

PROF. RISPAAH NASIMIYU WEPUKHULU

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Bungoma, Kenya

PROFESSIONAL SUMMARY

Results-driven higher education administrator and gender & social policy expert with 14+ years of experience in university administration, gender mainstreaming, educational policy development, and institutional governance. Skilled in curriculum development, research grant writing, stakeholder engagement, and strategic leadership, ensuring academic excellence, inclusivity, and compliance in higher education institutions. Experienced in faculty mentorship, policy advocacy, mediation, and quality assurance, with a keen ability to spearhead institutional reforms, secure funding, and foster impactful university-industry linkages. Highly adaptable to evolving academic and policy landscapes, capable of managing multidisciplinary teams, complex projects, and research initiatives, and dedicated to advancing gender equity, academic innovation, and social development through strategic leadership and evidence-based policymaking.

PROFESSIONAL EXPERIENCE

Associate Professor in Educational Communication and Technology & Director, Institute of Gender and Development Studies | Feb 2026-date

Senior Lecturer and Director, Institute of Gender and Development Studies | March 2021 – Feb 2026
Kibabii University

Key Contributions

- Led gender mainstreaming efforts in academic programs, governance, and institutional policies, enhancing inclusivity and diversity in higher education.
- Developed strategic partnerships with government agencies, NGOs, and international organizations to advance gender equity initiatives and policy reforms.
- Designed and implemented gender-responsive policies, fostering an inclusive academic and professional environment within the university.
- Organized and facilitated capacity-building workshops on gender-sensitive leadership and conflict resolution, strengthening faculty and student competencies.
- Served as a certified mediator, resolving gender-related conflicts and ensuring a safe, equitable learning and working environment.
- Spearheaded research and policy advocacy in gender studies, contributing to national and global discourse on gender and development.
- Led funding mobilization efforts for gender-related research and institutional projects, increasing financial resources for program implementation.
- Supervising and mentoring over 9 PhD and 15 Masters Students, enhancing research output and academic excellence.
- Developing and securing research grants to advance gender studies and social policy reforms, raising over Ksh 50 million in funding.

Senior Lecturer and Dean, Faculty of Education and Social Sciences | May 2014 – January 2021
Kibabii University

Key Contributions

- Provided strategic leadership in academic planning, curriculum development, and faculty management, ensuring the quality and relevance of academic programs.
- Supervised faculty and coordinated student affairs, improving academic performance and institutional efficiency.
- Established partnerships with government agencies, private sector players, and international organizations, expanding funding and research opportunities.

- Implemented policies and academic programs that enhanced student retention, graduate employability, and faculty research output.
- Led the formation of the School of Business and Economics (SOBE), Faculty of Arts and Social Sciences (FASS), broadening the university's academic scope and student enrollment.
- Strengthened education quality assurance processes, aligning faculty programs with national accreditation standards and global best practices.

Lecturer and Chair of 13 Departments | March 2012 – May 2014

Kibabii University College

Key Contributions

- Coordinated and streamlined operations across 13 academic departments, ensuring consistency in curriculum delivery and faculty performance.
- Developed research-driven curricula that aligned with industry demands, improving student employability and practical skills development.
- Mentored and supervised students, fostering academic growth and professional readiness for careers in education and social sciences.
- Led faculty recruitment and training initiatives, enhancing teaching quality and fostering academic excellence.
- Represented the university in policy discussions and education reforms, advocating for innovation and improvement in higher education.
- Established partnerships with academic institutions and industry stakeholders, increasing research collaboration and knowledge exchange.

Lecturer and Warden of Female Hostel | March 2010 – March 2012

Masinde Muliro University of Science and Technology

Key Contributions

- Delivered engaging lectures and research mentorship, equipping students with analytical and professional skills for career advancement.
- Provided mentorship and personal development support to female students, promoting academic success and personal resilience.
- Established structured policies and mentorship programs to address gender-related challenges within the university community.
- Led initiatives to enhance student discipline, security, and well-being, fostering a safe and conducive living environment.
- Coordinated student leadership training, nurturing future women leaders in academia and governance.
- Advocated for gender-responsive institutional policies, improving representation and inclusivity in leadership and decision-making.

Senior Principal Graduate Teacher and Deputy Principal | May 2008 – February 2010

Teachers Service Commission – Bilibili Secondary School

Key Contributions

- Provided strategic leadership in academic planning, staff supervision, and student discipline, improving overall school performance.
- Introduced innovative teaching methodologies that enhanced student engagement, critical thinking, and subject comprehension.
- Strengthened staff professional development by facilitating training workshops and mentorship programs, enhancing instructional quality.
- Fostered strong parent-school engagement programs, increasing stakeholder participation in student development.

- Spearheaded infrastructure improvement projects, securing funding for classroom expansion, modernized facilities, and digital learning integration.
- Implemented student academic tracking systems, optimizing performance monitoring and targeted interventions for academic excellence.

Principal Graduate Teacher and Head of Humanities Department | January 2007 – April 2008

Teachers Service Commission – Wamalwa Kijana Secondary School-Kamukuywa

Key Contributions

- Designed and implemented curriculum improvements in Humanities, enhancing subject delivery and student comprehension.
- Led staff training initiatives, equipping teachers with modern teaching methodologies and student engagement strategies.
- Coordinated student mentorship and academic competitions, improving learning outcomes and school rankings.
- Developed and facilitated career guidance programs, supporting students in their transition to higher education and professional careers.
- Strengthened stakeholder partnerships to secure funding for learning resources and school infrastructure improvements.
- Advocated for gender-sensitive teaching practices, ensuring equal opportunities for male and female students in academic participation.

Graduate Teacher and Head of Humanities Department | January 1993 – December 2006

Teachers Service Commission – St. Mary’s Sosio Secondary School

Key Contributions

- Delivered dynamic and student-centered instruction in Humanities, improving overall subject performance and student engagement.
- Developed and implemented curriculum policies, aligning with national education standards and enhancing teaching methodologies.
- Provided career mentorship and guidance, equipping students with essential skills for academic and professional growth.
- Organized co-curricular activities and academic competitions, fostering student leadership, teamwork, and creativity.

