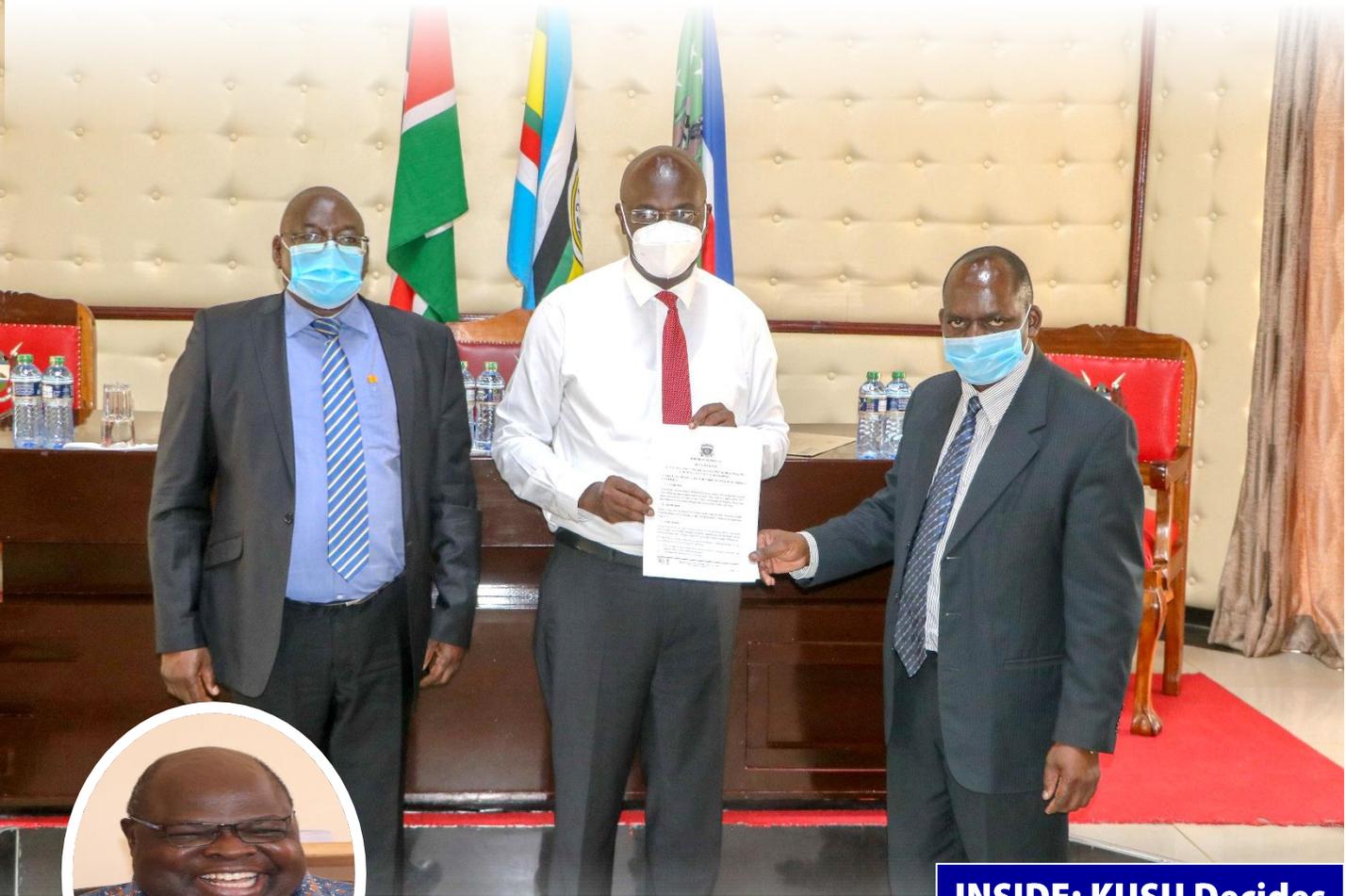




University Council Pays a Courtesy Call on Bungoma Governor



KNOW YOUR SCHOLAR:
Prof. Stanley Mutsotso on his Steady Rise

INSIDE: KUSU Decides

2020/21 Theme:
Exercising Academic Freedom



Graduation Ceremony
26th March, 2021



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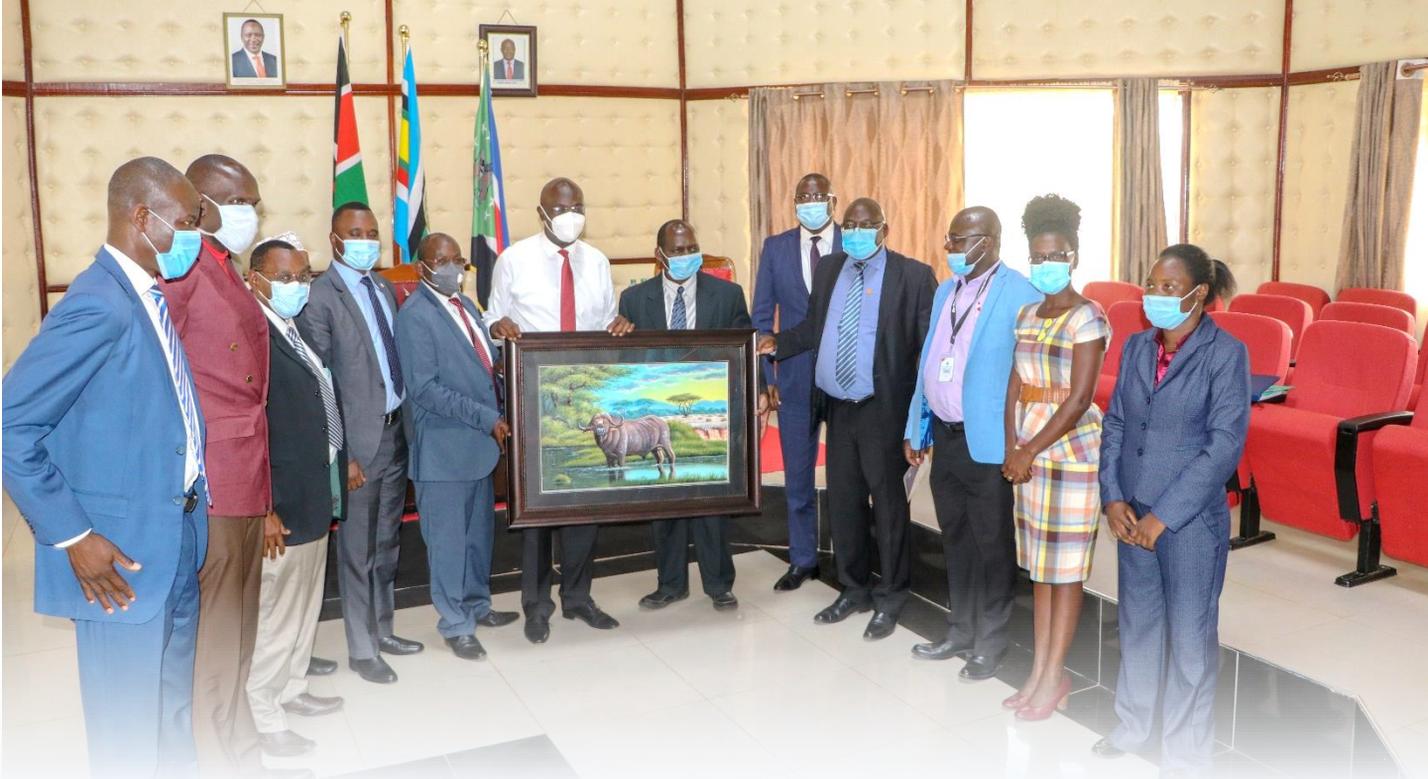
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KIBU Council Meets Governor to Cement Relations With County Government

By Meshack Nyambane | mnyambane@kibu.ac.ke

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As Kibabii University seeks to grow exponentially in its infrastructural capacity, staff, faculty and student population, it is the responsibility of the University Council to continually engage key stakeholders in delivering its mandate. Bungoma County Government, a key stakeholder played host to the University Council on January 21st 2021. The delegation led by the Chairman of Council Dr. Ernest Mwangi Njoroge was received by the Bungoma County Executive led by H.E. Governor Wycliffe Wafula Wangamati.

Dr. Njoroge expressed his admiration for the County Government for the support extended to the University. The County Government has incorporated Kibabii University in the Chebyuk water project funded by KOICA as well as allocated perks of land to aid expansion of the University to accommodate new programmes. The Chairman expressed his optimism in continued partnership that will see the two institutions mutually benefit in uplifting the lives of the learners and the community.

“We do not have enough words to thank this County Government. The land donated to us in Sang’alo and Kopsiro in Mt. Elgon will realize immense growth in our capacity to deliver our research objectives geared towards fulfilling the National Government’s Big Four agenda. We request for finalization of documentation of these important donations to ensure the University starts to put them to proper utilization,” Dr. Njoroge said.

