

## CURRICULUM VITAE



**Dr.Fred Gichana Atandi, PhD.(JKUAT),MBA(KU),BA(Moi),DIP(UK),MKIM**

### **A. PERSONAL INFORMATION**

Name : Dr. Fred Gichana Atandi  
Profession : Senior Lecturer of Entrepreneurship  
Name of Firm : Kibabii University, Kenya  
Nationality : Kenyan  
Passport Number : AK0399966  
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Permanent Address : P.O.Box 1609-30200, Kitale, Kenya Current Address :  
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Gender : Male

Religion : Christian

#### **B. YEARS OF CONTINUOUS SERVICE AT UNIVERSITY**

<b>University</b>	<b>From</b>	<b>To</b>
Kibabii University, Bungoma Kenya.	1 <sup>st</sup> December, 2020	Date
Bugema University, Kampala ,Uganda	1 <sup>st</sup> March, 2019	20 <sup>th</sup> September, 2020

#### **C. COURSE(S) TEACHING AT KIBABII UNIVERSITY**

<b>SNO.</b>	<b>COURSE CODE AND TITLE</b>	<b>LEVEL OF TEACHING</b>
1	PBC 911: Critical Thinking	Post graduate
2	MBA 830:Financial Institutions and Markets	Post graduate
3	MBA805:Management Information Systems	Post graduate
4	HRM802:Employee Resourcing	Post graduate
5	HRM891:Research thesis	Post graduate
6	ENT 422: Corporate Entrepreneurship	Undergraduate
7	BCE 311: Entrepreneurship	Undergraduate
8	ENT212: Social Entrepreneurship	Undergraduate
9	ENT121: Entrepreneurship Theory	Undergraduate
10	BBS 211: Marketing management	Undergraduate
11	BCO325: Project Management	Undergraduate
12	CMP121: Cooperative Marketing Management	Undergraduate
13	ENT315: Entrepreneurship and Small Business Management	Undergraduate
14	ENT 322: Value Chain Management	Undergraduate
15	ENT 324: Contemporary Issues In Entrepreneurship	Undergraduate
16	ENT 411: Global Entrepreneurship	Undergraduate

#### D. ACADEMIC QUALIFICATIONS

<b>Year</b>	<b>College/University</b>	<b>Qualification</b>
Jan 2011- Nov.2017	Jomo Kenyatta University Of Agriculture & Technology, Nairobi- Kenya	PhD in Entrepreneurship (Course work and research. Thesis Title: Entrepreneurial Determinants Of Savings Mobilization Among Micro And Small Enterprises In Trans-Nzoia County, Kenya)
Sept 2006- July 2010	Kenyatta University Nairobi- Kenya	Master of Business Administration (MBA- Entrepreneurship by Course work and research. Thesis title: Effect Of Credit Available To Micro And Small Enterprises On Business Performance. The Case Of Kitale Town, Kenya
Mar. 1992- Aug. 1996	Moi University, Eldoret ,Kenya	Bachelor of Arts (BA-Management by coursework (Second Class)
Jan1987- Nov.1990	St. Paul's Gekano High School	KCSE Grade C+(Plus)
Jan1978- Nov.1986	Kenyerere Primary School	KCPE 52Points
Jan. 1994- Aug. 1995	The College Of Professional Management, Jersey, Britain	Diploma in Personnel Management & Industrial Relations. (Awarded grade of merit)
Jan.1993- May 1994	Association Of Computer Professionals, Surrey England	Certificate in Lotus 1-2-3,

15thAug.2003 - 28 <sup>th</sup> Feb 2004	Techno Works Computer Training College, Kitale, Kenya	Certificate in Computer Operations and application packages ( <i>MS- DOS, MS-WORD, MS-EXCEL,</i> <i>ADOBE PAGEMAKER 7.0</i> )
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### E. SELECTED PUBLICATIONS

Serial No.	Author(s)	Title of Publication	Referred Scholarly Journal
1.	Amoni, T., Atandi, G., & Okwemba, E.	Effect of Strategic Alignment on Performance of Non-Governmental Organizations in Northern Region of Kenya.	<i>International Journal of Strategic Management</i> , 4(2), 48–67. <a href="https://doi.org/10.47604/ijsm.3437">https://doi.org/10.47604/ijsm.3437</a> , July 2025
2.	Oluoch Mariwa Francis1, Dr. Fred Gichana2,	Financial Inclusion: Consumer Divers And Barriers	International Journal of Social Science and Humanities: <a href="https://doi.org/10.5281/zenodo.15687196">https://doi.org/10.5281/zenodo.15687196</a> , Month: April - June 2025,
3.	Amoni, T., Atandi, G., & Okwemba, E	Effect of Strategic Thinking on Performance of Non-Governmental Organizations in Northern Region of Kenya, Kenya.	. <i>Journal of Business and Strategic Management</i> , 10(10), 16–33. <a href="https://doi.org/10.47941/jbsm.2998">https://doi.org/10.47941/jbsm.2998</a> July,2025
4.	Wamalwa, M. R., Atandi, F. G., & Owino.	Influence of Strategic Partnerships on Service Delivery of Public Water Service Providers in Kenya	<i>Journal of Business and Strategic Management</i> , 10(7), 1–19. <a href="https://doi.org/10.47941/jbsm.2747">https://doi.org/10.47941/jbsm.2747</a> May2025

