

CURRICULUM VITAE

HUMPHREY O.D.WEBUYE

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CAREER OBJECTIVE

My career objective is to develop effective and efficient skills in academic programmes administration and management. Am willing to work in a dynamic, challenging and growth oriented organization that allows me to utilize my knowledge and experience to contribute the creation and dissemination of information for the benefit of mankind.

Specialties:

Higher education management, university internationalization, academic programmes development, university, cross-sector partnerships and strategic planning. An extensive academic network within the South and East Africa region. Focused engagement with Higher Education (HE) in Sub-Saharan Africa. Specialist knowledge of the design and management of institutional HE partnerships.

A. BIO DATA

Place of Birth:	-	Kakamega now Butere District
Languages:	-	English, Kiswahili, Luyia, some Kikuyu and Luo
Marital Status:	-	Married with two biological and five adopted children
Religion:	-	Christian
Year of Birth:	-	1963

B. EDUCATION

On going	-	Ph.D – IAGAS, University of Nairobi.
1989 – 1993	-	M.A. – Sociology Department, University of Nairobi.
1984 – 1987:	-	B.A. – Upper Second Class Honours Degree in Sociology, University of Nairobi.
1984 – 1992:	-	Diploma in Bible Studies, B.C.S, Nairobi.
2006	-	Diploma in Leadership , WOFBI

1981 – 1982:	-	K.A.C.E. (3p, 1s)	-	Kakamega High School.
1978 – 1980:	-	K.C.E. (Div II)	-	Busali Second. School.
1980	-	K.J.S.E	-	Busali Second. School
1977	-	Form 1	-	Kamiti High School.
1969 – 1976:	-	C.P.E.	-	Dr.Krapf Primary School.

C. WORKING EXPERIENCE

(i) Academic Registrar

Substantive Appointments - January 2021

(ii) Acting Appointments

Designation:	Acting Academic Registrar
	- March 2009
	- Dec. 2009 to March 2010
	- May 2010
	- 15th – 19th August 2011
	- 23rd – 27th October 2011
	- 24th-28th November 2011
	- 5th – 20th March 2012
	- 5th – 9th November 2012
	- 2nd – 14th January 2013
	- 26th – 31st October 2013
	- 2nd – 7th November 2014
	- 17th – 21st November 2014
	- 25th June – 27th August 2015
	- 1st - 4th August 2016
	- 15th -21st September 2016
	- Nov. 2017 to Feb. 2018
	- 16th to 26th November 2018
	- 11th March to 6th May 2019
	- January 2020 to December 2020

Employer: University of Nairobi, P.O. Box 30197, Nairobi

(iii) Substantive Appointments

Designation:	Deputy Academic Registrar – 2008 to date
	Senior Assistant Registrar – 2005 to 2008
	Assistant Registrar – 1997 to 2005
	Senior Administrative Assistant -1994 – 1997
	Administrative Assistant - 1993
	Confirmation in appointment - 1995
Employer:	University of Nairobi, P.O. Box 30197, Nairobi

Designation: **Consultant – 1992.**
Employer: Women’s Bureau – SIDA Project, P.O. Box 30276, Nairobi.

Designation: **District Officer (Personnel) – 1988 – 1989.**
Employer: Office of the President, Provincial Administration

Designation: **Marketing Research Interviewer – 1983 – 1984.**
Employer: Research Bureau (E.A.) Ltd. now Research International, P.O. Box 72951, Nairobi.

Designation: **Records Clerk and Interviewer – 1986**
Employer: Nairobi City Council, Housing Development Department, P.O. Box 42047, Nairobi.

D. VALUE ADDITION

2020 Designed the Honorary degree certificate for Prof. Julia Ojiambo

2020 Designed the Honorary degree certificate for Prof. Micere Mugo

2020 Designed the Citations for Prof. Micere Mugo

2020 Designed the Citations and for Prof. Julia Ojiambo

2020 Designed the Citations for Prof. Micere Mugo

2020 Negotiating for links between PASGR and CEPA

2020 Re-engineered the Online Admission process

2019 Negotiating for links with Turkish Maarif Foundation (Scholarships)

2019 Negotiating with a Donor for H.E Sir AbdulSultan Mohamed Award

2018 Designed the Citations for Prof. Julius Ogeng’o

2015 Academic Division Performance Contract Coordinator

2015 Designed the Citations for Hon. Justice Prof. J.B.Ojwang

2014 Academic Division Website Coordinator

2014 Designed the Citations for Dr. V. Rattansi and Dr. S.K.Macharia

2013 Designed Citation for Prof D. Ndetei and Prof. G.Maloyi

2012 Designed the Fellowship Certificate for UNITD.

2012 Drafted and facilitated the defense of the Academic Division Performance Contract.

2012 Designed and facilitated the establishment of the Academic Division Website and Journal.

2011 Participated in the drafting of the University Records Management Policy.

2011 Participated in the drafting of the Proposal on the Establishment of the Directorate of Quality Assurance in the Academic Division.