EDUCATION

Doctor of Philosophy in Educational Communication and Technology | 2009

Moi University

Thesis: Attitudes of secondary school students towards pre-marital sex: Effects on schooling and management of HIV/AIDS scourge in the larger Bungoma District

Master of Philosophy in Educational Communication and Technology | 2001

Moi University

Thesis: Attitudes of the Christian Church and teachers towards Social Education and Ethics as a discipline in secondary schools in Bungoma District, Kenya

Bachelor of Education (Arts) | 1993

Moi University

Certifications/Trainings

- ☑ Training of Mediation Trainers Course– Kenyan Judiciary and Breakthrough ADR | December 2025
- ☑ 3rd Cohort Sensitization Forum for Board Members – Public Sector Accounting Standards Board (PSASB) | February 2025

- ☑ Intergenerational (Empower Her) Women Leadership Training – Echo Network Africa Foundation & Democracy Trust Fund | October 2024
- ☑ Training of Trainers (ToT) on Women Leadership – Echo Network Africa Foundation & Democracy Trust Fund | October 2024
- ☑ Foreign Travel Information Management Systems (FOTIMS) & Presidential Directives Management Systems (PDMIS) – Ministry of Education | September 2024
- ☑ Corporate Governance – Centre for Corporate Governance | May 2024
- ☑ Mediation / Alternative Dispute Resolution (ADR) – Serein Mediation Center | September 2022
- ☑ Management Challenge Course – Outward Bound Trust of Kenya | November 2020
- ☑ Strategic Leadership Development Programme – Kenya School of Government, Mombasa Campus | September – November 2020
- ☑ Senior Management Course – Kenya School of Government, Baringo Campus | November – December 2019
- ☑ Digital Teaching Material Development – Captiva International Limited | April 2019
- ☑ Strategic Training on Pension Resource Management – Enwealth | April 2019
- ☑ In-House Training on Effective and Progressive Industrial Relations – Federation of Kenya Employers (FKE) | February 2019
- ☑ Requirements for Teachers – Teachers Service Commission (TSC) | September 2018
- ☑ Peer Reviewers' Training – Commission for University Education (CUE), Masada Hotel, Naivasha, Kenya | September 2018
- ☑ Gender Mainstreaming in Higher Education & Forensic Victimology – Covenant University & Ahmadu Bello University (ACU) | March 2018
- ☑ Enterprise Risk Management – Kibabii University | May 2017
- ☑ Job Analysis – PricewaterhouseCoopers & Kibabii University | April 2017
- ☑ Grant Proposal Writing – African Population and Research Centre | March 2017
- ☑ Cabinet Memos and Board Paper Writing – Kenya School of Government | December 2016
- ☑ Curriculum Review Workshop – Kibabii University, Joventure Hotel, Kisumu | September 2016
- ☑ Pre-CBA Negotiations Skills Training – Federation of Kenya Employers (FKE) | May 2016
- ☑ Pensions and Risk Management Training – Liberty Pension Services, Intercontinental Hotel, Nairobi | February 2016
- ☑ Module Development to Enhance E-Learning – Kibabii University, Eldoret | February 2016
- ☑ Corruption Prevention Training – Ethics and Anti-Corruption Commission | October 2015
- ☑ Pedagogical Skills Training – Kibabii University | July 2015
- ☑ Trustee Development Program Kenya (TDPK) – College of Insurance, Nairobi | November 2014
- ☑ Corporate Governance Training – Centre for Corporate Governance, Nairobi | May 2014
- ☑ Quality Management System Implementation Training (ISO 9001:2008) – Apex Consulting Africa Limited | April 2014
- ☑ Staff Induction Workshop on Management Culture, Integration, and Internalization – Kibabii University College | March 2014
- ☑ Curriculum Development and Review for Public Universities in Kenya – Masinde Muliro University of Science and Technology (MMUST) | January 2014
- ☑ Risk Management Workshop – Kibabii University College, Kabula Pastoral Centre, Bungoma | June 2013
- ☑ Information for Quality Service and Customer Satisfaction – Kibabii University College | June 2012
- ☑ Implementation and Documentation of ISO 9000 Course – Kenya Bureau of Standards (KEBS), MMUST | 2012
- ☑ Training in Alternative Content Delivery (Module) – Kenyatta University, Hotel Cicada, Eldoret | 2012
- ☑ Regional Sensitization on Science, Technology, and Innovation – NCST, MMUST | 2012
- ☑ The Role of Ethics in Nation-Building: The Balance Between Unity and Cultural Diversity – Strathmore University, Nairobi | 2010
- ☑ Senior Supervisor Training – National Bureau of Statistics | August 2009
- ☑ Kenya National Examinations Council Supervisor Training – KNEC | October – November 2009

- ☑ Professional Counseling Training – Kenya Association of Professional Counsellors (KAPC), Safari Park Hotel, Nairobi | 2002
- ☑ Sensitization on Revised 8.4.4 Curriculum – Ministry of Education, Moi Girls High School, Kamusinga | 2002
- ☑ Induction Course in Education Management for HODs – Kenya Education Staff Institute (KESI), Iregi Teachers Training College | 2005
- ☑ Computer Studies – Samita Printers and Computers, Kimilili, Kenya | 2009
- ☑ Pre-University National Youth Service Programme – National Youth Service Training College, Naivasha | 1989