5.	Wamalwa, M. R., <b>Atandi, F. G.,</b> & Owino.	Effect of Resource Distribution on Service Delivery of Public Water Service Providers in Kenya.	<i>European Journal of Business and Strategic Management</i> , 10(4), 15–39. <a href="https://doi.org/10.47604/ejbsm.3338">https://doi.org/10.47604/ejbsm.3338</a> May2025
6.	Khalayi N. Eddah, Ruth Mitalo Atidah, <b>Fred Gichana Atandi</b>	"The Effect of Self- Regulation on Job Performance among National Police Service Officers: Evidence from Kakamega County, Kenya"	Iconic Research And Engineering Journals e- ISSN: 2456-8880 Volume 9 Issue 1 July- 2025
7.	Simon Songa, Dr. Brian Singoro, <b>Dr. Fred Gichana Atandi</b>	Influence of Credit Risk Identification on the Financial Performance of Commercial Banks in <u>South Sudan</u>	International Journal Of Research And Innovation In Social Science (IJRISS) ISSN No. 2454-6186   DOI: 10.47772/IJRISS  Volume VII Issue X October 2023
8.	Juliana Nasambu Murutu, <b>Dr. Fred Gichana Atandi</b>	The Role of Strategic Innovation in Enhancing & Competitive Advantage in Kenya's Mobile Telecommunications Industry	International Journal Of Innovative Research & Development:DOINo.10.24940/ijird/2025/v1 4/i3/MAR25007
9.	Martha Ilugari, <b>Dr. Fred Atandi</b>	The Effect of Equity Financing on Financial Efficacy of Listed Manufacturing Companies in Kenya	International Journal of Latest Technology in Engineering Management& Applied Science, 14(9),678 <a href="https://doi.org/10.51583/IJLTEM&lt;br/&gt;AS.2025.1409000080">https://doi.org/10.51583/IJLTEM AS.2025.1409000080</a> October,2025.
10.	Christine Siame, <b>Fred Atandi,</b>	Tuition Fees Account Receivables Challenges	International Journal of Latest Technology in Engineering, Management & Applied

		and Management Strategies in Public Institutions of Higher Learning: A Case Study of Malawi School of Government	Science, (IJLTEMAS), vol. 14(3), pages 613-620, March.
11.	Oluoch Mariwa Francis1, <b>Dr. Fred Gichana2</b>	Financial Inclusion: Consumer Divers And Barriers	International Journal of Social Science and Humanities Research ISSN 2348-3164 (online)Vol. 13, Issue 2, pp: (474-478), Month: April - June 2025, DOI: <a href="https://doi.org/10.5281/zenodo.15687196">https://doi.org/10.5281/zenodo.15687196</a>
12.	Cosmus Karisa Katana, <b>Dr Fred Atandi</b>	Forensic Audit Practices and Financial Accountability of Technical and Vocational Education and Training Institutes in Kenya	International Journal Of Research And Innovation In Applied Science (IJRIAS) ISSN No. 2454-6194   DOI: 10.51584/IJRIAS  Volume X Issue II February 2025
13.	Everlyn Aluoch Wanzetse, <b>Dr. Fred Atandi</b>	Influence of Repayment Period on Choice of Loan Packages by Sacco Members in Kakamega Central Sub County, Kenya	International Journal Of Latest Technology In Engineering, Management & Applied Science (IJLTEMAS)ISSN2278-2540 DOI:10.51583/IJLTEMAS   Volume XIV, Issue II, February 2025www.ijltemas.in Page 144
14.	Feler Orido., <b>Dr Fred Gichana Atandi</b>	Silent Struggles of Revenue Collection in Busia County	International Journal Of Research And Innovation In Social Science (IJRISS) ISSN No. 2454-6186   DOI: 10.47772/IJRISS   Volume IX Issue III March 2025
15.	George MukanziPeter, <b>Dr. Fred Gichana Atandi</b>	Risk Management Practices and Financial Performance of Licenced Microfinance	International Journal Of Latest Technology In Engineering, Management & Applied Science (IJLTEMAS)ISSN2278-2540 DOI: 10.51583/IJLTEMAS   Volume XIV, Issue

		institutions in Kenya	III, March 2025
16.	Vitalis Wekesa, <b>Dr. Fred Gichana Atandi</b>	Workforce Diversity and Employee Engagement in Commercial Banks within Kakamega County	International Journal Of Latest Technology In Engineering, Management & Applied Science (IJLTEMAS)ISSN2278-2540 DOI: 10.51583/IJLTEMAS   Volume XIII, Issue III, March 2024
17.	Philip Ojiambo Oundo, <b>Dr. Fred Atandi</b> , Dr. Brian Singoro	Influence of Dividend Payout Rate on Financial Performance of Selected Listed Companies	International Journal of Current Science Research and Review ISSN: 2581-8341. Volume 07 Issue 06 June 2024 DOI: 10.47191/ijcsrr/V7-i6-64, Impact Factor: 7.943 IJCSRR @ 2024
18.	Byamugisha Caroline, Prof. Muganda Munir Manini and <b>Dr. Fred Gichana Atandi</b>	Public Financial Management Interventions and Incidence of Corruption in Wakiso District, Uganda	© 2024 IAR Journal of Business Management  Published by Iarcon, India
19.	Lecticia Asolo Ekisa, <b>Fred Atandi</b> , Sirai Chebet Sylvia	The Role of Service Innovation Strategies in Enhancing Judiciary Performance in North Rift Region, Kenya	© Jul 2024   Ire Journals   Volume 8 Issue 1   Issn: 2456-8880, Iconic Research And Engineering Journals
20.	Lydia Nanjala Nyongesa, <b>Fred Gichana Atandi</b>	Navigating Economic Transformations: Accounting For	International Journal Of Latest Technology In Engineering, Management & Applied Science

		Paradigm Shifts In Post Covid-19 In Listed Companies In NSE,Kenya	(IJLTEMAS) ISSN 2278-2540   Doi: 10.51583/Ijltemas   Volume Xiii, Issue Iv, April 2024
21.	Osinde Christine, <b>Dr Fred Gichana Atandi</b>	Human Resource Management in Times of Economic Uncertainty: Lessons from Financial Crises.	International Journal Of Latest Technology In Engineering, Management & Applied Science (IJLTEMAS) ISSN 2278-2540   DOI: 10.51583/IJLTEMAS   Volume XIII, Issue II, February 2024
22.	Brian Wakasala, <b>Dr. Fred Atandi</b>	Transformative Technologies and Innovation in Climate Change Mitigation and Sustainable Environmental Stewardship. A Systematic Literature Review	International Journal Of Latest Technology In Engineering, Management & Applied Science (IJLTEMAS)ISSN 2278-2540   DOI: 10.51583/IJLTEMAS   Volume XIII, Issue II, February 2024
23.	Musungu, J.,Kirwa, T.,& <b>Atandi, F.</b>	Program based Budgeting andfinancial performanceof county government of Bungoma, Kenya	The Strategic Journal of Business & Change Management, 9 (4) 21-27Page: - 21 – 27.ISSN 2312-9492Vol.10,Iss.1,pp. 21 27.January3,2023.