In his remarks, Governor Wangamati promised to finalize the pending documentations within a period of two (2) months. He commended the University for noble initiatives like the endowment fund and subsidies given to teachers advancing their education and promised his support to the needy students’ endowment fund that was initiated by Kibabii University Chancellor and President of the Republic of Kenya, H.E. Uhuru Kenyatta. In his address during the 4th Graduation of Kibabii University in December 2019, the President had promised a startup personal contribution of Kes. 5 million and challenged the University and other stakeholders to fill-up by fundraising to ensure needy students are supported.

In regards, Governor Wangamati undertook hastening the passing of the County Government Needy Students Policy at the County Assembly to ensure sufficient funds are allocated towards needy students’ support.

“I want to promise Kibabii University that I will endeavor to have the policy passed in Cabinet to see how much we can set aside towards the endowment fund. My challenge to the University is to come together and work with the County Government to ensure a School of Medicine is established within the County. This will ensure our doctors are trained from within and at an affordable cost,” He said.

MEMBERS OF UNIVERSITY COUNCIL PRESENT

- i. Dr. Ernest Mwangi Njoroge, **Chairman Of Council**
- ii. Mr. Michael Jasper Obonyo, **Representative of the Cabinet Secretary, The National Treasury.**
- iii. Mr. Lukes Shiroya Kundu, **Representative of the Principal Secretary, State Department for University Education and Research, Ministry of Education.**
- iv. Mr. Francis Asunah,
- v. Mr. Hussein Abdi Farah,
- vi. Mr. Vincent Mosei Nyabiosi,
- vii. Eng. Mwaka Mungatana,
- viii. Mr. Tom Mboya Wambua,
- ix. Prof. Isaac Ipara Odeo, **Secretary.**



NEW APPOINTMENTS

In gearing up and upscaling the academic profile of the University occasioned by introduction of new programmes and general administrative alignments, the University Council and Management made the following appointments in January/February 2021. The Officers shall serve in their respective capacities at different tenures.

S/NO.	NAME	OFFICE
1	Prof. Stanley Mutostso	Ag. Deputy Vice Chancellor(ASA)
2	Prof. Julius Maiyo	Dean, FESS
3	Dr. Muganda Munir	Director, PC/QA
4	Dr. Anselimo Muganda Peters	Director, ICT
5	Dr. Jane Kabo	Founding Dean, School of Nursing
6	Dr. Edwin Masibo	Ag, Dean, SGS
7	Dr.Sylvia Sirai	In-charge, BAM
8	Dr. Festus Kelonye	Coordinator, Epidemic and Disaster Management
9	CPA Dr. Benjamin Oduori	Finance Officer
10	Ms. Carolyn Dayo Kivihya	In-charge Department of Curriculum Instructional Technology
11	Mrs. Roselida Maroko	In-charge Department of Information & Technology
12	Ms. Carolyne Simiyu	Departmental Examination Timetabling Coordinator Curriculum& Instructional Technology

All Degrees Deserve Uniform Respect, So Let's End the Debate



By Emmanuel Wamalwa | emmanuelwamalwa942@gmail.com

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On Wednesday, January 20, 2021, I had the indescribable pleasure of being invited to take part in a heated debate triggered by an alarming remark from one finalist student in Kibabii University after the latter asserted that some University degrees are more prestigious, and therefore, should be held with respect on matters of national development.

It is so unfortunate, that we live in a community that places more focus on science degrees as compared to arts, and this was the case in the government`s suggestion to stop funding some degrees it considered useless.

The storyline majorly focused on courses that should be prioritized which closely marries with the government`s three crucial pillars; economic, political and social by the year, 2030.

It is true, that students taking degrees in Medicine, Law, Engineering and Science related-courses are highly regarded making the `other` group feel like they have no part in contributing to national growth and development.

According to this finalist pursuing Education in Kiswahili and Religion, art degrees are going to be useless in the near future, adding that she was going to do another separate course from education after graduating, claiming that her father forced her to do the aforementioned course contrary to her accounting option.

In this regard, there is no better time to open the eyes of the society and educate her (society) not to judge their children with the value of the grade they bring home after their time in school or awarding respect to people depending on their degrees.

Look at this child, for instance, who has no interest in education, but actively engaged in handy works like fixing automobiles, fixing broken water pipes, repairing computers, radios and televisions, just to mention a few and give him or her the necessary

motivation so that his or her impact in the society can be felt.

I hate to say this, but we live in a Country rife with joblessness, and the best our political figures, parents and/or guardians can do, is to ask us create jobs where there are no resources, or find something worth capital generating. Leaving graduates not far from those who never accessed any education could be the reason that makes most parents and/or guardians mount pressure on their children to pursue a certain 'prestigious' degree over others.

We should all look forward to a day we shall consider persons depending on their personal character, performance, and composure and not their degrees as it is our current adage. The world needs all of us, and not a few individuals.