2011 Drafted the Proposal for the 2nd Workshop of the Academic Division

2011 Prepared the Report on the Re-Organization of Students Records

2010 Designed the Academic Division News Letter

2010 Drafted the Proposal for establishing a Quality Assurance Office in the Academic Division.

- 2008 Prepared the following ISO Procedures:
- UON/OP/13 - Procedure for Management of Exemptions and Transfer of Credits.
 - UON/OP/17 - Procedure for Management of Accreditation
 - UON/OP/59 - Procedure for Management of Staff Education Support Fund.
 - UON/OP/83 - Procedure for Management of Inaugural and Public Lectures.
- 2007 Drafted the proposal for computerization of the student's clearance process and designed the clearance certificate currently in use.
- 2005 Designed the Inter/Intra Faculty Transfer Form
- 2005 Designed the Exemption and Transfer of Credit Forms
- 2005 Participated in the Drafting of the first Strategic Plan for the Academic Division.
- 2004 Drafted the Proposal for the 1st Workshop of the Academic Division
- 2003 Set up application procedures and designed the application form for the Staff Education Support Fund.

Management and Coordination of Pubic Lectures

I successfully managed to coordinate the following Lectures:

Gandhi Memorial Lectures

Dr. M.B. Athreya - 7th Lecture - 1996

"Guru of Management" and scholar.

Topic: "*Stakeholder Management Paradigm for Global Renaissance*".

Date: 4th July, 1996.

Prof. D.C. Jain - 8th Lecture - 2005

Professor of Marketing

Topic: "*Marketing Strategy for Kenya's Economic Development*".

Date: 4th March, 2005.

Dr. Sam Pitroda – 9th Lecture - 2006

Chairman, National Knowledge Commission, India

Topic: "*The Role of Information Technology in Developing Countries: with special emphasis on Kenya*".

Date: 5th October, 2006

Dr. Anna Tbaijuka – 10th Lecture – 2009

Former Secretary UN Habitat

Topic: "*sustainable urbanization*"

Date: 22nd July 2009

Inaugural Lectures

2017

Prof. Julius A. Ogeng'o

“Anatomical Variations among black Kenyans: Relevance in Health and Disease”

13th November 2017,

2013

Prof. Annie Patricia G. Kameri-Mbote,SC - Law

“Fallacies of Equality and Inequality: Multiple Exclusions in Law and Legal Discourses”

24th January 2013,

2012

Prof. Julius W. Mwangi - Pharmacy

“Herbal Medicine: Do They Really Work”

14th March 2012

2007

Prof. Collete Suda - Arts

“Formal Monogamy and Informal Polygyny in Parallel: African Family Tradition in Transition”

4th October ,2007

Prof. Ciarunji Chesaina - Arts

“The Role and Significance of Oral Literature in Social and Psychological Development of Children: Towards a Re-evaluation of Children’s Oral Literature”.

26th July, 2007

2006

Prof. F.A Aduol - Engineering

“From Rope-Stretcher to E-mapping: The story of the Discipline of Surveying”.

26th May,2006

Prof. J.T.Kaimenyi - Dental Sciences

“Achieving Oral Health For all in Kenya: A Reality or a Myth?”
18th May,2006

2004

Prof. Ratemo Waya Michieka – Agriculture

“Environmental Degradation and Pollution :Let us Reverse the Trends”.
9th September, 2004

2003

Prof. George Albert Omoro Magoha- Medicine

"Urological Footprints in Kenya "That Water May Flow": A Story About Male Genital Cancer and Dysfunction"
9th October,2003

Prof. Chris. L. Wanjala-Social Science

“The growth of Literary Tradition in East Africa”
19th June,2003

2001

Prof. D. Okoth Okombo – Social Science.

“Language Policy – The Forgotten Parameter in African Development and Governance Strategies”
4th October, 2001

Prof. David Musyimi Ndeti – Medicine

“The Walk towards the promise: A view of Mental Health in Global, Kenyan and Individual Perspective”
13th August, 2001

1999

Prof. Lucia N. Omondi – Arts

“Language and Life: A linguistic Glance at Kenya”

30th September, 1999

Prof. Paul M. Syagga – A.D.D.