24.	Kevin Namaswa Kabisa, Dr. Tecla Kirwa & Dr. Fred Atandi	Technological tax Reforms and compliance among small and medium enterprises in Bungoma County, Kenya	Journal of International Business, Innovation and Strategic Management Volume 7, Issue 2, 2022, ISSN(Online): 2617-1805
25.	Atandi, F. G., & Olang'o A. J (2022).	Relationship between Liquidity Management and Performance of Savings and Credit Cooperative Societies	International Journal Of Innovative Research & Development, 11(4), 72-77. DoI No.: 10.24940/ijird/2022/v11/i4/APR22020
26.	Atandi, F. G., & Kirui, G. (2022)	Debt Collection Strategies and Financial Sustainability of Mobile Lending	International Journal of Academic Research in Accounting Finance and Management Sciences, 12(2), 161–175.
27.	Atandi F.G.(2021).	Entrepreneurial money management practices and competitive outcomes of small and medium enterprises.	International Journal of Management & Entrepreneurship Research, 3(2), 71-83, Doi: 10.51594/ijmer.v3i2.
28.	Atandi F.G (2021).	Role of entrepreneur's competence on growth of small and medium enterprises.	International Journal of Management & Entrepreneurship Research. 3(2), 84-96

29.	<b>Atandi F.G</b> <b>2021).</b>	Influence of entrepreneurial working environment on employee productivity among small and medium enterprises	International Journal of Management & Entrepreneurship Research.3(2),97-106 DOI:10.51594/ijmer.v3i2.212, 2664-3596
30.	<b>Atandi F.G.</b> Bwisa H.& Sakwa M. (2017).	Exploring the effect of entrepreneurial savings incentives as determinant of savings mobilization among micro and small enterprises	Journal Of Academic Research In Business And Social Sciences.7(2),386-403, DOI:10.6007/IJARBSS/v7- i2/2649, URL: <a href="http://dx.doi.org/10.6007/IJARBSS/v7-i2/2649">http://dx.doi.org/10.6007/IJARBSS/v7-i2/2649</a> , ISSN: 2222-6990
31.	<b>Atandi F.G.</b> Bwisa H. & Sakwa M. (2017).	Improving savings mobilization of micro and small enterprises through entrepreneurial financial literacy.	Journal Of Academic Research In Business And Social Sciences.7(2),386-403, DOI:10.6007/IJARBSS/v7- i2/2649, URL: <a href="http://dx.doi.org/10.6007/IJARBSS/v7-i2/2649">http://dx.doi.org/10.6007/IJARBSS/v7-i2/2649</a> , ISSN: 2222-6990

32.	<b>Atandi F.G</b> ,Bwisa H.&Sakwa M.(2016).	Influence of entrepreneurial customer experience on savings mobilization among micro and small enterprises	Journal Of Academic Research In Business And Social Sciences. 6(4),1-22,DOI:10.6007/IJARBSS/v6-i4/2067URL: <a href="http://dx.doi.org/10.6007/IJARBSS/v6-i4/2067">http://dx.doi.org/10.6007/IJARBSS/v6-i4/2067</a> , ISSN: 2222-6990
33.	<b>Atandi F.G</b> ,Bwisa H.&Sakwa M.(2016).	Technological innovation as an entrepreneurial determinant affecting savings mobilization among micro and small enterprises in Kenya	Journal Of Academic Research In Business And Social Sciences.6(3),178-199, DOI: 10.6007/IJARBSS/v6- i3/2059 URL: <a href="http://dx.doi.org/10.6007/IJARBSS/v6-i3/2059">http://dx.doi.org/10.6007/IJARBSS/v6-i3/2059</a> , ISSN: 2222-6990
34.	Kirigano B.Muturi. <b>Atandi F.G.</b> (2014).	Effect of mobile phone transfer services on performance of micro and small enterprises. A case of Trans-Nzoia county in Kenya.	Journal Of Academic Research In Business And Social Sciences.4(11),111-123.DOI: 10.6007/IJARBSS/v4- i11/1276 URL: <a href="http://dx.doi.org/10.6007/IJARBSS/v4-i11/1276">http://dx.doi.org/10.6007/IJARBSS/v4-i11/1276</a> , ISSN: 2222-6990
35.	<b>Atandi F.G.</b> &Wabwoba T.(2013)	Effect of credit on MSEs performance in Kitale town	International Journal OfAcademic Research InBusiness AndSocialSciences. 3(9),570-583DOI:10.6007/IJARBSS/v3-i9/244 URL: <a href="http://dx.doi.org/10.6007/IJARBSS/v3-i9/244">http://dx.doi.org/10.6007/IJARBSS/v3-i9/244</a> ,ISSN: 2222-6990

36.	<b>Atandi F.G. (2013).</b>	Challenges of agent banking experiences in Kenya	International Journal Of Academic Research In Business And Social Sciences.3(8),397-412,DOI: 10.6007/IJARBSS/v3-i8/161URL: <a href="http://dx.doi.org/10.6007/IJARBSS/v3-i8/161">http://dx.doi.org/10.6007/IJARBSS/v3-i8/161</a> ISSN: 2222-6990
37.	Principal Author: <b>Dr.Fred Gichana Atandi</b>  Chapters: Dr.Tecla Kirwa,Dr.Sylvia Sirai, Gideon Kirui and Dr. Andrew Onchonga	The Entrepreneurial Mindset and Practices: Doing Things Differently.  <i>A University level Text Book</i>	Kibabii University Press,ISBN-978-9966-59-100-5@2022
38.	Principal Author: <b>Dr.Fred Gichana Atandi</b>	Referred learning Module	BCE311/BBE311/ENT315 Entrepreneurship
<b>CONFERENCE PRESENTATIONS</b>			
1.	Toroitich, J.,1 Wanambisi, M.& <b>Atandi, F.</b>	The Role of Digital Technology in HR Procurement Practices and Performance of Micro and Small Enterprises in Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference heldbetween11 <sup>th</sup> -12 <sup>th</sup> June 2025

