



# KIBU NEWS

A Monthly Digital Newsletter of Kibabii University

*Week*

Vol. 1 Issue 15: 30<sup>th</sup> June, 2021

ISO 9001:2015 Certified



## KIBU Admits the 2<sup>nd</sup> Cohort of International Students



**KNOW YOUR SCHOLAR:**  
**A Focus on Dr. Ruth Mitalo– Pg. 18**



- **WORKSHOP ON GENDER AND THE COVID-19 PANDEMIC : 21<sup>ST</sup> - 22<sup>ND</sup> JULY, 2021**





## *Editorial Team*



Mr. Meshack Nyambane Makori,  
In Charge, Public Relations  
**CHIEF EDITOR**



Mr. Isaac Wamalwa Manje  
**Editor**



Ms. Dorcas Kosgei  
**Editor**



Isabel Zattu  
**Contributor**



Debra Kisongochi  
**Contributor**

## CONTENTS

• International students	3
• International Conference	7
• Community Relations	12
• Drug & Substance	14
• Career Week	16
• Know your Scholar	18
• KIBU Alumni	21
• Health & Wellness	23
• The Science Lab	24
• Research Central	25
• Doctor's Corner	27
• KIBU Sports	28

# VC Welcomes New International Students



The Vice Chancellor poses for a group photo with international students during the welcoming luncheon at Senate Boardroom

*By Meshack Nyambane*

Kibabii University welcomed Inter-University Council for East Africa sponsored students to the University in a ceremony presided over by the Vice Chancellor Prof. Isaac Ipara Odeo on Thursday 10th June, 2021. Kibabii University received 9 (Cohort II) students who were competitively selected from 196 entries from all East African countries except Somalia. The main aim of the East African Community Scholarships is to foster integration and nurture leadership among beneficiaries from the member countries. The Vice Chancellor saluted the beneficiaries for emerging among the select few in the highly coveted scholarships. He assured them of undisputed service and experience at Kibabii University while challenging them to utilize their stay in the country optimally.

“We are pleased to be attracting international students. This will go a long way in upscaling our internationalization image. We thank you for choosing Kibabii University out of the many choices you had. This is a decision that you will be proud of for the rest of your life,” he said.

The Vice Chancellor also noted the increased number of female beneficiaries across the countries represented.

The East African Community Scholarship is coordinated by Coordinator, Linkages and International Affairs Dr. Patrick Owoche.

*List of Beneficiaries of Cohort II Scholarships*

S/No.	Name	Gender	Study Programme	Nationality
1	Margaret Kuei Dhor	Female	MBA with IT	South Sudan
2	Gloriose Muhingabire Karake	Female	MBA with IT	Rwandan
3	Kalala Foni Agnes Mesiku	Female	MBA with IT	South Sudan
4	Irakoze Yves	Male	MSc. HRM	Burundian
5	Pascal Ntuzwenayo	Male	MSc. HRM	Burundian
6	Cynthia Uwambaye	Female	MSc. HRM	Rwandan
7	Jean Paul Ndibwirende Masumbuko	Male	Msc. IT	Rwandan
8	Makundi Mekhphson Tumani	Female	Msc. IT	Tanzanian
9	Simion Peter Songa (Self Sponsored)	Male	MBA	South Sudan



New Experiences at KIBU



MARGARET KUEI DHOR,  
SOUTH SUDAN.

Joining Kibabii university is a dream come true. I thank God for the opportunity.

I thank KIBU Administration for making our studies possible despite the threatening pandemic. I am impressed by their tireless support setting us on the track towards the achievement of our goals. The students here are friendly and helpful. They make us feel at home. I will never forget the warm welcome we received from international students (COHORT 1).

I am quickly learning to integrate, learn and adapt some Kenyan cultures and those of other international students as well. I am so much happy to be part of Kibabii family.

NTUNZWENAYO PASCAL  
BURUNDI

Committed to solving community challenges since my high school, I did health services management at my undergraduate level. Choosing Kibabii University for this scholarship in Human Resource Management was a direct response to my long-held desire to develop and apply my skills and knowledge. When I saw the EAC's offer of institutions and programs, I immediately felt Kibabii University would be the university I've been looking for that provides high-quality education among other universities, which is exactly what it is.



TUMAINI MECKPHASON MAKUNDI,25  
TANZANIAN



I did my undergraduate studies in Bachelor of science with Education in Informatics and Mathematics at University of Dar es salaam, graduated in 2019. I'm now doing Masters of science in IT here at Kibabii University.

According to history, Kenya is among the East African countries providing the best education. Having joined Kibabii University, my dream is now becoming true. That is why I was so excited to be among the beneficiaries of this scholarship.