Conferences, Seminars and Workshops

- ☑ Appointed as Co- chair for the second National Conference on Technology facilitated Gender Based Violence (TFGBV) in universities and TVETS | December 2025
- ☑ Training Workshop on developing Gender and Disability Mainstreaming Workplan -Machakos | August 2025
- ☑ 6th Annual Forensic Victimology and Victim Support Conference – Co-hosted by University of Nairobi, Ahmadu Bello University (Nigeria), and Kibabii University (Virtual Conference) | October 2024
- ☑ Postgraduate Supervision Training – Kibabii University | May 2023, May 2024
- ☑ 5th Annual Forensic Victimology and Victim Support Conference – Co-hosted by University of Nairobi, Ahmadu Bello University (Nigeria), and Kibabii University (Virtual Conference) | October 2023
- ☑ Mwongozo Induction Programme for Boards of State Corporations – Lake Naivasha Resort | April 2023
- ☑ GDDC Training and Sensitization on Gender Mainstreaming – GDDC Kenya, Nakuru | October 2022
- ☑ 4th Annual Forensic Victimology and Victim Support Conference – Co-hosted by University of Nairobi, Ahmadu Bello University (Nigeria), and Kibabii University (Virtual Conference) | November 2022
- ☑ Quality Assurance in Higher and Tertiary Education Workshop – Association of African Universities (AAU) | July – October 2020
- ☑ 3rd International Conference on Future of Education (Virtual Conference) – The International Institute of Knowledge Management (TIKM), Sri Lanka | October 2020
- ☑ First Consultative Forum for Deans of Schools of Education in Kenyan Universities – University of Embu | August 2019
- ☑ 4th Kibabii University International Conference on “Enhancing Food Security and Universal Health Care for Sustainable Development” – Kibabii University, Bungoma, Kenya | June 2019
- ☑ Teacher Registration Requirements and Staff Induction Workshop – Kibabii University | 2018
- ☑ 3rd Interdisciplinary International Scientific Conference – Kibabii University | 2018
- ☑ 2nd Interdisciplinary International Scientific Conference – Kibabii University | 2017
- ☑ 1st Interdisciplinary International Scientific Conference – Kibabii University | 2016
- ☑ Information for Quality Service and Customer Satisfaction – Kibabii University College | 2012
- ☑ Implementation and Documentation of ISO 9000 Course – Kenya Bureau of Standards (KEBS), MMUST | 2012
- ☑ Training in Alternative Content Delivery (Module) – Kenyatta University, Hotel Cicada, Eldoret | 2012
- ☑ Regional Sensitization on Science, Technology, and Innovation (NCST) – MMUST | 2012
- ☑ The Role of Ethics in Nation-Building: The Balance Between Unity and Cultural Diversity – Strathmore University, Nairobi | 2010
- ☑ Professional Counseling Training – Kenya Association of Professional Counsellors (KAPC), Safari Park Hotel, Nairobi | 2002
- ☑ Sensitization on Revised 8.4.4 Curriculum – Ministry of Education, Moi Girls High School, Kamusinga | 2002

AWARDS

- ☑ Won a University Research Fund (URF) grant of Ksh 300,000 – 2018
- ☑ Awarded certificates for exemplary dormitory management as a Warden – St. Mary’s Sosio Secondary School | 2004 – 2006

- ☑ Received a certificate for outstanding performance in Christian Religious Education (CRE) in KCSE – St. Mary’s Sosio Secondary School | 2003 – 2005
- ☑ Awarded Moi University Scholarship to pursue a Master of Philosophy in Educational Communication and Technology – 1999 – 2001
- ☑ Voted Best CRE Teacher in Kimilili Division – 1997

LEADERSHIP ROLES

National and Institutional Leadership Roles

- ☑ Chairperson, Board of Directors – Kenya Literature Bureau | March 2023 – Present
- ☑ Director, Institute of Gender and Development Studies – Kibabii University | March 2021 – Present
- ☑ Dean, Faculty of Education and Social Sciences – Kibabii University | January 2014 – January 2021
- ☑ Acting Deputy Vice-Chancellor (Academic & Student Affairs) – Kibabii University | April 2017, May 2017, March 2017
- ☑ Chairperson, Board of Trustees – Kibabii University Staff Pension Scheme | 2019 – May 2020

University Committee Memberships and Responsibilities

- ☑ Appointed by the Presidents advisor to chair and host the national second Technological Facilitated Gender Based Violence (TFGBV) conference at Kibabii University |2025.
- ☑ Appointment as chairperson of the AD HOC Committee for preparations of registration of new students for the 2025/2026 academic year| 2025
- ☑ Mace Bearer – Kibabii University 6th Graduation Ceremony | March 2022
- ☑ Member, Sub-Committee for Rewards and Recognition Nomination and Selection Criteria – Kibabii University | August 2020
- ☑ Member, Ad-Hoc Committee for Book Launch and Public Lecture Planning – Kibabii University | August 2020
- ☑ Member, Performance Management Committee – Kibabii University | June 2020
- ☑ Chairperson, Institutional Risk Management Committee – Kibabii University | May 2015 – 2017
- ☑ Member, Kibabii University Statutes Review Committee – Kibabii University | April 2017
- ☑ Job Analyst Team Member – Kibabii University with SRC and PricewaterhouseCoopers | April 2017
- ☑ Chairperson, Ad Hoc Committee for the Establishment of the Centre for International Studies and Global Order – Kibabii University | February 2017
- ☑ Chairperson, Tender Evaluation Committee – Kibabii University | June 2017
- ☑ Member, Senate Ad Hoc Committee for Honorary Degree Nomination – Kibabii University | September 2016
- ☑ Chairperson, Technical Subcommittee for Kibabii University International Conferences – Kibabii University | 2016, 2017, 2018
- ☑ Member, Steering Committee for Kibabii University International Conferences – Kibabii University | 2016, 2017, 2018
- ☑ Member, Procurement Planning Committee – Kibabii University | April 2016
- ☑ Chairperson, Ad Hoc Committee on the Establishment of Turkana University College – Kibabii University | November 2015
- ☑ Chairperson, Enterprise Resource Planning (ERP) Implementation Committee – Kibabii University | August 2015
- ☑ Chairperson, Joint Steering Committee for Kibabii University and Turkana County Government MOU – Kibabii University | July 2015
- ☑ Member, Appointment and Promotions Committee – Kibabii University | 2015, 2016, 2017, 2018
- ☑ Chairperson, AD HOC Committee for Examination Irregularities Investigation – Kibabii University | May 2015
- ☑ Chairperson, Institutional Risk Management Committee – Kibabii University | May 2015
- ☑ Chairperson, Committee on Postponement of Examinations Investigation – Kibabii University | December 2014

- ✓ Member, AD HOC Committee on School Practice Malpractice Investigation – Kibabii University | November 2014
- ✓ Member, AD HOC Committee for Loan Proposal to Industrial and Commercial Development Corporation (ICDC) – Kibabii University | October 2014
- ✓ ISO Implementer – Kibabii University | September 2014
- ✓ Representative of Kibabii University Principal at Fundraising Function – Kibabii University | June 2014
- ✓ Chairperson, Electoral Board – Kibabii University | January 2014
- ✓ Member, Board of Trustees of Kibabii University Pension Scheme – Kibabii University | January 2014
- ✓ Chairperson, Institutional Risk Management Committee – Kibabii University | June 2013
- ✓ Chairperson, Department of Social Sciences – Kibabii University College | October 2013 – 2014
- ✓ Chairperson, Department in the Faculty of Education and Social Sciences(FESS) – Kibabii University College | May 2013 – October 2013
- ✓ Member, University Charter Drafting Committee – Kibabii University College | 2013
- ✓ Member, Academic Board – Kibabii University College | 2012 – 2013
- ✓ Member, Student Disciplinary Committee – Kibabii University College | 2012 – 2013
- ✓ Chairperson, Tender Committee – Kibabii University College | 2012 – 2013
- ✓ Warden, Female Students' Hostel (Hall 2) – Kibabii University College | 2012
- ✓ Chairperson, Privately Sponsored Students Program (PSSP) – Kibabii University College | 2012