2.	Khalayi N. Eddah & <b>Fred Gichana Atandi.</b>	Effect of Duty to Care on the Job Performance of the National Police Service Officers in Kakamega County, Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference held between 11 <sup>th</sup> -12 <sup>th</sup> June 2025
3.	Sylvia Bisela Simiyu & <b>Fred Atandi.</b>	Occupational Health and Safety and Employee Performance in Sugar Manufacturing Industries in Western Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference held between 11 <sup>th</sup> -12 <sup>th</sup> June 2025
4.	Collins F. Wanyonyi & <b>Fred Atandi .</b>	Impact of Membership Growth on SACCOs' Financial Performance in Western Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference held between 11 <sup>th</sup> -12 <sup>th</sup> June 2025

5.	Judith A. Shibu & <b>Fred Atandi,</b>	An Assessment of the Effect of Weighted Average Inventory Cost Measurement on Profitability of top 100 medium enterprises in Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference held between 11 <sup>th</sup> -12 <sup>th</sup> June 2025
6.	Amoni Ngimoe Thomas, <b>Atandi Fred Gichana,</b> & Emily Okwemba .	Influence of Competitive Benchmarking on Service Delivery of Commercial Banks in Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference held between 11 <sup>th</sup> -12 <sup>th</sup> June 2025
7.	Rose Waridi Kasiti Okwemba & <b>Fred Atandi.</b>	Effect of Interest Rate on Financial Performance of Deposit Taking Saccos in Bungoma County, Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference held between 11 <sup>th</sup> -12 <sup>th</sup> June 2025
8.	Martin Richard Wamalwa, <b>Fred Gichana Atandi</b> & Moses Owino.	Influence of Technological Capabilities on Service Delivery of Public Water Service Providers in Kenya	7 <sup>th</sup> Bi-Annual Virtual international conference held between 11 <sup>th</sup> -12 <sup>th</sup> June 2025

9.	Jael Owano Kigungu, Shem Wangila Mukambi,& <b>Dr.Fred Gichana Atandi</b>	Determinants of Competency Based Education for Socio- Economic Transformation in Bungoma County	6 <sup>th</sup> Bi-Annual Virtual international conference heldbetween14 <sup>th</sup> -15 <sup>th</sup> June 2023.
10.	Martin Richard Wamalwa & <b>Dr.Fred Gichana Atandi</b>	Role of Rural-Urban Physical Infrastructural Development on Industrialization and Manufacturing in Kenya	6 <sup>th</sup> Bi-Annual Virtual international conference heldbetween14 <sup>th</sup> -15 <sup>th</sup> June 2023.
11.	<b>Dr.Fred Atandi</b> , Kirui Gideon &Albert Wamalwa Namachanja	E-governance and the growth of micro, small and medium enterprises in Kenya	6 <sup>th</sup> Bi-Annual Virtual international conference heldbetween14 <sup>th</sup> -15 <sup>th</sup> June 2023.
12.	Magok Chuol Thomas, Abraham SimiyuWeseka & <b>Dr.Fred Gichana Atandi</b>	Competency-based education for socio- economic transformation in Kenya	6 <sup>th</sup> Bi-Annual Virtual international conference heldbetween14 <sup>th</sup> -15 <sup>th</sup> June 2023.
13.	Alice Nangila Ndombi, Vitalis Wekesa Sikuku & <b>Dr.Fred Gichana Atandi</b>	Evaluating the effect of digital transformation of micro small and medium enterprises (MSMEs)in Kenya	6 <sup>th</sup> Bi-Annual Virtual international conference heldbetween14 <sup>th</sup> -15 <sup>th</sup> June 2023.

14.	Nyongesa Lumuli Charles, Musina Bonface & <b>Dr. Fred Gichana Atandi</b>	Skills for promotion of innovation: an evaluation of the state of trainers skills at public technical and vocational education in western Kenya	6 <sup>th</sup> Bi-Annual Virtual international conference held between 14 <sup>th</sup> - 15 <sup>th</sup> June 2023.
15.	Praxedes Khatenje Lusambili Yonah Samo & <b>Dr. Fred Gichana Atandi</b>	Assessment of policies in parastatals on governance, ethics and global development: A Case study of sugar industries in western	6 <sup>th</sup> Bi-Annual Virtual international conference held between 14 <sup>th</sup> - 15 <sup>th</sup> June 2023.
16.	Dorris Jebiwot Serem, Sylvester Pancras Oyogo & <b>Dr. Fred Gichana Atandi</b>	Role of Block chain Technology in Auditing and Assurance Profession among MSMEs in Kenya	6 <sup>th</sup> Bi-Annual Virtual international conference held between 14 <sup>th</sup> - 15 <sup>th</sup> June 2023.
17.	Alice Mugodo, Amoni Ngimoe Thomas & <b>Dr. Fred Gichana Atandi</b>	COVID-19 and its mental health consequences in Kenya	6 <sup>th</sup> Bi-Annual Virtual international conference held between 14 <sup>th</sup> - 15 <sup>th</sup> June 2023.
18.	<b>Fred Atandi &amp; Henry Bwisa</b>	Impact Of Financial Literacy On Technology Usage Decisions	Proceedings of 1 <sup>st</sup> JKUAT –SHRD Research conference 12 <sup>th</sup> and 13 <sup>th</sup> September 2013.

## F. SUPERVISION OF POSTGRADUATE STUDENTS TO COMPLETION

<b>Serial No.</b>	<b>Name Of Student</b>	<b>University</b>	<b>Degree</b>	<b>Graduation Date</b>
1.	Wanyonyi Joshua Benjamin	Kibabii University ,Bungoma ,Kenya	Masters	Ongoing
2.	Walter Wafula Wekesa	Kibabii University ,Bungoma ,Kenya	Masters	Ongoing
3.	Evans Wamalwa Wekesa	Kibabii University ,Bungoma ,Kenya	Masters	Ongoing
4.	Thomas Ngimoe	Kibabii University ,Bungoma ,Kenya	Doctorate	Ongoing
5.	Gideon Kirui	Kibabii University ,Bungoma ,Kenya	Doctorate	Ongoing
6.	Martin Wamalwa	Kibabii University ,Bungoma ,Kenya	Doctorate	21 <sup>st</sup> November2025
7.	Edda Alayi	Kibabii University ,Bungoma ,Kenya	Masters	21 <sup>st</sup> November2025
8.	Philip Ojiambo Oundo	Kibabii University ,Bungoma ,Kenya	Masters	22nd November 2024
9.	Lecticia Asolo	Kibabii University ,Bungoma ,Kenya	Masters	22nd November 2024
10.	Byamugisha Caroline	Kibabii University ,Bungoma ,Kenya	Masters	22nd November 2024
11.	Simon Songa	Kibabii University ,Bungoma ,Kenya	Masters	22nd November 2024
12.	Joseph Musungu	Kibabii University, Bungoma Kenya	Masters	December 2023
13.	Kabisa N. Kevin	Kibabii University, Bungoma Kenya	Masters	December 2023
14.	Mukhongo Brian Wangila	Kibabii University, Bungoma Kenya	Masters	December 2023
15.	Turamura Herbert Godfrey	Bugema University, Kampala ,Uganda	Masters	21st March 2021
16.	John Bosco Nuwagaba	Bugema University, Kampala ,Uganda	Masters	3th November 2019