“Real Property Valuation: A Profession in search of a Discipline”
23rd September, 1999

Prof. Simiyu Wandibba – I.A.S.

“The Past and the Present in the Present: Ceramic Ethnoarchaeology in Kenya”

9th September, 1999

1996

Prof. Jesse N.K. Mugambi – Arts

“Religion and Social Construction of Reality”

26th September, 1996

Prof. Charles Karimi Maitai – Veterinary Meicine

“The Dynamic Interplay Between man, Health and Medicine: A Historical Perspective”

18th July, 1996

1995

Prof. Joseph Major Nyasani – Arts

“The Metaphysics of Cosmogony and the Entropic Death of the Physical Universe”

17th August, 1995

1995

Prof. Joseph Major Nyasani – Arts

“The Metaphysics of Cosmogony and the Entropic Death of the Physical Universe”

17th August, 1995

E. AWARDS

2003 University of Nairobi Award in recognition of excellence in service delivery.

2004 Hall of Fame Award in recognition of Mentoring Youth in Eastlands.

- 2007 Global Role Model Leaders Award in recognition of being a role model, mentor and visionary leader.
- 2011 Winners Chapel International Nairobi Award in recognition for excellent service as the Chairman of the Local Church Council.

F. ISO AUDIT

Lead Auditor

- 2011 - Institute of Nuclear Science
- 2010 - Nairobi Extra Mural Center
- 2010 - Principal's Office – CAE
- 2009 - University Central Stores
- 2009 - Procurement Department
- 2009 - Finance Department
- 2009 - Internal Audit Department
- 2009 - Department of Food Science and Nutrition
- 2008 - Principal's Office - CHS

Auditor

- 2008 - School of Medicine
- 2008 - University Security Department
- 2008 - University Estates Department
- 2012 - School of Journalism and Media Studies
- 2012 - School of Economics
- 2012 - School of Engineering
- 2013 - Transport
- 2013 - Administration Division
- 2013 - Legal Office
- 2014 - Faculty of Arts
- 2017 - School of Law

G. TRAINING

- 1989 - National Youth Service - Very Good
- 1995 - University of Nairobi - Computer Courses.
- 1997 - University of Nairobi - Personnel Management Course.
- 1999 - University of Nairobi - Computer Courses.
- 1999 - WOFBI - Basic Leadership Cert. Course
- 2002 - British Council - Handling Meetings
- 2003 - Ashley Consultants - Minute Taking Course
- 2004 - British Council - Report Writing
- 2004 - British Council - Counseling in the Workplace
- 2004 - British Council - Project Management
- 2004 - WOFBI - Leadership Certificate Course

2006	-	EYL	-	Entrepreneurship Training
2006	-	FKE	-	Management Training
2006	-	UoN	-	Training of Internal Examiners
2006	-	WOFBI	-	Leadership Diploma Course
2007	-	GoK	-	RRI Results Based Management
2007	-	KEBS	-	QMS ISO 9001:2000 Training
2007	-	KEBS	-	QMS ISO Auditors Training
2007	-	Winner Chapel	-	Church Leadership Training
2007	-	UoN	-	SMIS Training
2008	-	MoE	-	EMIS Training/Validation
2008	-	UoN	-	Environmental Audit Training
2008	-	KEBS	-	ISO Auditors Refresher Course
2009	-	KEBS	-	QMS ISO Auditors Training
2009	-	KEBS	-	ISO Auditors Refresher Course
2009	-	FKE	-	New Labour Laws
2010	-	UoN	-	Q-Pulse Training
2010	-	KEBS	-	ISO Auditors Refresher Course
2011	-	KACC	-	Anti-Corruption Strategies
2011	-	TCA	-	Effective Minutes Writing
2011	-	KEBS	-	ISO Auditors Refresher Course
2011	-	KIA	-	Performance Appraisal System
2011	-	ICT	-	Performance Contr. Mangt. Syst.
2012	-	KEBS	-	ISO Auditors Refresher Course
2012	-	UoN	-	Q-Pulse Training
2012	-	UoN	-	Training on Quality Objectives
2013	-	UoN/KEBS	-	ISO Auditors Refresher Course
2014	-	UoN Pension	-	Planning for Retirement Seminar
2014	-	UoN Procurement	-	New Procurement Law
2016	-	FKE	-	Industrial Relations
2017	-	PWC/SRC	-	Job Analysis
2017	-	PASGR	-	Public Policy/Pedagogy
2018	-	DAAD/CUE	-	SAR/Quality Assurance
2019	-	IGAD	-	ISTVS Quality Assurance
2020	-	KNQA	-	National Standards
2020	-	KNQA	-	Credit Accumulation/Transfer