External Leadership and Academic Responsibilities

- ✓ Peer Reviewer – Commission for University Education | 2018 – Present
- ✓ External Examiner – Masinde Muliro University | 2025
- ✓ External Examiner – Alupe University | 2023 – Present
- ✓ External Examiner – Bomet University College | 2016 – Present
- ✓ External Examiner– Moi University | 2015 – 2021

External Examiner

- ✓ External Examiner – Masinde Muliro University | 2025
- ✓ External Examiner – Alupe University | 2023 – Present
- ✓ External Examiner – Bomet University College | 2016 – Present
- ✓ External Examiner– Moi University | 2015 – 2021
- ✓ Thesis Examiner – University of Nairobi, Moi University, Masinde Muliro University of Science and Technology, and Kibabii University

Program Leadership

- ✓ PhD in Curriculum and Instruction – Kibabii University | February 2023 – Present
- ✓ Master of Arts (Religion) – Kibabii University | July 15, 2020 – Present
- ✓ Master of Arts (History) – Kibabii University | July 15, 2020

PUBLICATIONS

Books

- ✓ Sebastian okello Wang’ombe and Rispah Wepukhulu,2023 International Trends of Terrorism and counter Terrorism. ZEED &CEE
- ✓ Rop Naaman and Rispah Wepukhulu. 2015. African Traditional Religion: An Introduction. EANSO Publishers. ISBN – 13: 9781515213475
- ✓ Rop Naaman and Rispah Wepukhulu. 2019. Introduction to Philosophy of Religion. EANSO Publishers. ISBN 10: 151521347-

Modules

- ✓ I Rispah Wepukhulu, Margaret Matisi and Edith Simiyu. 2019. Introduction to the study of Religion. Kibabii University. ISBN 978-9966-59-015-2

Program developed

- ☑ Bachelor of Arts in Gender and Development Studies
- ☑ Women in Political Leadership
- ☑ Reviewed programs in the departments

Journals Articles

Published papers in refereed journals as listed below:

- ☑ Wekesa, D. N., Namasaka, R. W., & Matisi, M. (2025, June). Analysis of ritual actions performed during Tachoni last rituals for the transition of the dead. *IRE Journals*, 8(12), 19.
- ☑ Wekesa, D. N., Namasaka, R. W., & Matisi, M. (2025). Examination of symbolic objects used in Tachoni last rituals for transition of the dead. *IRE Journals*.
- ☑ Amunga, C. N., Namasaka, R. W., & Simiyu, E. (2024, August). Doctrinal perspectives on women's leadership in the Bible: A study of Enlightened Christian Gathering Churches in Kenya. *IRE Journals*, 8(2), 184.
- ☑ Amunga, C. N., Namasaka, R. W., & Simiyu, E. (2024, August). Leadership structures and practices in Enlightened Christian Gathering Churches in Kenya. *IRE Journals*, 8(2), 223.
- ☑ Maua, A. C., Wepukhulu, R., & Matisi, M. N. (2023). The Practices and Roles of the Nandi Traditional Religious Practitioners. *Iconic Research and Engineering Journals*.
- ☑ Maua, A. C., Wepukhulu, R., & Matisi, M. N. (2023). The Significance of the Nandi Traditional Religious Practices on Traditional Medicine among the Nandi. *Iconic Research and Engineering Journals*.
- ☑ Wakoli, S. B., Wepukhulu, R. N., & Mutsotso, S. N. (2023). Intervening Strategies for Addressing Conflict and Disintegration in Legio Maria Church in Kisumu County. *Iconic Research and Engineering Journals*.
- ☑ Wakoli, S. B., Wepukhulu, R. N., & Ngome, S. (2023). The Origin and Development of Legio Maria Church in Kenya. *Iconic Research and Engineering Journal*.
- ☑ Wepukhulu, R., & Likoko, S. (2023). Employee Satisfaction and Retention in Kenyan Public Universities. *European Journal of Theoretical and Applied Sciences*, 875-880 ISSN 2786-7447.
- ☑ Wepukhulu, R., & Likoko, S. (2023). Public Schools in Northern Kenya: Perceived Security and Teacher Turnover. *European Journal of Theoretical and Applied Sciences*, 867-874 ISSN 2786-7447.
- ☑ Milenja, A. L., Wepukhulu, R., & Matisi, M. (2022). Influence of Financial Demands by the Clergy on the Attitude of the Congregants among the Protestant Churches in Nairobi County, Kenya. *Iconic Research and Engineering Journals*.
- ☑ Wanyonyi, M. W., Wepukhulu, R., & Opondo, P. A. (2022). An Insight into Unprecedented Performance of Coffee Sector in Bungoma County, Kenya, 1967-1988. *The International Journal of Humanities & Social Studies*.
- ☑ Echwa, J., Kipkenei, S., & Wepukhulu Rispah. (2021). Influence of Teacher Delocalization Policy on Pupils' Academic Performance in Public Primary Schools in Loima Sub-County, Turkana County, Kenya. *International Journal of Research and Innovation in Social Science (IJRISS)*.
- ☑ Roselyne, O., Barasa, D. J., & Wepukhulu, R. (2021). The extent to which teachers' workload influences sustainability of hundred percent transition policy in secondary schools in Bungoma County. *Journal of Education* 3(1).
- ☑ Wepukhulu Anne Nekesa, Ahaya Ochieng, & Wepukhulu Rispah (2019). The Meaning of Modernization as a Concept. *Journal of Religion* 1(4).
- ☑ Wanyembi Phyllis Nekesa, Ahaya Ochieng, & Wepukhulu Rispah (2019). Bukusu Traditional Funeral Rites in Bungoma County, Kenya. *Journal of Religion* 1(4).
- ☑ Wepukhulu, R., Makila, L., & Simiyu, I. (2019). Moral Education and Societal Development: Is the Reintroduction of Social Education Ethics the Panacea for Society's Moral Challenges? *African Journal of Education and Social Sciences (AJESS)*. 4: 1-12. ISSN: 2415-0770.
- ☑ Aroni Nicholas Barasa, Wepukhulu Rispah, & Florence Wanjala. (2019). The HIV/AIDS Pandemic among Technical College Trainees, Its Implication on Their Sexual Behaviour. *African Journal of Education and Social Sciences (AJESS)*. 4: 13-25. ISSN: 2415-0770.
- ☑ Aroni Nicholas Barasa, Wepukhulu Rispah, & Irene Simiyu (2019). Influence of the Free Primary Education Policy on Pupils' Arithmetic Competence in Public Primary Schools: A Case Study of Kimilili-

Bungoma Sub-County, Kenya. *African Journal of Education and Social Sciences (AJESS)*. 4: 82-98. ISSN: 2415-0770.