People here are so friendly, kind and humble. We are living as one great and loving family. I see no difference between me and other students. I feel so proud and lucky to be among this community and Kenya in general.



**KAWUDHA MICK,  
UGANDAN**

My proudest achievement may perhaps be the person I become by being a student here. I came to Kibabii University to learn business but I will be leaving with a bagful of so much more: a new cross-cultural view, new concepts and a network of amazing friends across East Africa. KIBU has been one of the warmest and most welcoming communities I have been to.

**YVES IRAKOZE,  
BURUNDI**

Kibabii University is the right place to pursue postgraduate studies. I never doubted this when I was processing my application, and now I just couldn't be any prouder of myself. The hospitality of both staff and students has made my stay at Kibabii University so easy; I have never felt foreign in this place. In one month or so being at KIBU, I have experienced a vibrant environment with people full of life, always excited to take on whatever challenges that life throws in their way. I always look forward to another day to learn more about and from this rich and culturally diverse place. I personally feel strong admiration for this university, for me it was the Harvard of the East African Community.



**FONI AGNES MESIKU KALAJA,  
SOUTH SUDAN**

When you invite a visitor at your home and allow them to interact freely, making him or her feel no longer a visitor but the real part of the family, eventually the visitor feels recognized and becomes happy and friendly to the home. Kibabii University is not only a beautiful and conducive environment to study but also the fact that the human resources are intellectuals and smart in doing things. I am motivated to pursue my study and I know I will get the necessary knowledge and skills that I would need.

With this in mind, I must say KIBU has many reasons to host international students and I would highly recommend it for other cohorts who might be coming next year.







**SIMON SONGA PETER**  
**SOUTH SUDAN**

I did not intend to join Kibabii University at first until I learnt that Kibabii University was one of the prestigious universities in Kenya that pursues excellence in teaching, student achievement and satisfaction in a continually improving academics. Studying Masters in Business Administration is real a great opportunity in my life and will help me overcome different challenges, know about current latest issues in the dynamic world and how to apply it in real competitive world of today

My stay in Kibabii had been so good with the conducive environment fit for studies. It's lovely to be surrounded by people from so many countries, with so many different cultures and ethnic backgrounds. I always wanted to be where I want to be. I always wanted to be with open-minded people. The openness is simply incredible.

Studying abroad is a very enriching experience, always full of surprises and good memories. It gives you the opportunity to understand a new culture, different types of food, meet people from other countries, and create wonderful friendships.

Coming to study in this University has been one of the best decisions I have ever made. Kibabii University is very warm and has a long history; people are very friendly and welcoming. The climate here is very good for study.

As I am married, I encourage women to stand up strive for expanding their knowledge. There are some women who believe that after marriage everything is done! This not true, women can study and still being mother to their children and take family responsibilities. I recommend everyone to join Kibabii University, wider knowledge will help to navigate the world more easily



**GLORIOSE MUHINGABIRE KARAKE**  
**RWANDA,**



**CYNTHIA UWAMBAYE,**  
**RWANDAN**

I am grateful that my dreams have come true because I am pursuing my Master of Science and Human Resource Management at the lovely Kibabii University. When I reached Kibabii University, I was very curious to know many things about the University. Really, I found that it is lovely and delightful University. It has long, beautiful and inclusive buildings as well as friendly and welcoming people with different cultures, a well lecturing system by nice and experienced lecturers along with Management. In brief, I will benefit greatly from continuing my studies in KIBU which will improve my performance hereafter and will help me to understand other countries' business culture. In future I will be able to use what I have learnt to contribute to the development of my country, region and the world.



*The Chief Guest Hon. Mukhisa Kituyi giving his address at the Conferencer*

# New Normal No Longer New as KIBU Holds 5<sup>th</sup> International Conference

*By Meshack Nyambane*

The Kibabii University’s 5<sup>th</sup> International Conference took place between 15<sup>th</sup> and 16<sup>th</sup> June, 2021. The two-day virtual conference themed **“Mitigating the Post Covid-19 Impact on The Realization of Sustainable Development Goals”** attracted a total of 93 successful abstracts spread across the five (5) sub-themes:

S/N	Sub-theme	Statistics	Total
1	Universal Health Care (SDG 3: Good Health and Wellbeing)	17	93
2	Food and Nutrition Security (SDG 2: Zero Hunger)	14	
3	Enhancing Manufacturing (SDG 12: Responsible Consumption and Production)	9	
4	Affordable Housing (SDG 11: Sustainable Cities and Communities)	3	
5	Cross Cutting Issues	50	

Inviting participants, researchers and delegates to the Conference, the Deputy Vice Chancellor (Planning, Partnerships, Research and Innovation) Prof. Dr.-Ing. Benedict M. Mutua termed the Conference an indicator that Kibabii University is in the forefront in fighting the Covid-19 pandemic and exuded his confidence in the Conference’s outcomes.