H. POSITIONS OF HELD IN SCHOOL, UNIVERSITY AND OUT

1973	-	School Scouting Troop Leader
1978-80	-	Boarding Prefect
1978-80	-	Official and Actor, Drama Club
1978-1980	-	Secretary, Christian Union
1982	-	Official, A level Chapman Club
1984	-	Senior Reporter – Student Mirror Magazine
1987	-	Assistant Editor – Student Tribune Magazine
1994-1995	-	Chairman, Mwaka Estate Residents Association

- 1994 to date - Chairman, various Wedding/Community Committees
- 1997 to date - Chairman, Board of Directors, IFRO
- 2004 to date - Chairman, Ebenezer Group CBO
- 2004 to date - Vice President, Joseph Company-Winners Chapel
- 2004 to date - Elder, Winners Chapel
- 2006 to 2010 - Chairman, WOFBI Governing Council
- 2007 to 2009 - Chairman, Elders Council, Winner Chapel
- 2007 to 2011 - Member, Local Church Council, Winner Chapel
- 2007 - RRI Team Leader
- 2008 to date - ISO Internal Auditor
- 2008 to date - Environmental Auditor
- 2008 - Chairman, Winners Chapel Love Feast Committee
- 2008 - Chairman, Winners Chapel Medical Camp Committee
- 2008 to date - Team Leader, Red Card Protocol Officers
- 2009-2011 - Chairman, Local Church Council, Winner Chapel
- 2011 - Member, Records Management Policy Committee
- 2011 to date - Member, Divisional Corruption Prevention Committee
- 2012 to 2014 - Member, Winners Chapel Church Board
- 2012 - Chairman, Jesus Jeans Carnival (JJC) Committee
- 2013 - Chairman, Church Dedication Committee
- 2013 - Chairman, Shiloh Organizing Committee
- 2014 - Chairman, Winners Chapel Sound Committee
- 2015 to 2017 - Chairman, Winners Chapel Church Board
- 2015 - Chairman, Budget Monitoring Committee, WCI
- 2016 to date - Member, ISTVS Steering Committee
- 2018 - Leadership Advisor/Trainer, Winners Chapel
- 2019 to date - Chairman, National Elders Board
- 2020 - Member, Board of Trustees, Winners Chapel Intern.

I. PROFESSIONAL ASSOCIATIONS/RESPONSIBILITIES

- 1987 - Member, Kenya Association of Poets
- 1989 to date - Associate Member, Institute of Personnel Management, Kenya
- 1993 to date - Executive Committee Member, Writers Association of Kenya
- 1993 to 2005 - Secretary, University of Nairobi Convocation
- 1995 to date - Member, Kenya Oral Literature Association
- 1999 to date - Contact Officer, University of Cape Town ,USHEPiA .

J. EXTRA CURRICULA ACTIVITIES AND HOBBIES

- | | | |
|---------------|------------------|-----------------|
| Jogging | Traveling | Reading |
| Training | Writing Articles | Counseling |
| Writing Poems | Letter Writing | Watching Movies |

K. PUBLICATIONS

Published over 30 poems in various anthologies, 11 Research Reports on Gender issues in Kenya funded by SIDA and 2 academic essays.

Working Paper

Webuye, H.O.D. (1990) “*Sociology: The Inside Dozzier*” in *The Sociologist*, A Magazine of Nairobi University Sociology Association, May Vol. 1, No. 1.

Poems

Webuye, H.O.D. (1988) “*Gluttonous Octopuses*” in *Mwanga*, *Journal of Literature*; Student Association, University of Nairobi, Vol. 1, No. 3.

Webuye, H.O.D. (1988) “*Extensions*” in *An Anthology of East African Poetry*. By A.D. Amateshe (ed), London; Longman.

Webuye, H.O.D. (1988) “*in Search of Food*” in *Boundless Voices* by A. Luvai (ed.), Nairobi: Heinman, Kenya.

Webuye, H.O.D. (1991) “*Principals of Universalism*”, “*Rest Luambo, Rest Franco*” and “*The African Woman*”. in *Jambo Umluat*, Magazine for Kenya/German Cultural Exchange, Nairobi, Goethe Institute, Issue Number 3.