“It Calls for Patience,” Says Prof. Mutsotso

Interview by Meshack Nyambane & Elsea Wekesa



In this 11th edition, we shall feature Prof. Stanley Mutsotso Ngome, Associate Professor of Educational Communication and Technology, former Dean, School of Graduate Studies, and currently the Acting Deputy Vice Chancellor (Academic and Student Affairs) at Kibabii University. Professor has a wealth of experience in Teacher Education as well as Administration and Management of Education at various levels in the country.

Q: Tell us about yourself,

I was born on 30th March 1969, I am married and have children. I went to Mungore Primary School in Bungoma. It was at Mungore where I started nurturing my leadership skills. I was appointed a prefect and charged with the responsibility of guarding the (nyayo) milk store. This was a noble responsibility at the time and the headmaster trusted only me with this. Not even teachers were trusted with this responsibility! (laughs)

I did my CPE examinations in 1983 and then joined Mundika Mixed Secondary School for O-Level. My sister, Grace Otuya who was a teacher at the school paid my school fees. At Mundika, I was appointed a prefect in charge of the library. Out of this service, I was awarded the most honest prefect. In 1987, I participated in National Creative Writing Competition, courtesy of Nation Media Group where I emerged best in Western Province and 3rd best nationally. This was an epic moment for me.



I remember the Board of Management bought me a trouser and blazer as a reward. These kinds of clothing were a preserve for A-Level students, but they were given to me. The competition also gave me an opportunity to go to Nairobi for the first time to receive an award from the Nation Media who gave me a certificate and a pocket radio, which I have kept until today.

Q: Quite an experience at Mundika. Did the successes end there?

After completing my KCE I joined Kolanya Boys for A-Level where again I became a library prefect and proceeded to Moi University after completion. At Moi, I studied Bachelor of Education, Arts for three years. I would have completed my studies earlier were it not for the nationwide strike on the Pay as You Eat (PAYE) feeding program. Life had been so good, with free meals then “boom”, the Structural Adjustment Program of the Government introduced PAYE and students went up in arms, delaying our studies for a year. I finally completed and attained a second class honors upper division and became a teacher for three years between 1994 and 1996 and then proceeded for my master’s degree in Education Communication and Technology in 1997 at Moi University. Before graduation, I was posted as an Education Officer in Vihiga in 1999. I finally graduated with masters in the same year.

As a teacher, I managed to pursue a Diploma in Public Relations and Business Administration course by the International Association of Business Executives (IABE) at the Universal Group of Colleges, Nairobi. This was a part time course but I became the best in the country. I was awarded a scholarship to pursue an Advanced Diplôme in Business Administration. However, I declined the scholarship.

I went back to Moi University to pursue my Ph.D. in the year 2001 and graduated in a record time of 3 years. In 2003, I joined Masinde Muliro University of Science and Technology as an Assistant Lecturer in the department of Curriculum and Instructional Technology where I soon became the Departmental Examinations Coordinator. In 2004, I became Chairman of the Department and served for 7 years till 2011.

Q: Congratulations for your appointment as acting Deputy Vice Chancellor. How did you find yourself at Kibabii University and how has the going been?

In 2012, Kibabii University was declared a constituent college of Masinde Muliro University and I was selected to become a Faculty of Education and Social Sciences Associate Dean and later Acting Dean. I however did not make as substantive Dean of Faculty because I lost the Deanship elections. In 2014, I was appointed Dean, School of Graduate Studies where I have been serving my second and last term until my recent appointment as acting Deputy Vice Chancellor (Academics and Student Affairs). I wish to sincerely thank the University Council for having confidence in me.

Q: Any other leadership positions outside academia?

I am a leader in the society as well. I serve as the Patron of the Batura Council of elders, a minority community in Bungoma County. I am also the Secretary for the technical committee of the Kakamega County Council of elders. This involves extensive research activities. Currently, we are trying to trace the



history and culture of the people who live in Kakamega County. I am also the Organizing Secretary of Western Community Health Association (WECOHAS). Apart from that, I am the Organizing Secretary of the Elgovic Research Consortium where we carry out multidisciplinary research on thematic areas of concern in the Lake Victoria Basin Region of Kenya. Lastly but not least, I am the Chairman of the development committee of Saint Michael ACK Church, Maragoli Parish, Maseno North Diocese. I am very religious for your information!

Q: According to you who is a Professor.

According to Latin, a professor is a person who professes. This is an expert in his field based on the long experience in University teaching and research in his area of specialization. According to me, a professor could be equated to a philosopher king as one who possesses the love of wisdom and intelligence. A professor should also be honest and have the willingness to live a simple life. He should be able to interact vastly with the lowest in the society. He should be able to understand his environment. He should also be polished. A professor should have good command of language! Lastly, a professor does not retire. It is only his knees and legs that retire him. I am still an Associate Professor, so I am not yet there. I am still ambitious to become Professor.