- ☑ Samuel Wafula Makanda, Yokan Ogola, & Wepukhulu Rispah. (2019). A History of Dini Ya Musambwa in Bungoma County, Kenya: 1940-2017. *African Journal of Education and Social Sciences (AJESS)*. 4: 99-113. ISSN: 2415-0770.
- ☑ Nasaba Christabel Wanyama, Ezekiel Musembe Kasiera, & Wepukhulu Rispah. (2018). Strategies Used by Victory Outreach Church in Alleviation of Poverty among the People of Bungoma County, Kenya. *IOSR Journal of Humanities and Social Sciences*. 23 (5) ver.1. 35-42.
- ☑ Nasaba Christabel Wanyama, Wepukhulu Rispah, & Ezekiel Musembe Kasiera. (2018). Causes and Manifestations of Poverty among the People of Bungoma County, Kenya. *International Journal of Innovative Research and Advanced Studies*. 5(3).
- ☑ Gladys Kerubo Ragira, Wepukhulu Rispah, & Savala Angeline (2017). Role of Youth in the Church. *Journal of Humanities and Social Science (IOSR-JHSS) Volume 22, Issue 12, Ver. 2 (December 2017) PP 49-52*.
- ☑ Gladys Kerubo Ragira, Rispah Wepukhulu, & Savala Angeline (2017). A Review on Youth Ministry in the Church. *Journal of Humanities and Social Science (IOSR-JHSS) Volume 22, Issue 12, Ver. 6 (December 2017) PP 65-68 e-ISSN: 2279-0837, p-ISSN: 2279-0845*.
- ☑ George Okumu Achar, Rispah Wepukhulu, & Angeline Savala (2017). The Causes and Effects of Conflict between Luo-Maasai Communities of Ogwedhi-Sigawa, Kenya. *The International Journal of Humanities & Social Studies Vol 5 Issue 10. Pg. 340-344. (ISSN 2321 – 9203)*.
- ☑ George Okumu Achar, Rispah Wepukhulu, & Angeline Savala (2017). The Traditional Integrated Ways of Conflict Resolution between the Luo-Maasai Communities, Kenya. *The International Journal of Humanities & Social Studies. Vol 5 Issue 10. Pg. 186-189 (ISSN 2321 – 9203)*.
- ☑ Ngeiywo, T. K., & Wepukhulu, R. (2017). The Pokot Worldview as an Impediment to the Spread of Christianity among the Pokot People. *Journal of Philosophy Culture and Religion. Vol.5, No.7, pp.59-76*.
- ☑ Ngeiywo, T. K., & Wepukhulu, R. (2017). Missionary Work in Kenya: An Evaluation of the Spread of Christianity in West Pokot County. *Journal of Philosophy Culture and Religion. Vol.30, 2017*.
- ☑ Ochieng Ahaya & Rispah Wepukhulu (2017). Taboo and Secular Education: The Engagement towards Environmental Conservation in Africa. *African Journal of Education and Social Sciences (AJESS)*. 2: 163-178.
- ☑ Rispah Wepukhulu & Purity N. Namasaka (2017). Ethical Leadership: A Theoretical Analysis of Kenyan Ethical Climate. *African Journal of Education and Social Sciences (AJESS)*. 2: 163-178.
- ☑ Rispah Wepukhulu & Irene Simiyu (2016). Teaching Practice as Internship. *African Journal of Education and Social Sciences (AJESS)*. 1: 163-178.
- ☑ Rispah Wepukhulu, Joseph Otunga, & Sarah Likoko (2016). Forgotten Leaders? The Leadership Role and Workload of Directors of Studies (DOS) in Secondary Schools in Teso North Sub-County, Kenya. *International Journal of Science and Research*, 5: (10) 1204-1209.
- ☑ Lilian Amutabi & Rispah Wepukhulu (2016). Reading Research among Children. *International Journal of Science and Research*, 5: (10) 1210-1214.
- ☑ Christine Julie Nabwire, Micah Chepchieng, Aggrey Sindabi, & Rispah Wepukhulu (2015). Types of Conflicts that Require Management by Pastoral Counseling in the Mainstream and Pentecostal Churches in Nakuru County of Kenya. *International Journal of Science and Research (IJSR) 4 (5), 2885-2890*.
- ☑ Arnett N. Makokha, Michael O. Onjunju, & Rispah Wepukhulu (2013). Effects of Business Process Engineering on Implementation of Financial Management Systems: A Case of Masinde Muliro University of Science and Technology. *Research Journal of Finance and Accounting*. 4 (12): 90-95.
- ☑ Otiso K. N., Simiyu C. N., & Wepukhulu, R. (2013). Effects of Cost Reduction by Use of Mobile Phone Money Transfer System on the Profitability of Micro and Small Enterprises in Bungoma County. *European Journal of Business and Management*. 5 (26): 125-131.
- ☑ Rop Naaman, Wepukhulu Rispah, Leunita Makila, & Injendi Juma (2013). An Inquiry towards a Definition of Ethics. *Comprehensive Academic Journal of Social Sciences Vol. 2 Issue No. 45 pp.112-124. ISSN 000-273-874-32*.