Webuye, H.O.D. (1992) “*A Poem*” and “*A Scribe’s Ammon*” in *Writers Forum* a journal of the writers Association of Kenya.

Webuye, H.O.D. (1992) “*Old Grandma*” in *Sing me a Song: Poems for Primary Schools* by L. Sunkuli (ed.) Nairobi: Heinman, Kenya,

Webuye, H.O.D. (1994) “*Rest Chausiku, Rest*” in *Writers Forum* a founder of the writers Association of Kenya vol. 2 Nairobi: Writers Association of Kenya.

Webuye, H.O.D. (1995). “*Principals of Universalism*” in *A Moment in Time* published by The National Library of Poetry Owing Mills USA.

Webuye, H.O.D. (1999) “*Gluttonous Octopuses*”, “*Out of Eden*” and “*Matere wa Lumonya*” in *Echoes Across the Valley* by A. Luvai and K. Makokha (ed), Nairobi: East African Educational Publishers Ltd.

Research Reports

Webuye, H.O.D. et al Primary and Secondary Education, A Gender Analysis (ed) (1993) Issue No. 1, Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Webuye, H.O.D. (1993). Health – A Gender Analysis, Issue No. 2, Nairobi: Women's Bureau/SIDA project, Ministry of Culture and Social Services.

Webuye, H.O.D. (1993) Adult Education, A Gender Analysis. Issue No. 3, Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Webuye, H.O.D. (1993) Law, Order and Justice, A Gender Analysis. Issue No. 4 Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Webuye, H.O.D. (1993). Literacy: A Gender Analysis. Issue No. 5, Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Webuye, H.O.D. (1993) Housing Conditions, Human Settlement and Environmental Statistics: A Gender Analysis. Issue No. 6, Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Webuye, H.O.D. (1993). Participation in Community Development, Public Affairs and Politics and Decision Making: A Gender Analysis. Issue No. 7 Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Webuye, H.O.D. (1993). Employment and Earnings in the Formal and Informal Sector: A Gender Analysis. Issue No. 8, Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Webuye, H.O.D. et al. (1993) Disability A Gender Analysis. Issue No. 9, Nairobi: Women's Bureau/SIDA Project, Ministry of Culture and Social Services.

Papers

Webuye, H.O.D. (1997). *“Towards a Democratic Society: The African Experience”* in *Writers Speak* edited by H. Indangasi and K. Kingei. Nairobi: Writers Association of Kenya.

Webuye, H.O.D. (2012). *“ The Accreditation Process: The Experience of the University of Nairobi”* in *Impart Journal of the Academic Division*, University of Nairobi.

Webuye, H.O.D. (2012). “ *Inaugural Lectures: The Past and the Future*” in Impart Journal of the Academic Division, University of Nairobi.

Manuscripts (Unpublished)

Webuye, H.O.D.	<u>Introduction to Kindergarten Poetry.</u>
Webuye, H.O.D.	<u>The African Woman: A Collection of Poems</u>
Webuye, H.O.D.	<u>An Endless War (A Novel)</u>
Webuye, H.O.D.	<u>A Father’s Curse (A Play)</u>
Webuye, H.O.D.	<u>Essays in Sociology</u>
Webuye, H.O.D.	<u>Wedding: A word from the Wise.</u>
Webuye, H.O.D.	<u>Moving the Mountain of Sickness</u>
Webuye, H.O.D.	<u>Career Guidance and Counseling</u>

L. SEMINARS AND WORKSHOPS ATTENDED

Attended over 50 local Seminars/Workshops and over 20 International Workshops in Kenya, Uganda, Tanzania, South Africa, Nigeria, Somaliland, Ethiopia, India and United States of America.

M. PART-TIME LECTURER

Lecturing

Nov. 2011	Part-time Lecturer	-	School of Continuing and Distance Education.
2005 to date	Lecturer	-	Institute of Gender and African Studies. – Teaching Japanese visiting students on “ <i>Culture and the People of Kenya.</i> ”

Supervision of Students

2010	“The Challenge of M-Pesa on Traditional Banking in Nairobi” By Mumiah Yvonne Anyonyi, BBA, Strathmore University.
2012	“Just of Time:A study of the Procurement Department”

By Sammy Rono. Diploma, University of Nairobi.