Q: What is your opinion about the research output by current postgraduate students as compared to your earlier generation of students.

What used to happen with the earlier generation of students was dictated by program requirements. The entry requirement for one to do a master's degree was strictly second-class honors, upper division. Any lesser grade could not allow you to pursue a master's degree. Nowadays, because of the

search for avenues to tap funds from privately sponsored students as well as the framework of education for all, the entry requirements have been relaxed. As a result, there has been an increased number of students pursuing postgraduate education compared to the past.

In research aspects, nowadays there are a lot of advantages. In the past, there was no internet or web-based journals that are currently being enjoyed. Students only relied on hard copy resources. Also, there was no antiplagiarism software. But even without it, because of strict oral thesis presentations, the defense panel could tell the students' effort in the work. The students thoroughly owned their work. Nowadays, although technology has brought efficiency, it is difficult to tell if certain work entirely belongs to the student.

In the past, there were University scholarships given to students. Currently, universities do not offer such scholarships which poses challenges as many students struggle to raise school fees. Increased numbers have also posed a challenge as most universities lack adequate resources.

Q: Does high postgraduate completion rate indicate quality in a university?

High postgraduate completion rate may not or may not be an indicator of the university's quality but it is not a guarantee. A university like University of South Africa produces many postgraduates and it is still ranked as a top-notch university. It has proper systems that ensure quality and guard against mediocrity. In this country, we have had cases where a university produces many Ph.Ds. which are doubtful and raise eyebrows.



Some could even poach students and graduate them illegally. Culprits have been profiled and punished. What we expect is a normal curve in graduation figures.

According to me, the quality of a university is dictated by performance of the graduates when they join the world of work and the relevance of their skills to the requirements of the economy. Relevance too, is important because all sectors of the economy rely on research of the universities.

Q: As a dean, School of Graduate Studies, what role did you play to ensure attraction and enrolment in postgraduate students?

Attraction of post graduate students is not an event but a well-planned process. This is by creation of confidence in the programmes and products. Once confidence has been created, capacity of departments must be assured with qualified scholars to teach, supervise and examine graduate students. I am glad that at Kibabii we are on the right trajectory in terms of graduate faculty.

Secondly, the COVID 19 pandemic enabled us to attract more postgraduates as online learning was implemented during the period. More students are now on board and they learn from wherever they are.

In the funding aspects, the School of Graduate Studies in conjunction with the Division of Planning, Partnership Research and Innovation has regularly organized training on proposal writing. Many students have been applying and receiving research funds from the National Research Fund which has attracted more students to Kibabii University.

The university has also emphasized on originality of research output through watertight antiplagiarism tests and controls and this has greatly improved

the confidence of the industry for our graduates.

Lastly, internationalization has contributed greatly as we are not only admitting local students but also those from other countries. We are proud to note that students from the East African countries have been admitted are very capable in advancing their postgraduate education. We have complemented this with the automation of the admissions process. Many more international students are expected this year.

Q: Are there alternative ways that Universities should pursue to complement revenue streams generated from tuition fees.

Alternative revenue in universities could be generated if Universities can think more critically. This is by reexamining the traditional mandate of the University which is basically teaching, research and extension. A paradigm shift is needed to expand the focus of Universities and add entrepreneurship and innovation as key mandates to achieve an entrepreneurial kind of university. An Entrepreneurial university will contribute and provide leadership for creative thinking, patriotism and actions.

Furthermore, we need to have programmes and systems that integrate aspects such as finance, accountancy, marketing, economics and computer science which need to be spread out to all programs in the university. Students should also be entitled to a common course of the history of Kenya to enable them understand themselves and their environment. It is by understanding the Kenyan history that people will be able to think and innovate new skills. To build an entrepreneurial university, we must sharpen the university's structures for collaboration with industry.



Q: In 2004, you published a thesis titled 'The role of Social Education and Ethics in the Management of violence in Secondary schools' in Vihiga District. In yet another cycle we have recently witnessed cases of arson and violence in schools. What exactly influences such happenings?

What goes on in schools is a clear reflection of what happens in the society. Violence at home is carried to school as parents have become very abusive. The fundamental reason for increased violence in schools is the long stay at home due to COVID-19. This is because children were facilitated by parents to look for cheap cash. As a result, they have had very easy access to drugs and other substances and in the process a ruthless character has been created.

The delocalization of school Principals and Deputies has also facilitated increased violence. Due to delocalization, the new administrators lack time to understand the local cultures of the people and they end up introducing new cultures. They came with a drive to achieve as they were achieving elsewhere and in the process, they end up colliding with rigid and impatient students.

