



1.1 PERSONAL PROFILE

1.1.1 Personal Details

Name: Evans T. Mwasiagi

PF. NO.: 5611

Department: Business Administration, School of Business, Economics and Tourism

Designation: Lecturer

Email: mwasiagi.evans@ku.ac.ke

Area of Specialization: Entrepreneurship and Business Management

Research Interests: Entrepreneurship, Leadership, Strategic Management & HRM

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Researchgate: <https://www.researchgate.net/profile/Evans-Mwasiagi>

Google Scholar: <https://scholar.google.com/citations?user=BZmipKYAAAAJ&hl=en>

1.1.2 Academic and Professional Qualifications

- PhD (Entrepreneurship Development), Kenyatta University.
- Master of Business Administration, Kenyatta University.
- Diploma in Human Resource Management, Kenya Institute of Management.
- Bachelor of Education (Arts), Kenyatta University.
- Certificate in Procurement and Asset Disposal (KISM).
- Certificate in Risk Based Thinking Course, Kenyatta University.
- Certificate in Governance, Ethics and Economic Crimes, Egerton University / Ethics and Anti-corruption Commission.
- Certificate in Job Evaluation, T.A.S.K. System - Development Dimensions International, Mauritius.
- Certificate in Performance Contracting - Boston Institute of Dev. Studies, USA.

1.1.3 Employment History

- **1995 - Present:** Various positions, - Lecturer, Department of Business Administration.
- **2019 - 2022:** Adjunct Professor, Tashkent Institute of Finance, Uzbekistan.
- **2010 - 2016:** Associate Faculty, Mount Kenya University.
- **2005 - 2010:** Associate HR Consultant, DCDM / International Development Partners Ltd.
- **1994:** Senior Teacher and Head of Department, Melvin Jones Academy, Nakuru

1.2 PUBLICATIONS

1.2.1 Referred Journals

- Nzomo J. Kimuli, Kinyua, G.M. & **Mwasiaji, Evans** (2023). "Green Innovation Strategy as Antecedent of Performance Sustainability among ISO 14001 Certified Manufacturing Firms in Kenya: Does Competitive Advantage Play a Mediating Role?," *International Journal of Education and Research*: Vol. 11: Iss. 8, pp. 93 – 108. ISSN 2411 – 5681.
- Mohamed Issack Nyuko & **Mwasiaji, E.** (2023). Strategy Implementation Practices and Performance of National Government Constituency Development Fund Projects in Marsabit County, Kenya. *International Journal of Business Management, Entrepreneurship and Innovation*. ISSN 2707-8027, 5(3), 70-89. <https://doi.org/10.35942/yvw6gf12>. URL: <https://publications.ijcab.org/a/index.php/jbmed/article/view/19>
- Opar, J. A., & **Mwasiaji, E.** (2023). Functional level strategies and performance of Safaricom Public Limited Company, Kenya. *The Strategic Journal of Business & Change Management*, 10 (4), 1306 – 1318. <http://dx.doi.org/10.61426/sjbcm.v10i4.2819>
- Nzomo J. Kimuli, Kinyua, G.M. & **Mwasiaji, Evans** (2023). "Green Innovation Strategy as Antecedent of Performance Sustainability among ISO 14001-Certified Manufacturing Firms in Kenya: Does Regulatory Framework Play a Moderating Role?," *The International Journal of Humanities and Social Studies*: Vol. 11: Iss. 8, pp. 198 – 207. ISSN 2321 - 9203 <https://doi.org/10.24940/theijhss/2023/v11/i8/HS2308-039>
- Benjo, J., & **Mwasiaji, E.** (2023). Innovation practices in women owned small and medium business enterprises in Bomet County, Kenya. *International Academic Journal of Innovation, Leadership and Entrepreneurship*, 2(4), 28-51. Available Online at: https://iajournals.org/articles/iajile_v2_i4_28_51.pdf
- Kerio, S.A. & **Mwasiaji, E.** (2023). Strategy implementation practices in Tullow Oil Company, Turkana County, Kenya. *International Academic Journal of Human Resource and Business Administration*, 4(3), 61-79. Available Online at: https://iajournals.org/articles/iajhrba_v4_i2_61_79.pdf