The Vice Chancellor Prof. Ipara Isaac Odeo enumerated the ravages orchestrated by Covid-19, causing

destructive impacts in almost every sector of the economy. He addressed the opening ceremony, indicating various ways in which the economy would heal past the deadly pandemic.

“Covid-19 has hit every sector of humanity; ranging from economic, social and our political space. It is a challenge to us researchers to remain sober and look at these impacts from different lenses. Let the negatives be seen and turned into opportunities,” he said.



The Vice Chancellor further challenged various sectors to be alive to the fact that Covid-19 may be there for longer than expected.



Speaking virtually and on behalf of Kibabii University's Chairman of Council Dr. Ernest Mwangi Njoroge, a Council Member Amb. Mr. Tom Mboya Wambua reiterated the University Council's commitment in supporting the University Management's strategies laid down to deal with the current and any foreseeable pandemics. He emphasized on the impacts Covid-19 had caused in society and asked researchers to beat such by rallying their calls through informed research.

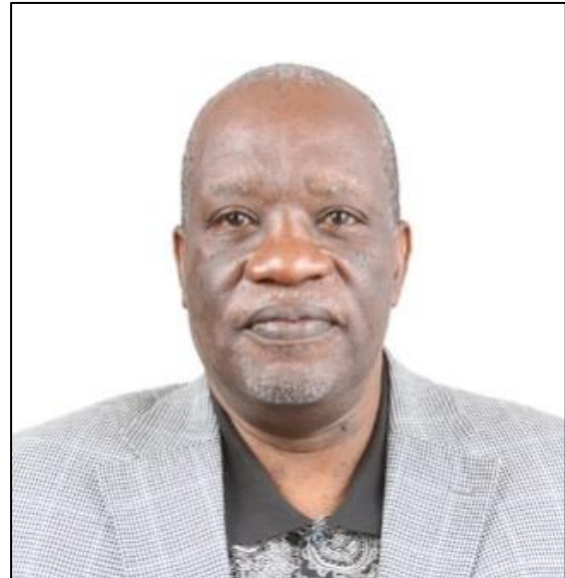
"Let us not sit pretty. Covid-19 may not be ending soon. It is not the first and probably may actually not be the last pandemic. We must keep this wheel moving by exploring newer ways of doing things," Amb. Wambua said.

Dr. Mukhisa Kituyi, the immediate former Undersecretary General of the United Nations Conference on Trade and Development (UNCTAD) who was the Chief Guest at this 5th International Conference elaborated the pre-Covid and post-pandemic behavioral as well as economic changes. He cited cases of the most affected, declining economic zones, as well as the most resilient and fast recovering economies across the globe.

"The challenges emanating from the changing patterns of investment have occasioned a significant collapse in Foreign Direct Investments in developing economies. In Africa for example, the decline stands at 39%. However, we have notable economies like the Republic of China and Vietnam who have managed over 90% of post-Covid recovery," Dr. Mukhisa noted.

Closer home, Dr. Mukhisa expressed with concern a huge number of urban-rural migrations. According to him, this kind of migration pattern signifies a depressed population, and a paining economy, challenging various sectors to channel resources to uplift livelihoods, especially in urban areas to reverse the losses accrued since the pandemic manifested itself in Kenya on March 2021.

## Guest Speaker Profiles



**Khama Rogo MB ChB, MMed O/G, Ph.D, FGOncol, FCOG (ECSA)**

**Sub-Theme 1: Universal Health Care (SDG 3: Good Health and Wellbeing)**

*Trained as an obstetrician-gynecologist, Prof. Khama Rogo earned his PhD and Fellowship in Gynecologic Oncology from Sweden, qualifying as only the second-ever Gyne-Oncologist in East Africa. He is a Fellow of the European School of Oncology. He was awarded Kenya's first Lifetime Achievement Award in Healthcare in 2019. Additionally, he was recently appointed to Chair the Lake Basin Economics Bloc's Eminent Persons' Advisory Committee on Covid 19. He serves on the Boards of both Intrahealth and PharmAccess Foundation,*