Psychologists say that learners are most happy when at school but recently the school is not a peaceful place. The philosophy behind boarding schools may be outdated in the 21st century. According to me, there is need to rethink the boarding school policy as statistics show that violence has occurred mostly in schools with dormitories. Such kind of shift ought to be gradual and systematic. Let me add that instructional approach to addressing violence remains the sure way to dealing with violence at home and school.

Q: We have heard in different quarters, that there is need to re-introduce corporal punishment in secondary schools as a way of containing these violent cases. What is your opinion?

Corporal punishment existed since early civilization all over the world. In Kenyan schools it was strictly administered by the head teachers but because of misuse, it was banned in 2001 by the Children's Act. Children have their rights and they have a right not to be humiliated.

The saying "spare the rod and spoil the child" doesn't need to be literally done. In the 21st century, things are changing and technology is taking over. Whipping a child leads to low self-esteem which affects their academics. Professional guidance and counselling is therefore the most significant method of attaining discipline today and in the future

We should also integrate issues of morality and counselling in the curriculum. Schools should hire trained school counsellors as they are more effective. Schools should not hire incompetent persons for the task or assume born again staff are qualified for guidance and counselling tasks. We need role models who can be looked upon by learners. Role models combined with parental guidance will help reduce school violence.

Q: How many postgraduate supervisions have you conducted?

I have supervised very many Masters and PhD candidates. If interested in specific numbers, I refer you to my resume at the KIBU website. The students I have mentored have proceeded to become very successful and the latest one has become the Deputy Director at the Kenya National Qualifications Authority. Others are very successful teachers, lecturers and administrators. I am very proud of this.

Q: Any current research interests?

At the moment, we are doing a collaborative research with other research scientists from Masinde Muliro University on gender, education and impact of the COVID 19 with focus on psycho-social effects. My long-term research focus has revolved around Teacher Education and the mechanics of teaching.

Q: Parting shot to young scholars.

Young scholars should be interested in on-job training and writing fundable proposals to remain relevant in the University.



Office Syndrome: Abnormally Normal at your Workplace

By Amos Nyongesa | anyongesa@kibu.ac.ke

Office Syndrome is not a disease but a group of symptoms that occur due to wrong posture or prolonged sitting at the workplace. It is typically seen in persons who work for long hours in offices, sitting in the same position and working in front of computer screens.

CAUSES OF OFFICE SYNDROME

- Office syndrome can occur in any person who remains in the same position for long periods of time or sits and stands in a wrong posture.
- A poor working environment whether at the office or at home is a major cause of office syndrome.
- Inappropriate height of the table and incorrect positioning of the computer or keyboard leads to the wrong posture.
- Long duration sitting, slouching forward or sitting hunchbacked causes constant muscle contraction leading to muscle strain. Over a long period of time, this results in weak core muscles and strain in muscle groups of shoulder, neck, and back.
- Muscle strain from repeated clicking of the mouse can lead to pain in the wrist and fingers.
- Dry eyes and headaches can result from staring at computer screens for long hours.
- Sitting with legs crossed or standing with the weight on one side causes one leg to continuously apply weight on the other. This can cause aches and cramps affecting the spine in the long run.
- Sitting on the edge of the seat without proper support to the back, sitting up in

bed to read or watch television are other causes of office syndrome.

- People who perform hard physical work and carry heavy loads on their backs can also suffer from muscle aches and fatigue. Even carrying heavy school bags by school children can lead to office syndrome.
- In females, the regular wearing of high heels could cause the spine to become misaligned leading to backache.
- All these health problems can ultimately lead to psychological symptoms such as depression, fatigue or inability to sleep.

SYMPTOMS OF OFFICE SYNDROME

Initially, the symptoms are mild and disappear with rest. However, if ignored or left untreated, they can become serious and quite disabling.

The most common symptoms of office syndrome include:

- Backache, neck pain, shoulder pain, and knee pain
- Headache
- Chronic muscle pain
- Numbness of fingers, arms, and feet
- Tendonitis
- Soreness around the eyes
- Dry eyes
- Dizziness
- Fatigue
- Insomnia
- Feelings of sadness or depression

Depending upon the severity and duration, symptoms of office syndrome are divided into three levels.

Level 1: There is mild pain during work but it gets better with rest and a night of sound sleep. The pain is neither continuous nor severe enough to interfere with work.

Level 2: The pain begins with mild activity and does not recover fully with rest. There may be associated swelling, weakness or numbness in the affected area. It may lead to diminished work performance or sleep disturbances.