17.	Mulinge Syokau	Bugema University, Kampala ,Uganda	Masters	3th November 2019
18.	Rollins Otieno Oile	Bugema University, Kampala ,Uganda	Masters	3th November 2019
19.	Mohamud Awil Abdi	Bugema University, Kampala ,Uganda	Masters	3th November 2019
20.	Tuyishime Annie	Bugema University, Kampala ,Uganda	Masters	3th November 2019
21.	Mwesigye Moses	Bugema University, Kampala ,Uganda	Masters	3th November 2019
22.	Nabatte Allen	Bugema University, Kampala ,Uganda	Masters	3th November 2019
23.	Sehewa Maswaga	Bugema University, Kampala ,Uganda	Masters	3th November 2019
24.	Nakkazi Milly	Bugema University, Kampala ,Uganda	Masters	3th November 2019

#### **G. INTERNAL EXAMINATION OF THESIS**

	<b>Name of Student</b>	<b>Title</b>	<b>Date</b>
1.	Ekeya Ezekiel Okumu	Sustainable logistics practices and operational performance of sugar manufacturing companies in western kenya	5.8.2025
2.	Lwangu Daniel Sandachi	Electronic government procurement and the performance of public hospitals in Kakamega county Kenya.	5.8.2025
3.	Mukui Sheila	Taxation practices and financial performance of small and medium sized enterprises in Busia County ,Kenya	4.8.2025
4.	Kaguri Magdalyne	Strategic change management and employee performance in public universities in upper eastern region , Kenya.	27.7.2025
5.	Oscar Ndakaru Kyugira	Human resource management strategies and academic performance of public day secondary schools in Matungu sub county, Kenya	14.7.2025
6.	Wekesa Simiyu	Green talent management strategies, leadership	21.5.2025

	Abraham	support and employee job performance in public hospitals, Kenya	
7.	Samo Yona Israel	Strategic flexibility ,market dynamism and performance of commercial banks in Nairobi City County ,Kenya	13.5.2025
8.	Bangirinama Alain	Electronic Banking and customer satisfaction of commercial banks in Bujumbura City ,Burundi	21.3.2025
9.	Ayesiga Joyce	Workforce diversity and organizational performance of commercial banks in Kampala ,Uganda	16.8.2024
10.	Celestine Havyarimana	Extrinsic motivation and employee performance of commercial banks in Kigali Rwanda	12.08.2024
11.	Nancy Ajele	Unconditional cashflow transfer program as a poverty reduction strategy in Turkana central sub county	7.8.2024
12.	Diphinah Nasimiyu Kimingichi	Innovative Human resource Management practices on the performance of curriculum support officers in western region of Kenya.	7.8.2024
13.	Inviolatah Shitabule Wesonga	Strategic Implementation practices and organizational performance of commercial banks in western region Kenya.	5.8.2024
14.	Mercyline Nanjala Wafula	Employee wellbeing Nexus On organizational performance in county government of Kakamega , Kenya	2.8.2024
15.	Ayesiga Joyce	Workforce diversity and organizational performance of commercial banks in Kampala ,Uganda	16.8.2024
16.	Lufwarura Nekesa Ester	Business succession planning practices and organizational culture on performance of selected supermarkets in western Kenya	2.8.2024
17.	Abdalla Anim Koli	Organizational culture and implementation of integrated development plan in western counties, Kenya	28.7.2024
18.	Wanyama Karen Nasimiyu	Internal control and revenue generation among county governments of western Kenya	17.7.24

19.	Nasongo Christine Nafula	Loan Portfolio management and financial efficacy of listed commercial banks in Kenya	1.7.2024
20.	Sirengo Samwel Edmond	Risk assessment practices and revenue collection in County governments in Kenya. A case of the County government of Kenya.	5.6.2024
21.	Muhingabire Karake Gloriose	Adaptability of social medial networks towards enhancing performance of small and medium enterprises in Kigali City, Rwanda	6.1.2023
22.	Esinyen John,Erupe	Reward system and employee retention in non-governmental organizations in Turkana central subcounty , Kenya.	6.1.2023
23.	Elizabeth k.Wandeka	Workplace counselling techniques and teacher performance in public secondary schools in Bungoma South subcounty Kenya.	5.1.2023
24.	Yves Irakoze	High performance work practices and organizational performance of the telecommunication companies in Burundi.	5.1.2023
25.	Peter Kebo	Socio-economic factors and youths unemployment in Turkana South Sub county, Kenya.	5.1.2023
26.	Watila Edith Nasenya	Cash Flow Management Practices and Financial Performance of Deposit Taking SACCOS in Western Kenya	31.08.2022
27.	Magok Chuol Thomas	Strategic Planning practices and Financial Performance of Small and Medium Enterprises in Juba ,South Sudan	29.06.2021
28.	Mulianga Akosa Caroline	Extrinsic Motivation and Employee Performance Operating in Sugar Manufacturing Firms in Western Kenya	31.01.2022
29.	Trizer Awino Ochieng	Celebrity Endorsement and Purchase Intentions of Public University students in Western Kenya. A case of Aerial Detergent	31.01.2022

30.	Angero Bambura Arkangelo	Market Risk and Financial Performance of Commercial Banks in South Sudan.	31.01.2022
31.	Jacinta Nalyanya Namachemo	Electronic Accounting Practices and Service Delivery in SACCOS.A case study in Ngarisha SACCO Bungoma, Kenya.	19.01.2022

#### **H. REGISTRATION WITH A PROFESSIONAL BODY**

2016 - Registered with Associate member of Kenya Institute of Management MNO.46000