*After a successful career in academic medicine in three continents, he embarked on a career in international health where he has been an articulate advocate for reproductive health and rights for over two decades. He is also strongly committed to community health, quality reproductive health, and actively participated in all the definitive RH conferences of our time: Safe Motherhood (Nairobi, 1987), ICPD (Cairo, 1994), Beijing (1995) and Safe Motherhood +10 (Colombo, 1999). Prof. Rogo has served as a consultant to all major international development agencies and in all major hospitals in Kenya. He has also previously served on the FIGO Committee on Women's Sexual and Reproductive Right and represented KOGS in the FIGO Postgraduate Studies Committee at the Singapore Congress.*

*He is the founder of The Kisumu Health and Education Trust (KMET), which focuses on adolescent reproductive health and runs the single most extensive network (franchise) of high-quality private providers of comprehensive reproductive health care in Africa and provides loans to health SMEs. KMET was the winner of the Margaret Sanger Award in 2004.*

*Despite his accomplishments, Prof. Rogo is most proud of his longevity in the pursuit of quality and excellence in the health profession, and of being a simple villager - husband and father to a humble and caring Kenyan family.*



**Dr. Fidelis Ndombera**

**Sub-Theme 1: Universal Health Care (SDG 3: Good Health and Wellbeing)**

*Dr. Fidelis Ndombera is a research scientist at Covance Laboratories Inc. USA; a global drug development company. He obtained his PhD (Chemistry) from Wayne State University; Detroit in USA. Dr. Ndombera is also a visiting scientist at KEMRI at the Centre of Traditional Medicine & Drug Research. He leverages his experience in Organic and Biochemistry in biochemical cancer and COVID-19 research and bioassay method development using tools that include illumina sequencing, Nanostring technology, qPCR, Immunochemistry and Cell-based assays. Dr. Ndombera validates methodologies for various compounds and components in compliance with appropriate SOPs and drug approval regulatory agency guidelines such as the FDA. His role involves designing and implementing clinical studies on new drugs seeking FDA and global approval. He supports the implementation of startup priorities, systems and SOPs and serves as a primary scientist on projects with an oversight role on technical personnel. Dr. Ndombera has published work in journals that include Revisiting Cheminformatics and Mechanisms of Action of Chloroquine and Hydroxychloroquine in Targeting Covid-19 (2020). J Bioinfo Comp Genom 3, 1-11 & Carbohydrate-based inducers of cellular stress for targeting cancer cells. Biorg. Med. Chem. Lett. 26, 1452 (2016) in Bioorganic and Medicinal Chemistry Letters. He is a member of American Chemical Society, American Society of Clinical Pathologists and National Organization of Black Chemists and Chemical Engineers, among others. He also volunteers giving public lectures in schools, pharmaceutical companies and universities in Kenya and abroad.*

**Dr. Mumina Guyo Shibia**

**Sub-Theme 2: Food and Nutrition Security (SDG 2: Zero Hunger)**

*Dr. Shibia is very passionate about risk management for the pastoral communities and the entire livestock. She is the main scientist working on the vegetative Index-Based Livestock Insurance in KALRO as an asset protection tool. Her educational, research, and development interests are richly engrained in her childhood experiences as born and raised in Marsabit County in northern Kenya, representing an economically marginalized region where communities derive their main livelihood from pastoralism and livestock. She is a research scientist-an applied economist working for the Kenya Agricultural & Livestock Research Organization (KALRO). Mumina has more than 15 years working experience in doing evidence-based scientific research in the livestock sector. She works on analyzing economic and financial impacts of technologies innovation management practices (TIMPs) for the livestock sector. Also, she does competitive livestock value chain mapping. She has published widely in the field of livestock economics (camel, cattle, goats, sheep, and apiculture) targeting the northern Kenya. Dr Shibia is a Borlaug higher education for agricultural research and development scholar and a research fellow for the Structural Transformation of African Agriculture and Rural Spaces (STAARS). Dr Shibia was further involved in the development of the Kenya Climate Smart Agriculture Project funded to a tune of USD 250 Million where the livestock research majorly receive support. Her interests include risk management and resilience of pastoral communities to drought shocks, food security, livestock value chain competitiveness, trade and policy, microeconomics and econometrics.*