MANAGEMENT/TREATMENT OF OFFICE SYNDROME

The most important part of management involves understanding the real cause of the problem and trying to rectify it. It is much easier to take measures to prevent office syndrome rather than to treat it once the symptoms develop. Management entails lifestyle changes, adopting good posture, creating a happy and friendly working environment and taking care of one's body:

a) Adopt correct posture

Good posture involves training one's body to sit, stand, walk and lie so that there is the least strain on muscles and ligaments.

- One should sit up straight with the shoulders rolled back.
- The buttocks should touch the back of the chair.
- All 3 normal back curves should be present while sitting. Using a small, rolled-up towel can help to maintain the normal curves in the back.
- Distribute your body weight equally on hips and legs. Do not sit cross-legged.
- Bend your knees at a right angle. Keep your knees at a slightly higher level than your hips. A footrest or stool can be used for this purpose.
- Adjust the height of the chair and work station such that you don't have to bend your back.
- Keep your elbows and arms on the desk so as keep your shoulders relaxed.
- If you are sitting in a revolving chair, don't twist at the waist while sitting. Instead, turn your whole body to change direction.
- When standing up from the sitting position, slide to the front of the chair. Stand up by straightening your legs. Don't bend forward at your waist.

b) Regular Exercise

Make exercise a routine. Try to exercise for a period of 30 minutes to 1 hour at least 3-4 times a week. Include exercises that help to strengthen the core muscles. This could include various yoga postures or other exercises.

c) Take Short Breaks Frequently

As a rule, you should not be sitting in one place for more than half an hour. Make a routine to get up after every 30 minutes, walk or stretch a little before resuming work.

In case your work involves staring at the computer screen for a long time, you can follow a useful trick called the 20-20-20 rule to prevent eye strain. It simply means that every 20 minutes, look at something 20 feet away for 20 seconds.

d) Medical Treatment

One must visit a specialist doctor for proper assessment of injuries and their appropriate treatment. For severe pain, treatment includes rest, local massage, hot fomentation, pain-relieving medicines, etc.

e) Rest

It includes rest to the affected area with immobilization.

f) Local Massage

Massage helps ease sore muscles and improve blood flow.

g) Hot fomentation (warm packing)

It also relieves pain by increasing the blood flow to the affected area.

h) Pain-relieving medicines

These can help to relieve pain. However, they should not be used for a long duration. Their main use lies in getting immediate relief from pain. For long term relief, one should concentrate on changing lifestyle, adopting good posture and regular exercise.



A photograph of two children, a girl and a boy, both wearing white school uniforms, smiling and reading a book together in a library. The girl is on the left, looking up at the boy on the right. They are holding an open book with a blue cover featuring a map of Africa. The background shows wooden bookshelves filled with various books.

KIBU Children's Library: Developing Children's Reading, Research, and Creativity Skills

By Isaac Manje | email: imanje@kibu.ac.ke

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There should be no doubt about the importance of children's libraries to children and their families. Libraries are often the first encounter with lifelong learning, introducing children to exciting, rich and varied resources. Every child should be familiar and comfortable with the library closest to them. It is up to parents, the society and library practitioners to make sure that children have the best start in their reading and learning lives.

The special responsibility of a children's library is to meet the information needs of children. If children can be inspired at an early age by the excitement of finding knowledge and by works of imagination, they are likely to benefit from these vital elements of personal development throughout their lives, thus enriching themselves and enhancing their contribution to society. Children can also encourage parents and other adults to make use of the library. It is important that young people who experience difficulty in learning to read should have access to a library to provide them with appropriate material.

By providing a wide range of materials and activities, children's libraries provide an opportunity for children to experience the enjoyment of reading in a friendly environment where children are allowed to be themselves. Children and their parents should be taught how to make the best use of a library and how to develop skills in the use of printed and electronic media. Children's libraries

have a special responsibility to support the process of learning to read, and to promote books for children. Children should be encouraged to use the library from an early age as this will make them more likely to remain users in future years.

To this end, the Kibabii University Children's Library is available for your children to get the library experience. It is housed on the ground floor of the main university library building. The children's library provides a wide range of educational, recreational, and cultural resources for children aged 4 to 14. It has a growing collection of picture books, story books, coloring books, nonfictional books, educational books and informative charts covering a wide range of subjects that are interesting to children.

The main objective of the children's library is to develop children's reading, research, and creativity skills through different resources, programs and activities. The children's library aims to inculcate a culture of reading to children so that they can grow up to be life-long readers. In addition to the reading area, the children's library has a lot of space for relaxing and carrying out other children activities. Staff members and students with children are highly encouraged to bring their children to the library to make use of this facility and its resources.