- Bii, G. K., & **Mwasiaji, E. (2023)**. Competitive strategies and microfinance banks in Nairobi City County, Kenya. *International Academic Journal of Economics and Finance*, 3(9), 410-425. Available Online at: http://iajournals.org/articles/iajef_v3_i9_410_425.pdf
- Mutheu, M. N. & **Mwasiaji, E. (2023)**. Strategic innovations and telecommunication mobile network operators in Machakos County, Kenya. *International Academic Journal of Information Systems and Technology*, 2(1), 321-341. Available Online at: https://iajournals.org/articles/iajist_v2_i1_321_341.pdf
- Musyimi, M. N., & **Mwasiaji, E. (2023)**. Entrepreneurship education for small and medium business enterprises in Kajiado County, Kenya. *International Academic Journal of Economics and Finance*, 3(8), 409-424. Available Online at: https://iajournals.org/articles/iajef_v3_i8_409_424.pdf
- Kadenyeka, J., & **Mwasiaji, E. (2023)**. Business level strategies and performance of selected supermarkets in Nairobi City County, Kenya. *International Academic Journal of Innovation, Leadership and Entrepreneurship*, 2(3), 486-503. Available Online at: https://iajournals.org/articles/iajile_v2_i3_486_503.pdf
- Munala, J. M., & **Mwasiaji, E. (2023)**. Strategy implementation practices and organizational performance of Kenya Medical Training College. *International Academic Journal of Human Resource and Business Administration*, 4(2), 168-187. Available Online at: https://iajournals.org/articles/iajhrba_v4_i2_168_187.pdf
- **Mwasiaji, E.**, Kombo, K., Nawiri, M. P., and Iloka, K. M. (2022). Critical reflection on resource requirement, pedagogy and entrepreneurship skills training for competency based curriculum implementation in Kenyan universities. *International Academic Journal of Social Sciences and Education (IAJSSE)*, 2(3), 40-58. Available Online at: : https://iajournals.org/articles/iajsse_v2_i3_40_58.pdf
- **Mwasiaji, E.**, Alaro, L.O., Muthinja, M. & Njuguna, C. (2022). Critical Evaluation of Genetically Modified Organisms as an Intervention Strategy in Agribusiness Sector in Kenya within the Context of Climate Change. *International Academic Journal of Innovation, Leadership and Entrepreneurship*. ISSN 2518-2382, 2(3), 391-410. Available Online at: https://iajournals.org/articles/iajile_v2_i3_391_410.pdf
- **Mwasiaji, E.** & Alaro, L.O. (2022). Heat Stress Acclimatization Interventions for Employee Productivity in ISO 14001certified Firms in Kenya in the Context of Climate Change. *International Journal of Economics, Business and Management Research*. ISSN 2456-7760, 6(8), 220-234. doi: 10.51505/ijebmr.2022.6816. URL: <http://dx.doi.org/10.51505/ijebmr.2022.6816>
- **Mwasiaji, E.**, Githae, E.N. and Ogutu, J.O. (2022). Research Direction on Entrepreneurs' Mental Health and Wellbeing for Global Sustainability Agenda. *International Academic Journal of Innovation, Leadership and Entrepreneurship*. ISSN 2518-2412, 2(2), 339-356. Available Online at: https://iajournals.org/articles/iajile_v2_i2_339_356.pdf

