD Staff Newsletter*.

6 REFERENCES

Mr. Patterson Siema	Commissioner Winnie Lichuma	Commissioner Alice Nderitu
Communication Specialist	Chairperson, National Gender & Equality Commission	Formerly of NCIC
UNDP	P.O Box 27512 – 00506	P.O Box 5780 - 00200,
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