Sections of the KIBU Children's Library





KUSU Members Take to the Ballot to Elect Leaders in a Lowly Contested Election

By Elsea Wekesa



Kibabii University Staff Union (KUSU) elections were held on Thursday 11th February, 2020 at the university's Senate Board room. The election which also played landmark as the first at a full-fledged union branch level attracted only two contestants in the seat of the Branch Trustee, contested for by John Wekesa and Mercy Tungo as eight (8) other aspirants went unopposed in their respective positions. The new officials elected are to steer the union for the next five years.

The casting of ballot which began at 9.00am and closed at 2.30pm saw 142 members of staff cast their vote. John Wekesa won the seat by 76 votes while Mercy Tungo got 65 votes, with one spoilt vote. Wekesa was then declared winner declared winner for the seat by Denis Kirui, the County Labor Officer.

In his victory speech, John Wekesa urged the union members to join hands with him and spearhead the union's agenda.

"As the guardian of the union, I promise to do my best together with KUSU officials to deliver our mandate."

In her concession speech Wekesa’s closer opponent Ms. Mercy Tungo accepted defeat by thanking everyone for making the process a success.



“I believe that I still have another opportunity and I also congratulate Wekesa for winning the elections,”
Mercy Tungo.
TRUSTEE ASPIRANT



THE WINNERS

POSITION	WINNER
Branch Chairperson	Aggrey Osogo
Branch Vice Chairperson	Prince Augustine Wafula Ngome
Branch Secretary	Joseck Olukusi Alwala
Branch Deputy Secretary	Beatrice Satana Lugalia
Branch Treasurer	Pamela Wasike
Branch Deputy Treasurer	Irene Wakhungu Namuki
Branch Organizing Secretary	Martin Wayong’o
Branch Trustee	John Wekesa
Branch Woman Representative	Leah Audan Lokala

In their speeches, they thanked KIBU staff members for having confidence in them and trusting them with the roles given to them and promised to do their best to achieve the union’s agenda.

AGGREY OSOGO, BRANCH CHAIRPERSON



‘No leader can be able to deliver unless supported by his team and we therefore need your full support for us to work effectively. By electing us, we promise to help each other learn to develop individually and as a group.’



**JOSECK OLUKUSI ALWALA,
BRANCH SECRETARY**

Today, 11/02/2021 you have done exactly what you did on 02/06/2016, On that day You elected me to represent you as The KUSU Sub-Branch Secretary for Kibabii University together with our able Chairman and Treasurer. By then, it was only referred to as KIBABII UNIVERSITY-SUB-BRANCH.

Because of your overwhelming support, am happy to report that quite substantial progress has been made since June 2016 to date. KUSU Kibabii University is now a full Branch. Other activities are ongoing. They include: 2017-2021 internal CBA and staff promotions. I believe that through your support, all this will be achieved.

The position you have bestowed to me this afternoon isn't an easy one, you are sending me to fight for working men and women wherever they are in the world. I am only your soldier whose actions will always come from you the commanders, and I will never let you down, I will stand for your interests always!'

LEAH AUDAN LOKALA, WOMAN REPRESENTATIVE



' I thank KUSU members for the love they have shown me and I promise to work together with our male counterparts to spearhead women's issues and ensure they are looked upon.'
LEAH AUDAN LOKALA

MARTIN WAYONGO, BRANCH ORGANIZING SECRETARY



‘I knew this position was tailormade for me, and that is why colleagues did not stand to contest against me. I am honored and grateful to be given this post and together with you we will work as a team to succeed.’

“As the guardian of the union, I promise to do my best together with KUSU officials to deliver our mandate”

JOHN WEKESA, TRUSTEE



It's with honor and humility that today I accept my election as the incoming KUSU Vice Branch Secretary in the Great Kibabii University. I feel incredibly honored and extremely privileged. KUSU is Without question, the prominent voice for the rights of its members for better working terms and conditions. We must begin by building a strong United team. My election is not a personal victory, but a victory for KUSU and the entire Kibabii University.

**BEATRICE SATANA LUGALIA,
BRANCH DEPUTY SECRETARY**





‘With the trust and overwhelming support I have received, I promise to fight for pension and promotion rights of all the staff members’

**PRINCE AUGUSTINE NGOME,
VICE CHAIRPERSON**

‘With your support and God `s grace we will make it.’

**IRENE WAKHUNGU, BRANCH
DEPUTY TREASURER**



**PAMELA WASIKE,
BRANCH TREASURER**

“I want to appreciate you in a special way for electing me back to office. We promise to work as a team together with the new officials to ensure we deliver on our pending mandate”



“Let this be the Year of Exercising Academic Freedom”

**-Prof. Isaac Ipara Odeo
Vice Chancellor**

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