- Nakabugo, Mary Juliet; Muathe, Stephen & **Mwasiaji, Evans** (2022). "Microfinance Services and Government Regulations: Reflections on Performance of Small Holder Coffee Entrepreneurs in Uganda," *The Journal of Entrepreneurial Finance*. Vol. 24: Iss. 1, pp. 1 - 24. Available at: <https://digitalcommons.pepperdine.edu/jef/vol24/iss1/1>
- Kaibung'a J. Mworira, Muchemi, Anne & **Mwasiaji, Evans** (2022). "Empirical Analysis of Organizational Learning Strategy and Performance of Medium Size Family Owned Businesses in Kenya," *International Journal of Managerial Studies and Research (IJMSR)*: Vol. 10: Iss. 1, pp. 128 – 139. ISSN 2349-0330 (Print) & ISSN 2349-0349 (Online) <https://doi.org/10.20431/2349-0349.1001012>
- **Mwasiaji, E.**, Kombo, K., & Gravenir, F. (2022). Research Agenda on Social Entrepreneurship Education, Regulatory Framework and the Global Sustainability Agenda. *International Academic Journal of Social Sciences and Education*. ISSN 2518-2382, 2(2), 452-468. Available Online at: https://iajournals.org/articles/iajsse_v2_i2_452_468.pdf
- **Mwasiaji, E.**, Makhamara F. H., & Kiganjo G. M. (2022). "Human Resource Management Practices, Technical Bench Competencies, Regulatory Framework and Performance of Kenya Football Premier League Teams". *International Academic Journal of Human Resource and Business Administration*. ISSN 2518 - 2374, 3(10), pgs 299-312. Available Online at: https://iajournals.org/articles/iajhrba_v3_i10_299_312.pdf
- Kaibung'a J. Mworira, Muchemi, Anne & **Mwasiaji, Evans** (2022). "The Moderating Effect of Organizational Culture on the Relationship between Knowledge Transfer Strategy and Performance of Medium Size Family Owned Businesses in Selected Counties in Kenya". *International Journal of Economics, Commerce and Management (IJECEM)*: Vol. X: Iss. 2, pp. 182 – 207. ISSN 2348-0386 (Online). <https://ijececm.co.uk/>
- **Mwasiaji, E.**, Mambo, S., Mse, G.S. & Okumu, J., (2021). "Conceptualizing Non-cognitive Attributes, Entrepreneurship Training, Pedagogical Competencies and Stem Education Outcome: An Integrated Model and Research Proposition". *International Journal of Technology and Design Education*. 31 (2) 1-15. DOI 10.1007/s10798-021. Available online. <http://dx.doi.org/10.1007/s10798-021-09671-9>
- **Mwasiaji, E.**, Paul K. Sang & Menza N. Chengo (2021). "Human Resource Management Challenges and Research Proposition in ISO 9001:2015 Certified Firms in Kenya Post Covid-19 Disease Outbreak". *International Journal of Business & Management Studies, Vol. 02; Issue no 04: April, 2021*. ISSN 2694-1449, Pgs 43-51.
- **Mwasiaji, E.** & Iloka, K. (2021). "Cyber Security Concerns and Competitiveness for Selected Medium Scale Manufacturing Enterprises in the Context of Covid-19 Pandemic in Kenya". *SSRG International Journal of Computer Science and Engineering* 8(8), 1-7. ISSN: 2348 – 8387 /doi:10.14445/23488387/IJCSE-V8I8P101
- **Mwasiaji, E.**, Kandiri, J.M. & Minja, D.M. (2021). "Policy Framework for Cyber Security Concerns and Performance of Small and Medium Enterprises for Global Economic

Recovery amidst Covid-19". *The International Journal of Business Management and Technology*, Volume 5 Issue 3. ISSN: 2581-3889. Pgs 51-59.