#### **I. RESEARCH EXPERIENCE AND FUNDS ATTRACTED**

<b>RESEARCH EXPERIENCE AND FUNDS ATTRACTED</b>							
<b>1.</b>	<b>Year</b>	<b>Research ProjectTitle</b>	<b>Fundi ng Agenc y</b>	<b>Position In Project</b>	<b>Responsib ilities /Duties</b>	<b>Amount</b>	<b>Status</b>

2.	June,2025	Exploratory mission of Food systems In Kenya	RIKO LTO East Africa	PI	Developin g proposal	EUR12,000	Awarded
3.	November 2024	Provision of Phase 2 Consultancy Services on Business Development Services For KCB Foundation MSMEs	KCB Found ation	COPI	Developin g Proposal	Ksh 14,348,650.00	Awarded
4.	June 2022	Global Responsible AI In Cities	Internation al Developme ntResearch Centre (IDRC) In Partnership With: United Nations	CO-PI	Developi ng proposal	40,320 CAD	Awarded

			Human				
5.	June 2022	Training of Post Graduate students on proposal writing	ACU for Virtual Mobility Project Grants	CO-PI	Developing proposal	GBP4500	Awarded
6.	August 2021	Up scaling Bio-Vectoring Technology (BVT) As A Novel Tool For Transforming	National Research Fund (Kenya) grant.	CO-PI	Developing the proposal	Ksh 70Million	Awarded

		Science Into Economic Gain					
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#### J. REVIEW OF INTERNATIONAL JOURNALS

SNO.	Name of Journal	Date appointed
1	South Asian Journal of Social Studies and Economics an OPEN peer-reviewed, open-access INTERNATIONAL Journal.	2020 to date
2	Pan-African Journal of Education and Social Sciences (PAJES) of the Adventist University of Africa (AUA).	2021 To date

#### I. PROFESSIONAL TRAINING AND DEVELOPMENT

PROFESSIONAL TRAINING AND DEVELOPMENT		
Year	Institution	Course
January 2025	International Labour Organization	Trainer GYB-SYB-IYB
February, 2022	Kenya National Innovation Agency (KeNIA)	Research 2 commercialization
October,2021	Directorate of gender	Gender mainstreaming
January.2021	National Research Fund	Resource mobilization and innovation strategic framework
June, 2021	Commonwealth of Learning	Commonwealth Digital Education Leadership Training in Action (C-DELTA)- Category Teacher/Practitioner

August 2016	Kenya Bankers	Title: Sustainable finance initiatives courses- Modules,1,11& (Session1),(Session,11) 111, IV,V,VI)
Oct.2010	Equity Group Foundation, Nairobi-Kenya	Title: Financial education program for youth and women
Oct.2009	Kenya Institute of Management,	Title: Kenya national business plan competition, Training of trainers (TOT) course
Nov 2009	Ministry of Youth Affairs and Sports,Nairobi -Kenya	Business skills &Entrepreneurship Development (BS&ED)
Nov.2009	Kenya business plan competition	JITIHADDA business Trainer
February; 2003	Tumaini C.B.O, Kitale, Kenya	H.I.V/ Aids fight and prevention
May 997	Pert Consultants, Eldoret-Kenya	General Management Skills.
<b>L. WORK EXPERIENCE</b>		
<b>Period</b>	<b>Employing Organization And Your Title/Position</b>	<b>Summary Of Activities Performed Relevant To The Assignment.</b>
Oct.2024 - Date	<b>Name of Firm:</b> Kibabii University, Bungoma Kenya <b>Position:</b> Director, Strategic Business Directorate	<ul style="list-style-type: none"> <li>• Development and implementation of policies to guide the Directorate's operations.</li> <li>• Oversee strategic planning, including the preparation of work plans, procurement plans, and performance contracts.</li> <li>• The Director promotes and coordinates income-generating activities and facilitates resource mobilization.</li> <li>• Support other university units in implementing income-generating initiatives and monitor the performance of all activities within the Directorate.</li> </ul>

		<ul style="list-style-type: none"> <li>• Advises on strategic business opportunities</li> </ul>
27 <sup>th</sup> Oct.2023 to Date	<p><b>Name of Firm:</b> Kibabii University, Bungoma Kenya</p> <p><b>Position:</b>Senior Lecturer of Entrepreneurship</p>	<ul style="list-style-type: none"> <li>• Teaching, research, mentoring and outreach</li> </ul>
Oct.2021-Sept.2024	<p><b>Name of Firm:</b> Kibabii University, Bungoma Kenya</p> <p><b>Position:</b>Chairperson Department of Economics,Finance &amp; Accounting</p>	<ul style="list-style-type: none"> <li>• Managing the Academic Programs in the Department to ensure that acceptable standards of teaching and research are maintained Being the Chief Examiner of the Department</li> </ul>
Dec.2020-Sept 2021	<p><b>Name of Firm:</b> Kibabii University,Bungoma Kenya</p> <p><b>Position:</b> Lecturer Department of BusinessAdministration and Management</p>	<ul style="list-style-type: none"> <li>• Teaching, research, mentoring and outreach</li> </ul>
June 2021- Jan.2022	<p><b>Name of Firm:</b> Kibabii University, Bungoma Kenya</p> <p><b>Position:</b> Coordinator Industrial attachment, School of Business and Economics</p>	<ul style="list-style-type: none"> <li>▪ Ensure availability of industrial attachment Materials and documents eg. Attachment letters, logbooks and insurance covers.</li> <li>▪ Hold attachment induction meeting with the Assessors and the students.</li> </ul>

<p>Oct. 2019- Nov.2020</p>	<p><b>Name of Firm:</b> Bugema University, Kampala Uganda <b>Position:</b> Acting Dean, School of Business</p>	<ul style="list-style-type: none"> <li>▪ Oversee all the various activities taking place in the School in the departments of Accounting and Finance, Management Department and In-service Program (Business section)</li> <li>▪ Supervising, monitoring, and evaluation of the staff, faculty and HODs.</li> <li>▪ Developing new and reviewing existing academic programs to conform to all accrediting associations requirements such as (AAA/IBE/NCHE)</li> </ul>
<p>March 2019- Sept. 2020</p>	<p><b>Name of Firm:</b> Bugema University, Kampala Uganda <b>Position:</b> Lecturer in Management Department.</p>	<ul style="list-style-type: none"> <li>▪ Teaching, research, mentoring and outreach</li> </ul>
<p>June 20 15- Dec.2017</p>	<p><b>Name of Firm:</b> Equity Bank, Kisumu Branch Kenya. <b>Position:</b> Senior Officer Relationship Supervisor in Merchant Acquiring</p>	<ul style="list-style-type: none"> <li>• Conduct regular merchant trainings for best card acceptance practices and curb fraud at merchant locations</li> <li>• Manage merchant relationships and ensure merchant complaints are sorted within set SLA's</li> </ul>