- 2012 "Investigation on effects of Financial Regulations Policies on Sustainability of Microfinance Institutions in Kenya: A Case study of K-Rep Bank, Nairobi." By. Appofia Saoina Ketukie. Diploma, University of Nairobi.
- 2012 "Adoption of the Green Procurement in the Cement Manufacturing Industry in Kenya: A case study of Bamburi Cement Company" By Mohamud Mursal Maalim, Diploma University of Nairobi.
- 2013 "Technological Change and the Performance of Staff: A Case Study of Ukwala Supermarkets, Nairobi". By Zahara Aden Gamadid Diploma University of Nairobi.
- 2013 "Factors Hindering the Development of the Arts Industry in Kenya: A Case Study of Rockers Theatre Productions" By Eliezer Ndungu Muiruri Diploma University of Nairobi.
- 2013 "The Effect of E-Procurement System in Public Sector" By Geoffrey Alwanga Owotsi Diploma University of Nairobi.
- 2013 "Factors hindering the Implementation of Public Procurement Act 2005 and Disposal Regulations on the Parastatals : A Case study of the University of Nairobi" By Mevuline Afandi Mulindi.
- 2013 "Factors Affecting Poultry Farming in Kenya" Julia Kimani Wangombe Diploma University of Nairobi.
- 2013 "The Impact of Packaging on the Environment" By Sharon Akinyi Agutu Diploma, University of Nairobi.
- 2014 "A Research on identifying and evaluating the factors affecting work performance: A case study of University of Nairobi" By Mochache Ezra Omoro. Tel
- 2014 "Factors affecting management of State owned Enterprises in Kenya: A Case Study of Kenya Bureau of Standards." By Murunga Lorna Chepkemoi.
- 2014 " Factors influencing the rise in Unemployment in Kenya:A Case Study of Nairobi" By Muind Victor Vaati
- 2014 " The Role of Public Relations in the Media: A Case Study of Face book" By Norman Kiguhi

- 2015 “ The effectiveness of Public Relations in Kenya Prisons: A Case Study of Kamiti Prison” By. Faith Waithira Kimani
- 2015 “ An Investigation on Conflict Management and Organizational Performance in Kenya Breweries : A Case Study of Keroche Breweries Limited” By Jonathan Parit Koitomet Melompuki
- 2016 “Factors affecting the Informal Sector in Kenya:A Case Study of Kamkunji in Nairobi”. By. Peter Mutambuki
- 2016 Factors affecting Small Scale Enterprise in Kenya: A Case Study of Coriander Trading in Kawangware Market.
Viginia Nduta Wambui
- 2016 Analysis of Factors affecting Growth and Development of Enterprise in Small Business Enterprises in Nairobi: A case of Mutumba Enterprises”. By Ouma James Brian
- 2017 Work Life Balance and its Effect on Employee Productivity :A Case Study of Family Bank”. By Stephen Emmanuel Wayodi
- 2017 “Effects of Staff Motivation on Employees Performance in the Health Sector: A Case Study of Dagoretti Corner Health Center”.
By Sharon Adhiambo
- 2017 “Effect of Change Management on Performance of Employees at the Technical University of Kenya”. By Wanjau, Piera Wanjuku
- 2017 “An Investigation of how Sound Policies on Recruitment, Training and Public Personnel can Reduce Corruption”
By Inziani Harrison Chivini
- 2018 “ The Impact of Change Management in the Kenyan Banking Sector”.
By Juma Elkana Okasiba
- 2018 “Impact f Incentives on the Performance of Workers in the Kenyan Public Service”
By Winnie Omolloh
- 2019 “Influence of Internal Communication on Staff Performance: A Case Study of Alliance Girls’ High School”
By Julianne Wacuka
- 2019 “ Factors that make a Company Successful in Terms of its Sales Promotion: A Case Study of SafariCom”

By Latifa Sayo

2020 "The Influence of Employee Training and Development on Organizational Performance: A Case of Equity Bank in Nairobi County"
By Irene Njeri Mwangi

N. REFEREES

Prof. J. Ogeng'o
Deputy Vice-Chancellor(AA),
University of Nairobi,
P.O. Box 30197 - 00100,
Nairobi.

Prof. H.Mutoro,
Former Deputy Vice-Chancellor(AA),
University of Nairobi,
P.O. Box 30197 - 00100,
Nairobi.

Prof. K. Kanyinga,
Director, IDIS,
University of Nairobi,
P.O. Box 30197 - 00100,
Nairobi.

Prof. C. Olungah,
Former Director IAGAS,
University of Nairobi,
P.O. Box 30197 - 00100,
Nairobi.