- Nakabugo, M.J., Muathe, S. & **Mwasiaji, E.** (2021). Conceptualizing Microfinance Services, Government Regulation and Performance in the Context of Coffee Entrepreneurs: A Theoretical Review: *International Journal of Business and Management*, 16(4), 1-11. ISSN: 1833-3850. DOI: 10.5539/ijbm.v16n4p1
- **Mwasiaji, E.**, Jagongo A.O. & Ogutu J.O. (2020). Coronavirus Disease Outbreak and the Supply Chain of Selected Small and Medium Manufacturing Enterprises in Kenya: *International Journal of Business and Social Science*, 11(4), 7-16. ISSN: 2219-6021. DOI: 10.30845/ijbss.v11n4a2
- Emongor, E., Musau, S., & **Mwasiaji, E.** (2020). Non-Interest Income and Insolvency Risk of Commercial Banks in Kenya. *Journal of Finance and Accounting* 4 (5), 41-54. ISSN: 2616-4965
- **Mwasiaji, E. (2020).** Correlates of Entrepreneurial Personality Traits, Strategic Competencies, Psychosocial Support and Mental Health of Entrepreneurs: A Theoretical Conceptualization and Research Direction: *International Journal of Management Studies and Social Science Research (IJMSSSR)*, 2(1), 27-38. ISSN: 2582-0265.
- **Mwasiaji, E. (2020).** Sustainability Reporting in the Context of Small and Medium Business Enterprises in Kenya: A Conceptual Framework: *International Journal of Business Marketing and Management (IJBMM)*, 5(1), 13-22. ISSN: 2456-4559.
- Lusweti, C.B. & **Mwasiaji, E. (2020).** Microfinance Services and Performance of Women Owned Business Enterprises in Busia County, Kenya. *International Journal of Current Aspects in Finance, Banking and Accounting*, Volume 2, Issue 3, 2020 PP 24-37, ISSN 2707-8035 DOI: 10.35942/ijcfa.v2i3.151
- **Mwasiaji, E. (2020).** Quality Imperative Value Addition and the Performance of Medium Scale Manufacturing Enterprises in Kenya: *Journal of Accounting, Business and Finance Research (JABFR)*, 8(1), 39-46. ISSN: 2521-3830. <https://doi.org/https://doi.org/10.20448/2002.81.39.46>
- **Mwasiaji, E. (2020).** Product Development and Process Improvement in Small and Medium Food Manufacturing Firms in Nairobi City County, Kenya. *SSRG International Journal of Economics and Management Studies*, 7(1), 18-29. ISSN: 2393-9125. DOI: 10.14445/23939125/IJEMS-V7I1P103
- **Mwasiaji, E. (2020).** Conceptualizing Entrepreneurship Training, Causes of Retirement and Psychosocial Support for Mental Health of Athletes Transitioning from Elite Sport. *International Journal of Latest Engineering and Management Research (IJLEMR)*, 5(1), 42-51. ISSN: 2455-4847.