<p>July 2010- May 2015</p>	<p><b>Name of Firm:</b> Equity Bank, Kapenguria and Kitale Branches, Kenya. <b>Position:</b> Senior Officer Financial Literacy And Entrepreneurship Trainer</p>	<ul style="list-style-type: none"> <li>• Stimulate entrepreneurial spirit and culture amongst the selected growth oriented trainees.</li> <li>• Coordination, conducting and managing the delivery of trainings in the region as assigned by the Master Trainers.</li> </ul>
<p>Aug.2010 - March.2019</p>	<p><b>Name of Firm:</b> Jomo Kenyatta University Of Agriculture And Technology, Kitale Campus <b>Position:</b> Part-Time Lecturer</p>	<ul style="list-style-type: none"> <li>• Development of teaching and learning materials.</li> <li>• Teaching and evaluation of undergraduate and postgraduate students</li> <li>• Setting, moderating, administering, processing and marking examinations</li> </ul>
<p>Jan2012- Jan2014</p>	<p><b>Name of Firm:</b> Mount Kenya university Kitale campus <b>Position:</b> Associate Faculty</p>	<ul style="list-style-type: none"> <li>• Development of teaching and learning materials.</li> <li>• Teaching and evaluation of undergraduate and postgraduate students</li> <li>• Setting, moderating, administering, processing and marking examinations</li> </ul>

Feb.2003 – date	<b>Name of Firm.</b> Benians Stationers and Business Consultants Kitale Kenya <b>Position:</b> Prime Consultant	Make presentations to clients sharing recommendations and articulating the rationale for change through business cases that state the problem, successful outcome(s), alignment to business goals, quantify benefits, provide cost/benefit analysis and layout clear processes and steps to achieve the outcome
<b>N. CONSULTANCY, MENTORING AND COMMUNITY ENGAGEMENT</b>		
<b>Period</b>	<b>Employing Organization And Country, And Your Title/Position</b>	<b>Summary Of Activities Performed Relevant To The Assignment</b>
November 2025	EAGC-KIBU Agribusiness Expo	Chair, Planning Committee of the North Rift and Western Region
November 2024	Consultancy Services to KCB Foundation	Training and mentoring MSMEs in Western Region
2023	Local and District level Of Seventh Day Adventist Church, Kitale , Kenya	Strategic Planning Leader Family Life Leader
2022	Graduating class COHORT OF 2022	Inspirational, leadership, commitment and mentorship

2021	The Association of Chartered Certified Accountants (ACCA)-Kenya organized an Inter University Strategic Business Leader (SBL).	Coaching and mentoring Kibabii University participating teams
2021	Making More Health	Venture4Change 2021 Program for social entrepreneurship
2021	Hope channel Kenya Television	Production and recording of television sessions on entrepreneurship and family life education program entitled “KURUNZI YA JAMII”
2020	Rufolum project, Kampala Uganda as a Trainer	Training students on development of business plan and evaluating students’ projects.
2019	Seventh day Adventist church at local and District level.	Service to the church and community in different capacities for many years .
2009-2010	Kenya institute of Management as JITHADA Business Trainer	Training entrepreneurs who were participated in Kenya Business Plan competition in Rift Valley Province on entrepreneurship and business communication, strategy and business planning, marketing, operations, organization and management, finance and legal matters and business ethics
<b>O. RECOGNITIONS/APPRECIATIONS/RECOMMENDATIONS</b>		
<b>Year</b>	<b>Officer Appreciating</b>	<b>Function For Appreciation</b>
2026	Deputy Vice Chancellor, Planning, Partnerships, Research and Innovation	Served as an Internal Judge during KIBU 1 <sup>st</sup> Annual, Innovation Challenge.

2025	EAGC-KIBU Agribusiness Expo	Chair, Planning Committee of the North Rift and Western Region
2025	Vice Chancellor	Contribution as a member of the organizing committee during the KIBU 7 <sup>th</sup> Biennial International Conference held on 11 <sup>th</sup> -12 <sup>th</sup> June 2025
2025	Deputy Vice Chancellor, Planning, Partnerships, Research and Innovation	Generous financial support and commitment to the success of KIBU 7 <sup>th</sup> Biennial International Conference held on 11 <sup>th</sup> -12 <sup>th</sup> June 2025
2025	Vice Chancellor	Author/presenter during the KIBU 7 <sup>th</sup> Biennial International Conference held on 11 <sup>th</sup> -12 <sup>th</sup> June 2025
2024	District Pastor/Ministerial Director NRVF	Outstanding Services to Bidii District for the year 2023-2024
2023	DVC, PPRI/DVC, AFD	Nominated for leadership Award by SOBE in the year 2022/2023
2023	Bidii District Pastor	Selfless and dedicated leadership service to Bidii SDA church Family Life leader in the Yea, 2023.
2022	Vice Chancellor, Kibabii University	Contributions towards ISO 9001:2015 Recertification
2019	Vice Chancellor, Bugema University	Supportive during preparation for AAA visiting team
2019	Vice Chancellor, Bugema University	Supportive during the Graduation Weekend

## P. APPOINTMENTS

1. **28<sup>th</sup> July 2025-** Chairperson of Shortlisting Committee for Internally Advertised Positions