- ☑ Rop Naaman, Wepukhulu Rispah, Leunita Makila, & Injendi Juma (2013). Phenomenological Approach in Religious Studies: Concept and Methodology. *Comprehensive Academic Journal of Social Sciences* Vol. 2 Issue No. 45, pp.240-272. ISSN 000-273-874-32.
- ☑ Rop Naaman, Wepukhulu Rispah, Makila L., Injendi J., & Muindu G. (2013). An Analysis of Concomitant cum Indispensable Interdependence of Religion, Culture, and Communication. *Comprehensive Academic Journal of Social Sciences*, 2 (45) 71-84.
- ☑ Achoka J. S. K., Mauyo L. W., Ogenga P. A., Maiyo J. K., Wepukhulu, R., & Owano A. (2012). The Potential Role of Open and Distance Learning in Provision of Basic Education to Vulnerable Groups in Kenya. *Educ. Res.* 3(11): 898-904.
- ☑ Wepukhulu, R., Mauyo, L.W., Poipoi, M.W., Achoka, J.S.K., Kafu, P., & Walaba, A. A. (2012). Influence of Socio-Economic Status on Attitudes towards Premarital Sex (PMS) among Secondary School Students in Western Kenya: Case Study of Bungoma County. *Journal of Emerging Trends in Economics and Management Sciences (JETEMS)* 3(4): 298-301.
- ☑ Mauyo L.W., Wepukhulu. R., Musebe R.O., Kirkby R.A., & Buruchara R. (2011). Structure and Conduct of Cross-Border Bean (*Pharsalus Vulgaris*) Marketing in East Africa: The Case of Western Kenya and Eastern Uganda. *Journal of Emerging Trends in Economics and Management Sciences.* 2 (6): 478-482.

POSTGRADUATE STUDENT SUPERVISION

Student	Degree and University	Year of Graduation
Doctor of Philosophy		
Gladys K Ragira	PhD Masinde Muliro University of Science and Technology.	2023
Chritabel Wanyama	PhD Masinde Muliro University of Science and Technology.	2023
Oroni Nicolas Barasa	PhD (EPM) of Kibabii University	2023
Anna Chemotinge Maua	PhD Kibabii University	2023
Sylvester Bifwoli Wakoli	PhD Kibabii University	2023
Margaret Matisi	PhD Kibabii University	2019

George Okumu Achar	PhD Masinde Muliro University of Science and Technology.	2018
Tom Ngeiywo	PhD Masinde Muliro University of Science and Technology).	2018
Angeline Savala	PhD Masinde Muliro University of Science and Technology).	2014
Masters		
Nancy Purko	MA Kibabii University	2024
Alice Milenje Lugado	MA Kibabii University	2023
Samuel Wafula Mukanda	MA Kibabii University	2020
Maasi Kennedy Wakhungu	MA Kibabii University	2020
Diperus Wafula Wanyonyi	MA Kibabii University	2019
Phyllis Wanyimbi	MA Kibabii University	2019
Ann Wepukhulu	MA Kibabii University	2019
Winnifred Wambui Mwikali	MA Kibabii University	2018
Wayong'o Maurice Wamalwa	M.ED of Kibabii University	2017
Christine Wanjala	M.ED Kibabii University	2017
Sylvester Wakoli Bifwoli	MA Kibabii University	2017
Wilbrodah Chiliswa	MA Mount Kenya University	2017
Sera Madiiga Kitsiri	MA Masinde Muliro University of Science and Technology)	2014
Margret Matisi:	MA Masinde Muliro University of Science and Technology)	2014

Papers Presented at Conferences

Attended and presented 14 papers at various learned conferences as listed below.

- ☑ Rispah Wepukhulu and Leunita M Makila. 2018 The Cultural View and Complexities of Gender Mainstreaming in Newly Established Universities In Kenya. Paper presented at the Kibabii University 3rd International Conference on 12th – 14th June 2018, Kibabii University, Bungoma, Kenya.
- ☑ Oroni Nicolas Barasa and Rispah Wepukhulu. 2018. Influence of the Free Primary Education Policy on Pupils Arithmetic Competence, in Public Primary Schools: A Case Study of Kimilili Sub-County, Kenya. Paper presented at the Kibabii University 3rd International Conference on 12th – 14th June 2018, Kibabii University, Bungoma, Kenya.
- ☑ Leunita Makutsa, Patrick Wanjala & Rispah Wepukhulu. 2018. Prevention of Depression in Adolescence: the use of Skill Facilitation Approaches. Paper presented at the Kibabii University 3rd International Conference on 12th – 14th June 2018, Kibabii University, Bungoma, Kenya.
- ☑ Oroni Nicholas Barasa and Rispah Wepukhulu. 2018. The HIV/AIDS Pandemic among Technical Institute Trainees, its Implication on their Sexual Behavior: A Case of the Selected Technical Institute in Kimilili Bungoma Sub-County, Kenya. Paper presented at the Kibabii University 3rd International Conference on 12th – 14th June 2018, Kibabii University, Bungoma, Kenya.
- ☑ Rispah Wepukhulu, Leunita Makila and Irene Simiyu (2017). Moral Education and Societal Development: Is the Reintroduction of Social Education Ethics the Panacea for Society's Moral Challenges? Paper

presented at the 2nd Interdisciplinary International Scientific Conference held at Kibabii University, 14th – 15th June 2017, Kibabii University Main Campus, Bungoma, Kenya.

- ☑ University Multiplication training workshop on curriculum development and review for public Universities in Kenya: Implementation and Accreditation. 23rd -24th January 2014, MMUST, Kakamega, Kenya.
- ☑ Makila L. and Wepukhulu. R. 2013. Effects of post conflict trauma on Children. A case study of Mount Elgon. Paper presented at the International Conference on Education in Africa: Transformative Education for Development, an African Perspective. 18th – 20th July 2013. Riara University, Nairobi, Kenya.
- ☑ Wepukhulu. R., Mauyo L., Kafu P. Walaba A., Mutsotso S. and Syallow C.M. 2012. Influence of Disposable Resources on Attitude towards Premarital Sex among Secondary School Students. Paper presented at 4th Annual International Conference, 28th -30th June 2012, MMUST, Kakamega, Kenya.
- ☑ Syallow C.M. and Wepukhulu R. 2012 Parenting of highly gifted and talented children. Paper presented at the 4th Annual International Conference, 28th -30th June 2012, MMUST, Kakamega, Kenya.
- ☑ Syallow C. M, Wepukhulu R., Tychus O. N. and M. Otieno. 2012. Educational Curriculum for Highly Gifted and Talented Undergraduate Youths in Both Public and Private Universities. Paper presented at 4th Annual International Conference, 28th -30th June 2012, MMUST, Kakamega, Kenya.
- ☑ Wepukhulu. R., Kafu P., Walaba A.A. and Mutsotso N.S. 2010. Influence of Socio Economic status on the attitudes of the youth towards pre-marital sex. Paper presented at the Annual International Conference, 6th -10th September 2011, Moi University, Kenya.
- ☑ Wepukhulu. R. 2009. Attitudes of secondary school students towards pre-marital sex: effects on schooling and management of HIV/AIDS scourge in the larger Bungoma District. Doctor of Philosophy Thesis, Moi University.
- ☑ Wepukhulu Rispah 2002. Future trends in social education and ethics in Kenya. Paper presented at the annual conference, School of education and social studies, Makerere University, 22nd – 24th August 2002.
- ☑ Wepukhulu. R. 2001. Attitudes of the Christian Church and teachers towards Social Education and Ethics as a discipline in secondary schools in Bungoma District, Kenya. Master of Philosophy Thesis, Moi University.