- **Mwasiaji, E. (2019).** Big Data Security Concerns and Commercial Banks' Financial Management Practices as Business Intermediaries: The Call for a Theoretical Model. *International Journal of Arts and Commerce*, 8(11), 31-44. ISSN 1929 – 7106
- Amran, C. N. & **Mwasiaji, E. (2019).** Microfinance Services and Performance of Women Owned Small Scale Businesses in Nairobi City County, Kenya. *International Academic Journal of Economics and Finance*. 3(3), 267-285. ISSN 2366 – 3987
- **Mwasiaji, E. (2019).** The Effect of Government Policy on the Performance of Selected Manufacturing Enterprises in Kenya: *International Journal of Economics, Business and Management Research*, 3(12), 198-210. ISSN: 2456-7760
- Kimotho, K. K. & **Mwasiaji, E. (2019).** Corporate Management Strategies and Performance of Stima Sacco Society Limited in Nairobi City County, Kenya. *International Academic Journal of Human Resource and Business Administration*. 3(7), 514-532. ISSN 2518 – 2374
- **Mwasiaji, E. (2019).** Indicators of Competitive Advantage in the Context of Small and Medium Enterprises: A Review of Literature: The *International Journal of Business and Management*, 7(12), 1-10. ISSN: 2321-8916. DOI No. 24940/theijbm/2019/v7/i12/BM1912-004
- Karanja, J. K. & **Mwasiaji, E. (2019).** Talent Management and Performance of Medium Sized Family Owned Businesses: Case of Riara Group of Schools in Nairobi City County, Kenya. *International Journal of Social Sciences Management and Entrepreneurship* 3(2), 121-140. ISSN 2411 – 7323
- Mona, A. M. & **Mwasiaji, E. (2019).** Employee Motivation on the Performance at the Central Organization of Trade Unions in Kenya. *International Journal of Economics, Commerce and Management*. 7(8), 325-346. ISSN 2348 – 0386
- **Mwasiaji, E. (2019).** Corporate Strategy for Medium Scale Manufacturing Enterprises in Kenya. *International Journal of Management Excellence*, 14(1), 2020-2028. ISSN 2292-1648. DOI: <https://doi.org/10.17722/ijme.v14i1.1127>
- Mutinda, C. K. & **Mwasiaji, E. (2018).** Competitive Strategies and Performance of Family Owned Business in Machakos County, Kenya. *International Academic Journal of Human Resource and Business Administration*. 3(3), 31-51. ISSN 2518 – 2374. Available Online at: http://www.iajournals.org/articles/iajhrba_v3_i3_31_51.pdf
- Baini, R.G. & **Mwasiaji, E. (2018).** Strategy Implementation Practices and the Performance of Higher Education Loans Board in Kenya. *International Academic Journal of Human Resource and Business Administration*. 2(4), 332-352. ISSN 2518 - 2374

1.2.2 Refereed Learning Modules

- **Mwasiaji, E.** (2021). Social and Corporate Entrepreneurship. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- **Mwasiaji, E. & Kavindar, L.** (2020). Entrepreneurship and Small Business Management. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- **Mwasiaji, E.** (2020). Monitoring and Evaluation in Entrepreneurship. Digital School of Virtual and Open Learning Material for the Department of Business Administration, Kenyatta University.
- **Mwasiaji, E.** (2020). Supply Chain and Logistics Management. Online Learning Material for the Department of International Relations, Conflict and Strategic Studies, Kenyatta University.

1.2.3 Reviewed Conference Paper Presentations

- **Mwasiaji, E. & Alaro L. O.** (2022). Genetically Modified Organisms as an Intervention Strategy in Agribusiness Sector in Kenya within the Context of Climate Change. 2022 Basic and Applied Sciences Conference (BASC), held at Kenyatta University, Nairobi, Kenya from 16th - 18th November 2022.
- **Mwasiaji, E., Kombo, K., Nawiri, M. P., Iloka, K. M.** (2022). Critical Reflection on Resource Requirement, Pedagogy and Entrepreneurship Skills Training for Competency Based Curriculum Implementation in Kenyan Universities. Hybrid 8th International Annual October Conference on Education and Lifelong Learning (2022), held at Kenyatta University, Nairobi, Kenya on 6th & 7th October 2022.
- **Mwasiaji, E. & Alaro L. O.** (2022). Heat Adaptation Interventions and Implementation Outcomes for Employee Wellbeing in ISO 14001 Certified Firms in Nairobi Metropolitan Region, Kenya. 4th International Business Research and Industrial Conference (IBRIC) 2022, held at Kenyatta University on 23rd & 24th June 2022.
- **Mwasiaji, E., Kombo, K., & Gravenir, F.** (2022). Research Agenda on Social Entrepreneurship Education, Regulatory Framework and the Global Sustainability Agenda. **Virtual** 7th International Annual October Conference on Education and Lifelong Learning (2021) held on 6th & 7th October 2021.
- **Mwasiaji, E. Githae E.N. & Ogutu J. O.** (2022). Promoting Mental Health of Entrepreneurs for 2030 Global Sustainability Agenda amidst Coronavirus Pandemic. 1st International Conference on Promoting Health to Accelerate Action on Sustainable Development Goals (March 23rd – 25th 2022) at Kenyatta University, Nairobi, Kenya.