2. **January 2025**-Chairperson of an Ad-hoc evaluation Committee for KIBU/OT/05/2024-2025 Tender
3. **11<sup>th</sup> November, 2024 to date** – Chairperson of Strategic Business Directorate Board.
4. **30<sup>th</sup> September, 2024 to date** – Member, Debts Management Committee
5. **21<sup>st</sup> February,2024**- Chairperson of an Ad-hoc evaluation Committee for KIBU/OT/1/2023-2024 Tender
6. **14<sup>th</sup> October 2024**- Chairperson of Disposal Committee during the financial year 2024/2025
7. **17<sup>th</sup> August 2023** – Member, Productivity Mainstreaming Committee
8. **5<sup>th</sup> July 2023 -July 2024**- Chairperson of Disposal Committee during the financial year 2023/2024
9. **21st October, 2022**-Chairperson Income Generating and Cost Cutting Activities Ad-HocCommittee
10. **22<sup>nd</sup>November,2022-Member**,technical sub-committee for the 6<sup>th</sup> Kibabii Universityinternational conference to be held from 14<sup>th</sup> to 16<sup>th</sup> June 2023.
11. **11<sup>th</sup> November 2022-24<sup>th</sup> November 2022**-Performing the duties of the Dean School of Businessand Economics.
12. **11<sup>th</sup> November -24<sup>th</sup> November,2022**-Perfoming the duties of Dean School of Business andEconomics
13. **29<sup>th</sup> August 2022 to date-Champion** for mainstreaming science technology and innovation (STI)at Kibabii University
14. **6th June, 2022. Member of Ad-Hoc Committee** .Staff terms of service committee.
15. **16<sup>th</sup> May 2022**.Member Kibabii University research “Crack team”
16. **22<sup>nd</sup> March 2022-22<sup>nd</sup> March 2025** – Member of Partnerships and Linkages Board for a term ofThree (3) years.
17. **28th Feb. 2022. Member of Ad-Hoc Committee** .Investigating wrong Diploma classification of a student and prepare a report.
18. **7<sup>th</sup> –18<sup>th</sup> Feb. 2022. Member of Ad-Hoc Committee** – A team tasked in developing a ProposalSeeking for Support to Establish a Level 4 Hospital at Kibabii University.
19. **7<sup>th</sup> – 17<sup>th</sup> Feb. 2022. Member of Ad-Hoc Committee**. A team tasked with selecting young innovators at Kibabii Universityto participate in developing digital innovations for the industryand designing new digital business models for business resilience.

20. **26<sup>th</sup> October 2021-11<sup>th</sup> November 2021.** Member of Ad-Hoc Committee to develop KIBU STI strategies
21. **19<sup>th</sup> Oct-15<sup>th</sup> Dec.2021. Member of Ad-Hoc Committee.** Tasked with preparations and logistics of hosting the ICT Convention at Kibabii University on Wednesday 15<sup>th</sup> December,2021.
22. **May 12, 2022 .Member Ad-Hoc Committee .**Tasked with developing KIBU Science Technology and Innovation (STI) strategies
23. **1<sup>st</sup> October 2021 to date.**Represent the Department of Economics ,Finance and Accountinginall senate meetings
24. **1<sup>st</sup> October 2021- 30<sup>th</sup> September 2024.** Chairperson, Department of Economics,Finance and Accounting
25. **1<sup>st</sup> October 2021 to date.**I represent the Department of Economics ,Finance and Accountingpostgraduate students in all oral defensemeetings
26. **4<sup>th</sup> February,2020.Member of a committee.** Develop strategies for implementation of blended learning.
27. **16th September,2019 .Member of a committee.** Resource mobilization and grants committee

#### **Q. DEVELOPING AND IMPLEMENTING LINKAGES AND PARTINERSHIPS**

SNO.	MOU	Year	TERMS
1	AAKenya	2026	Five years
2	Savanna Honey Africa	2026	Five Years
3	United Nations University & Kibabii University, Kenya	2022	Global Assessment of Responsible Artificial Intelligence (AI) in Cities
4	Bungoma Chamber of Commerce and Industry and Kibabii University	2022	Jointly apply for grants from local and international agencies.
5	Suresh Gyan Vihar University,India and Kibabii University,Kenya	2022	Entrepreneurship cell development and business management mentorship

## **R..PROFESSIONAL RESEARCH INTEREST**

- Leadership and management in contemporary dynamic business environment
- Entrepreneurial financing models for micro and small enterprises
- Social entrepreneurship for community development
- Technology and innovations for startups
- Financial literacy and entrepreneurship for youth and women
- Family entrepreneurship for small and medium enterprises
- Business succession planning in small and medium enterprises
- Business canvas modelling for sustainable entrepreneurship

## **S. DEVELOPING NEW ACADEMIC PROGRAMMES**

<b>SNO.</b>	<b>Name of Pro gram</b>	<b>Status</b>
1.	BSC in Economics and Finance	Submitted to quality Assurance
2.	BSC in Economics and Statistics	Submitted to quality Assurance
3	BSC in Banking and Finance	Ongoing
4	BSC in Forensic Accounting	Ongoing
5	BSC in Economics	Ongoing
6.	BSC in Cooperative management and Entrepreneurship	Under review

## **T. STAFF APPRAISAL PERFORMANCE REPORT FOR 2024-2025 FINANCIAL YEAR**

The performance was very good ( Staff fully met expectations) **91%**

### U. LANGUAGE PROFICIENCY

Language	Speaking	Writing	Reading
English	Excellent	Excellent	Excellent
Kiswahili	Excellent	Excellent	Excellent
Ekegusii	Excellent	Excellent	Excellent

### V. Referees

1. Prof. Julius K. Maiyo, PhD Deputy Vice Chancellor, Planning, Partnerships Research & Innovation Kibabii University, P.O Box 1699-50200, Bungoma-Kenya. Email: <a href="mailto:maiyojulius@kibu.ac.ke">maiyojulius@kibu.ac.ke</a> Phone +254 721-223-154	2. Dr. Sirai Chebet Sylvia Senior Lecturer Dean School Of Business & Economics Kibabii University P.O.Box1699-50200, Bungoma, Kenya Email: <a href="mailto:schebet@kibu.ac.ke">schebet@kibu.ac.ke</a> +254776353751	Prof.. Muganda Munir Manini Professor of Finance Kibabii University P.O.Box1699-50200, Bungoma, Kenya Email: <a href="mailto:mmanini@kibu.ac.ke">mmanini@kibu.ac.ke</a> +254720149254
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### W. Certification

I the undersigned, certify that these data correctly describe me, my qualifications and my experience and confirm my availability for the proposed assignment.



(Signature)

Full Name: Dr. Fred Atandi Fred Gichana

Date: 5<sup>th</sup> May 2026