ACHIEVEMENTS AND RECOGNITIONS

-
- ☑ Trained staff and students on gender mainstreaming.
 - ☑ Trained student peer educators on reproductive health.
 - ☑ Successful celebrations of international women days.
 - ☑ Started Lactation centre for students and staff mothers at Kibabii University.
 - ☑ Acknowledged for 10 years of dedicated service as Chair of Departments and Dean, Faculty of Education and Social Sciences at Kibabii University, 2024.
 - ☑ Pioneered the establishment of the School of Business and Economics (SOBE) at Kibabii University in 2014, expanding academic offerings and enhancing institutional growth.
 - ☑ Spearheaded the formation of the Faculty of Arts and Social Sciences (FASS) at Kibabii University in 2020 strengthening the university's academic and research capabilities.
 - ☑ Led the development and launch of Kibabii University Radio Station, enhancing student engagement, research dissemination, and community outreach.
 - ☑ Served as a founding trustee of Kibabii University Pension Scheme, overseeing the growth of member contributions from Ksh 58 million to approximately Ksh 400 million.
 - ☑ Recognized for mentoring and supporting young scholars, many of whom have attained PhDs and secured senior academic and administrative positions.
 - ☑ Established the African Journal of Education and Social Sciences and served on its Editorial Advisory Board, promoting research excellence and scholarly publication.
 - ☑ Chief Guest and keynote speaker at International Women's Day at Kibabii University (March 8, 2023), advocating for gender equity and leadership in education.

- ☑ Chaired the committee for the establishment of Turkana Learning Centre, ensuring a seamless transition to Turkana University College in 2018.
- ☑ Successfully secured funding for academic research, international conferences, and institutional development, contributing to the university's sustainability and academic excellence.

Networking and Collaboration with External Organization

Initiated and facilitated the development and signing of:

- ☑ Kibabii University and Africa Centre for Security Governance and Research(ACSGRE) and Trust Indigenous Culture and Health(TICAH) Memorandum of Understanding.
- ☑ Kibabii University and Kenya Nation Union of Teachers (KNUT) Memorandum of Understanding for waiver of 15% of tuition for KNUT members and their dependents studying at Kibabii University.
- ☑ Analysis of the Effect of Energy Sources on the Health and Education of School-Going Children in the Slum Areas of the Lake Region Economic Block in Kenya | 2022
- ☑ Kibabii University and Kenya Union of Education Teachers (KUPPET) Memorandum of Understanding for waiver of 15% of tuition for KUPPET members and their dependents studying at Kibabii University.

RESAERCH GRANTS AND DEVELOPMENT FUNDS

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- ☑ Awarded a research grant worth Ksh 1,000,000 by TICAH to support a project focused on thematic research priorities (2025)
 - ☑ Received Ksh 250,000 from TICAH to facilitate the training of student peer educators on sexual and reproductive health, promoting youth engagement and health education (2024).
 - ☑ I was part of a successful FAIRE Grant proposal, securing Ksh 8,000,000 to enable access to CCDC Database Resources, significantly enhancing research infrastructure and data access capacity for affiliated institutions (2024).
 - ☑ Secured Ksh 875,000 in funding for Gender-Based Violence (GBV) Training by NIRAS at Kibabii University (2023).
 - ☑ Mobilized Ksh 955,880 for the 6th Kibabii University International Conference (2023), enhancing academic discourse and research collaboration.
 - ☑ Awarded Ksh 50 million from the United Nations Peace and Development Trust Fund for research on Analysis of the Effect of Energy Sources on the Health and Education of School-Going Children in the Slum Areas of the Lake Region Economic Block in Kenya (2022).
 - ☑ Received Ksh 180,000 in funding for Enhancing Gender-Responsive Procurement for Inclusivity and Women Empowerment (2021), promoting equitable procurement practices.
 - ☑ Successfully raised Ksh 545,200 for the 4th Kibabii University International Conference (2019), fostering academic networking and knowledge sharing.
 - ☑ Secured Ksh 805,800 for the 3rd Kibabii University International Conference (2018), advancing research and scholarly engagement.
 - ☑ Facilitated Ksh 663,000 in funding from the County Government of Bungoma for ECDE Training Unit (2018), supporting early childhood education initiatives.
 - ☑ Awarded Ksh 300,000 from the Kibabii University Research Fund (URF) (2018) to support academic research and institutional development.

PROPOSAL FUNDING

-
- ☑ Exploring Cultural Approaches to Addressing the Root Causes of Violence against Women and Children,2025.
 - ☑ Enhancing Inclusive Locally-Led Solutions in Digitalization, Green Economy, and Sustainable Transport Through Academic Mobility in Africa (DIGEST-Africa), 2025.
 - ☑ ACU Call for Proposals: Greening Employability – Integrating Climate Adaptation into Sectoral Skills for Local Impact | 2025
 - ☑ Rethinking Teacher Pedagogical Skills in Supporting Learners with Special Needs in Samburu County, Kenya | 2024

- ☑ KIX Call for Proposals: Knowledge and Innovation for Achieving Gender Equality and Social Inclusion at School | 2023
- ☑ Technical and Financial Proposal for Provision of Gender Equality and Diversity in Management | 2023
- ☑ Analysis of the Effect of Energy Sources on the Health and Education of School-Going Children in the Slum Areas of the Lake Region Economic Block in Kenya | 2022
- ☑ Socioeconomic and Cultural Correlates of Social Vices among Students of Kibabii University and Their Impact on the Neighborhoods – Submitted to the Office of Deputy Vice-Chancellor, Planning, Partnership, Research and Innovations (PPRI), Kibabii University
- ☑ Academic Mobility for Sustainable Information and Communication Technology, Human Capital Development (AMSTHD) – Submitted to EU for Academic Mobility within Africa | 2020
- ☑ Educating About and Combating Climate Change: An Integrated Framework for University Education in Kenya – Submitted to Spencer Foundation
- ☑ Analysis of COVID-19 Control Measures on Cultural Practices among Selected Communities in Kenya
- ☑ Improving the Postgraduate Supervision Capacity and Mentorship of Faculty for Quality Outputs and Timely Completion Rates in the Humanities and Social Sciences – Submitted to CODESRIA