- **Mwasiaji, E.** (2021). The Role of Academia for Economic Recovery and the 5Ps – 2030 Global Agenda amidst Covid-19 Pandemic. International Conference on Enhancing of Contemporary Business Management, Economics, Innovation Technologies and Social Sciences: A Viewpoint on Research and Practice (ICECBMEITSS) May 15th 2021.
- **Mwasiaji, E.** (2021). Cyber Security for Selected Medium Scale Manufacturing Enterprises in Kenya in the Wake of Coronavirus Pandemic. 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021.
- **Mwasiaji, E.** (2021). Human Resource Management Practices, Technical Competencies, Regulatory Framework and Performance of Kenya Football Premier League Teams: A Review of Empirical Studies. 3rd International Business Research and Industrial Conference (IBRIC) 2021, held at Kenyatta University on 26th & 27th August 2021.
- **Mwasiaji, E.,** Kandiri, J.M. & Minja, D.M. (2021). Cyber Security Concerns, Policy Framework and Performance of Small and Medium Business Enterprises for Post - COVID Global Economic Recovery. International Conference on Enhancing of Contemporary Business Management, Economics, Innovation Technologies and Social Sciences: A Viewpoint on Research and Practice (ICECBMEITSS) May 15th 2021.
- **Mwasiaji, E.** (2020). Personality Traits, Entrepreneurial Competencies, Psychosocial Support and Mental Health of Entrepreneurs: A Theoretical Conceptualization in the Context of Coronavirus Disease Outbreak. 2nd International Business Research and Industrial Conference (IBRIC). 3rd – 4th December 2020. Conference Programme <http://www.ku.ac.ke/ibric/wp-content/uploads/2020/12/IBRIC-2020-Programme.pdf>
- **Mwasiaji, E.** (2019). Business Strategy and Competitiveness of Medium Scale Manufacturing Enterprises in Kenya. Kenyatta University Biennial Research and Innovation Conference, 23rd – 25th October 2019, Kenyatta University Nairobi, Kenya.
- **Mwasiaji, E.** (2019). Regulatory Framework and Competitiveness of Medium Scale Manufacturing Enterprises in Kenya. International Business Research and Industrial Conference, 20th – 21st June 2019 at Kenyatta University Northcoast Beach Hotel, Mombasa Kenya

1.2.4 Scholarly Presentations at Conferences / Workshops / Seminars

- Training workshop for School Deans, Directors and Chairpersons of Departments on their Role for Effective Service Delivery in Kenyatta University, Kenyatta University Conference Centre (KUCC), 2019.
- Round Table Forum on Social Responsibility reporting organized by the Public Sector Accounting Standard (PSAB) in collaboration with Ufadhili Trust – Tuesday 10th December 2019 at the Kenya School of Government, Kabete.

- The 1st International Conference on Promoting Health to Accelerate Action on Sustainable Development Goals (March 23rd – 25th 2022)
- The Creative Economy and Sustainable Development Workshop 2021 on Market potential, growth rates, creative value chains opportunities, cross-cutting enablers and youth employment opportunities, held virtually on 13th May 2021 by School of Business, Kenyatta University.
- East Africa Social Business Forum on Youth Entrepreneurship held virtually on 10th and 11th April 2021.
- Collaboration for Entrepreneurial Universities (CEPU) Workshop. Organized by Kenyatta University and sponsored by DAAD and BMZ, held virtually on 3rd and 5th March 2021.
- Induction Training for Recently Appointed Deans, Directors and Chairpersons of Departments on their Role for Effective Service Delivery in Kenyatta University. Monday 7th September 2020, Kenyatta University.
- Leadership and Strategy Development Workshop organized by Kenyatta University and Sponsored by DAAD and BMZ on 1st October 2019 at Kenyatta University.

1.3 QUALITY TEACHING, LEARNING AND MENTORSHIP

1.3.1 Recent Student Evaluations

- BBA 820 Managerial Functions – 100%
- BBA 823: Strategic Management – 100%
- BBA 860: Business Strategic Behaviour & Leadership – 100%
- BBA 883: Strategic Marketing Management – 100%
- BBA 870: Entrepreneurship and Business Management – 97.70%
- BBA 889: Monitoring and Evaluation in Entrepreneurship – 100%
- BBA 927: Entrepreneurship and Business Management – 100%

1.3.2 Trainings in Higher Education

- Science Technology and Innovation (STI) Mainstreaming Training held from 23rd to 25th August 2022 by National Commission for Science, Technology and Innovation.
- Discipline Management at the Workplace, Federation of Kenya Employers, from 22nd to 24th February, 2022.

- Strategy Implementation Planning by Bonn-Rhein-Sieg University of Applied Sciences, Germany.
- 9th International ERASMUS+ Staff Mobility Training, Mykolas Romeris University
- Involving External and Internal Stakeholders into the Academic Process, Bonn-Rhein-Sieg University of Applied Sciences, Germany.
- Leadership and Strategy Development, Bonn-Rhein-Sieg University of Applied Sciences, Germany.
- Fundraising in Higher Education, KU
- CEPU training for Service Oriented Practical Skills.
- Enterprise Risk Management ISO 31000 & COSO Risk Assessment Techniques, Eddie de Vries, OneSource Africa.
- Certificate Course on Ethical and Responsible conduct of Research, KU.
- Training on Examinations Setting and Moderation, KU.
- Training on blended Learning online facilitation, KU.
- Training on use of google meet in teaching and learning, KU.
- Training on Inculcating Innovation and Entrepreneurship in Teaching Method, KU.
- Resolution of Complaints by the Commission on Administrative Justice (CAJ).

1.3.3 Postgraduate Supervisions

1.3.3.1 Completed PhD Student Supervision

- **2023:** Nzomo James Kimuli (D86/CTY/38612/2016). Green Innovation strategies and the performance of ISO certified Manufacturing firms in Nairobi city county, Kenya.
- **2022:** Kaimbuga Joseph Mworio (D86/CTY/32007/2015). Knowledge Transfer and Performance of Medium Size Family Owned Businesses in Kenya.

1.3.3.2 Ongoing PhD Student Supervision

- Currently supervising PhD students in Kenyatta University, including the following.
 - Faith Mwende Marangu (D86/CTY/21352/2020). Investment Decisions and Financial Performance of Handicraft Enterprises in Nairobi city county, Kenya.

- Beatrice Karitu (D86/CTY/21921/2021). Business Incubation and New Venture Creation in Universities in Kenya.
- Wanja Wangonde (D86/CTY/20554/2021). Seed Capital and Performance of Jua Kali artisans in Nairobi City County, Kenya.
- Mercy Mwagana (D86/CTY/21849/2021). Organizational Ambidexterity, Environment Dynamism and Organizational Performance of Small and Medium Enterprises in Nairobi Metropolitan Region, Kenya.

1.3.3.3 Completed MSC Thesis / MBA Projects

- Has successfully completed supervising two (2) MSCs and nineteen (19) MBA students in Kenyatta University, including the following:
 - **2023:** Joan Kadenyeka (D53/38225/2016). Business Level Strategies and Performance of Selected Supermarkets in Nairobi City County, Kenya.
 - **2023:** Mohamed Issack (D53/OL/CTY/26423/2018). Strategic Management and Performance of National Government Constituency Development Projects in Moyale Constituency, Kenya.
 - **2022:** Nakabugo Mary Juliet (D58EA/27381/2019). Microfinance Services and Performance of Small Holder Coffee Entrepreneurs in Central Region of Uganda.

1.3.3.4 Completed MSC Thesis / MBA Projects

- Is currently supervising several MSCs and MBA students in Kenyatta University, including the following.
 - Ogwang Nicholas Omondi (D53/PT/33535/2015). Total Quality Management Practices in Non-Governmental Organizations in Nairobi City County, Kenya.
 - Mohamed Issack (D53/OL/CTY/26423/2018). Strategic Management and Performance of National Government Constituency Development Projects in Moyale Constituency, Kenya.