CONSULTANCY SERVICES

- ☑ Trainer for ADR BREAKTHROUGH and KENYAN JUDICIARY for Trainer of Trainers in Mediation | April 2026
- ☑ Feasibility study for establishment of School of Engineering at UMMA University | 2024
- ☑ Assessment of Academic Programmes Sustainability at UMMA University – UMMA University | 2021 – 2022
- ☑ Training of staff on Gender Mainstreaming – Bungoma County Assembly | 2022
- ☑ Training of Management on Gender Mainstreaming – Kisiwa Technical Training College | 2021

APPRECIATIONS AND COMMENDATIONS

- ☑ Recognized for support and contribution to the 6th Kibabii University International Conference – Kibabii University | July 2023
- ☑ Commended for financial and material support towards needy students – Kibabii University | March 2022
- ☑ Acknowledged for voluntary salary contributions towards the COVID-19 Emergency Fund – Kibabii University | August 2020
- ☑ Appreciated for participation in the 1st Consultative Forum for Deans of Schools of Education in Universities in Kenya – University of Embu | August 2019
- ☑ Honored as Chief Guest at Friends Secondary School Lwanda Girls – Friends Church Kenya | March 2019
- ☑ Recognized for contribution to the success of the 3rd Kibabii University International Conference – Kibabii University | June 2018
- ☑ Acknowledged for the establishment and production of the African Journal of Education and Social Sciences Volume 2 – Kibabii University | January 2018
- ☑ Appreciated for material contributions to the 2nd Interdisciplinary International Scientific Conference – Kibabii University | July 2017
- ☑ Recognized for excellence in coordinating the 2nd Interdisciplinary International Scientific Conference – Kibabii University | June 2017
- ☑ Commended for contributions towards the ISO certification process at Kibabii University – Kibabii University | September 2016
- ☑ Appreciated for organizing and supporting the 1st Kibabii University International Conference – Kibabii University | July 2016
- ☑ Recognized for contribution to a church fundraising initiative – St. John's Catholic Church Tongareni | June 2016

- ☑ Honored as Chief Guest Speaker and Guest of Honor at various academic and leadership events – Friends Church Kenya | 2016
- ☑ Guest of Honor at St. Mary’s Sosio Secondary School Annual General Meeting – St. Mary’s Sosio Secondary School | October 2014
- ☑ Acknowledged for effective discharge of duties in university administration – Kibabii University College | November 2013

CORPORATE SOCIAL RESPONSIBILITY

-
- ☑ Founding Member and Vision Bearer – LAKARINAPWA Enterprise, BLESSED SISTERS TEAM, PRIMU and SIANA enterprises, and supporting economic empowerment initiatives.
 - ☑ Donated reading and reference materials and tree seedlings to primary and secondary schools in partnership with KLB, supporting education and environmental conservation.
 - ☑ Member of the County Government of Bungoma Task Force on Education, contributing to policy recommendations and education sector improvements.
 - ☑ Member of University Outreach Programme, promoting community engagement and educational access.
 - ☑ Motivational Speaker in Secondary Schools and Educational Events, including:
 - Annual Sub-County Heads Conference - Kiminini | 2021
 - Annual Sub-County Heads Conference Wareng Chapter | 2017
 - Ndalu Zonal Educational Day | 2018
 - ☑ Board of **Management Member in Several Schools in Bungoma County, providing governance and academic oversight:**
 - Chairperson (BOM) – Chesamisi Boys
 - Deputy Chairperson & Chairperson of Academic Committee (BOM) – St. Mary’s Sosio Girls
 - Chairperson (BOM) – Kamusinde Boys
 - Chairperson (BOM) – Maliki Boys
 - Chairperson of Academic Committee (BOM) – Kabuyefwe Girls
 - ☑ Member of Bungoma County Alcohol and Drug Abuse Life Savers, advocating for substance abuse prevention and rehabilitation programs.
 - ☑ Member and Treasurer – Maeni Monthly Meeting, and Malaa Village Meeting, Friends Church, supporting faith-based community initiatives.
 - ☑ University Representative at Bungoma Central Education Day at Sikusi | May 25, 2013, promoting education awareness and university programs.
 - ☑ Parents Representative at PHIM School, Kimilili, actively involved in school governance and decision-making.
 - ☑ Member of the University College Marketing Team, facilitating student recruitment and institutional visibility.
 - ☑ Member of the School Management Committee at Lurare Premier Academy, supporting school development and management strategies.
 - ☑ Member of Space and House Allocation Committee, ensuring equitable distribution of university resources.
 - ☑ Donated Five Copies of Ethics Course Books to the University Library, enhancing academic resources for students and faculty.
 - ☑ Member of the Appointments and Promotions Panel at Kibabii University, contributing to recruitment and career progression decisions.

PROFESSIONAL AFFILIATION

-
- ☑ Member, Serein Mediators Association (SMA/2024/488)
 - ☑ Member, Kenya National Academy of Sciences (KNAS/193/2015)
 - ☑ Member, Forum for African Women Educationists (FAWE-Kenya)
 - ☑ Member, Kenya Association of Educational Administration and Management (KAEAM) (No. 472012)

- Active collaborator in academic and research networks, engaging in policy advocacy, gender studies, and education development initiatives.

LANGUAGES

- English – Proficient
- Swahili – Proficient

REFERENCES

PROF SOLOMON SHIBAIRO

Vice-Chancellor, Masinde Muliro University of Science and Technology
P.O. Box 190-50100, Kakamega, Kenya
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PROF STANLEY NGOME MUTSOTSO

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P.O. Box 1699-50200, Bungoma, Kenya
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DR CAROLINE NABWOBA SIMIYU

Chairperson, Department of Curriculum and Pedagogy, Kibabii University
P.O. Box 1699-50200, Bungoma, Kenya
Tel: +254 705 409 983