1.1 PROFESSIONAL / CONSULTING

1.1.1 Editorial Boards / Referee for Professional periodicals

- Appointment to Editorial Board of the International Business, Research and Innovation Conference (IBRIC) Kenyatta University.

1.1.2 Consulting for Organizations / Institutions

- **European Union, Save the Children and ADRA Somalia:** Training of University Lecturers on Teaching Methodology and assessments for all state Universities in Puntland and Somaliland.
- **Kenya National Aids Control Council:** Training for Senior Management and Review of Performance Contracting Process.
- **CFC Life Insurance Company: Main Project Features:** Evaluation of Human resource structures; Job Evaluation, and develop Grading Structure for all staff in the company.
- **Tea Board of Kenya:** Team Building and Leadership Training for Senior Management Board members and Head of Departments
- **Kenya Commercial Bank:** Leadership Development Training to all Branch Management in Kenya and South Sudan.
- **Kenya National Highways Authority:** Strategy Focus Workshop for Directors and Heads of Departments.
- **KAPTLD:** Facilitation in the Development of Corporate Strategy for Kenya Association of Kenya Association for the Prevention of Tuberculosis and Lung Disease (KAPTLD).
- **Dormans Coffee House:** Team Building and Leadership Development Training for Senior Management Departmental Heads.
- **Muthaura and Mugane Law Firm:** Team Building, Strategic Focus Workshop and Leadership Development Training for the Law firm partners.

1.1.3 Membership to Academic / Professional Bodies

- Institute of Human Resource Management
- Kenya Institute of Management
- Professional Trainers of Kenya

1.2 ADMINISTRATIVE RESPONSIBILITIES

1.2.1 Recognized University Administrative Positions

- Has worked in various Divisions and Departments in Kenyatta University, including, Registrar (Academics) Office, Admissions Section, Head Medical Section; Head Quality Management System, Performance Contract and Staff Training, among others.

- **Chairmanship of University Committees:** Chair of a Subcommittee to review the University Council's Code of Conduct and Ethics; Committee on Employee Satisfaction and Work Environment Survey; Committee on Staff Establishment Implementation; Committee on Corruption Risk Assessment; Administration Division Quality Team, etc.
- Has served in various University Boards and Senate Committees, including Catering Board, International Programmes and Collaboration Board, Science, Technology and Innovation (STI) Mainstreaming Strategy Committee; Committee to Develop Staff Performance Appraisal Tool; Security Implementation Committee; Committees on Performance Contract; University Graduation Ceremony; Tender Evaluation; Salaries and Remuneration Commission; PPP Hostel Project Implementation; Ad-hoc Investigations; Quality Management System; various Vice - Chancellor Committees; Corruption Impact Assessment Committee; University Training; Administration Division Quality Committee; among others.

1.2.2 Other Responsibilities in the University

- Has been appointed to acting position as Human Resource Manager since September 2019.

1.3 COMMUNITY ENGAGEMENTS AND OTHER CONTRIBUTIONS

1.3.1 Invitation as a Guest Speaker

- Invited as a guest speaker during the International Conference on Enhancing of Contemporary Business Management, Economics, Innovation Technologies and Social Sciences: A Viewpoint on Research and Practice (ICECBMEITSS) May 15th 2021.

1.3.2 Initiating or leading Research Project

- Initiated the proposed research project on mental Health and Sustainability Agenda, submitted for funding to United Nations Peace and Development Trust Fund Secretariat Building, United Nations Headquarters, New York, NY 10017

REFEREES

Dr. Paul Sang Department of Management Science, Kenyatta University, P.O. Box 43844 – GPO, NAIROBI.	Dr. Samuel Maina Chair, Department of Bus. Administration, Kenyatta University, P.O. Box 43844 – GPO, NAIROBI.
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