**Mr. Kenneth Guantai**

**Sub-Theme 3: Enhancing Manufacturing (SDG 12: Responsible Consumption and Production)**

Mr. Kenneth Guantai is the Head of Innovation and Research at National Youth Service (NYS) & CEO Auto Truck East Africa. In the year 2014, Guantai started his innovations journey by conceptualizing and developing the first motorized handcart in Kenya and Africa and which was patented in 2016. This was after winning his first international award with the Tony Elumelu Entrepreneurship programme (TEEP) where he was among the finalists in a pool of 20,000 applicants in Africa. In 2017, his innovation also won another international award with the Royal Academy of Engineering through the Leaders in innovation fellowship programme (LIF4) in partnership with the Kenya National Innovation Agency (KENIA) hence securing a grant award of USD 50,000 to advance his innovation. In 2018, Guantai won yet another innovation award with the same Royal Academy of Engineering through the Africa Prize for Engineering innovations. In the same period, Guantai was officially invited to pitch his innovation at the Royal Palace in UK before a jury of businessmen and technocrats including ambassadors from various missions. In November 2018, Guantai was appointed as the head of research and innovations for a period of three years at the National Youth Service. Though NYS, Guantai embarked on the manufacture of an electric tuktuk which were later completed and commissioned by CS Joe Mucheru and Margaret Kobia among other high ranking Government officials including the Director General National Youth Service. In 2019, Guantai was invited to be among the participant of the World Mayors Conference by the Demark Technical University (DTU) at the Copenhagen in Denmark. His innovations were sighted as among the most progressive products to mitigate climate change though carbon emission common with the fossil fuel tuk-tuks. In the year 2020, his innovations were selected by the UN Solution Plus programme among the most bankable projects in the World in Electric Mobility and will be Piloted in Dar, Tanzania and later implementation globally. Guantai is passionate about innovations that create impact to the intended targets and has initiated several other innovative projects within NYS.



**Dr. Eng. Victoria Okumu (PE, MIEK, PhD)**

**Sub-Theme 4: Affordable Housing (SDG 11: Sustainable Cities and Communities)**

Dr. Eng. Okumu is a Professional Civil engineer with over 10 years' experience in structural design, construction management and research. She holds a Doctor of Philosophy in Civil Engineering from PAUSTI/JKUAT, MSc in Structural Engineering and B.Tech Civil & Structural Engineering from Moi University. She is a Registered Professional Engineer (PE) with the Engineers Board of Kenya (EBK) and Corporate Member of the Institution of Engineers of Kenya (IEK). Eng. Akumu is passionate in continuous improvement of standards in the Civil Engineering industry through research, innovation, training and field practice. Her research interests include structural integrity appraisal, structural design, construction management, sustainable construction, provision of affordable housing, and application of 4D dimensional design in affordable housing. She has vast public sector consultancy experience gained as a member of the KEBS/TC 077 Cements and Lime Technical Committee and KEBS/TC 079- Steel Technical Committee. Currently, she is Senior Lecturer and the Chairperson, Department of Civil Engineering, Multimedia University of Kenya having published more over 17 research papers in peer reviewed journals and conferences.



# Conference Pic Speaks



**Prof. Samson Madera Nashon**  
**Sub-Theme 5: Cross Cutting Issues-(Education)**

*Prof. Samson Madera Nashon is Professor of Science Education at the University of British Columbia (UBC), Canada. Throughout his more than 19-year tenure at UBC, he has established multiple and extensive working relationships with scholars and universities world-wide. His research focuses on ways of teaching and learning in diverse contexts. His area of specialization focuses on nature of learning environments and students’ alternative understandings that have roots in cultural backgrounds and curricula, and are accommodative of students with varying degrees of abilities. Professor Nashon’s experiences with curricular reform processes in Kenya, United Kingdom, and Canada foreground his educational research. He graduated with a BEd in Physics and Mathematics from the University of Nairobi (1984) and a Master’s of Education (MEd) and Doctor of Education (EdD) degrees in Science Education from the University of Leeds (UK) and University of Toronto (Canada) in 1989 and 2001 respectively. He has also been involved in education based humanitarian or professional development projects including serving as UBC Coordinator of “Daadab Refugee Camp Teacher Education Program”. Through the love for his home country, Professor Nashon facilitated a collaborative of Kenyatta (Kenya), York (Canada), UBC (Canada) and Moi (Kenya) Universities to develop and implement a very successful two-year university-based Diploma in Teacher Education by recruiting student teachers from Dadaab refugee and host communities. Thus, Professor Nashon uses an education lens to engage in world discourses that endeavour to seek out solutions to complex global issues.*







## VC Leads KIBU at the Annual Community Outreach Workshop

*By Pauline Macharia*

Kibabii University's Community Outreach Committee on 23<sup>rd</sup> June, 2021 hosted the Community Outreach Workshop themed; *Food security, Safety enhancement Governance, Environmental protection and Procurement process*. The annual workshop brings together community opinion leaders with the aim of shaping and improving the relationship between the University and the community.

Vice Chancellor Prof. Isaac Ipara Odeo officiated the workshop saying that the relationship between the community and the University was vital, adding that the University was a tool for giving birth to ideas which were meant to not only benefit the University but the community at large. The VC urged the community to keep supporting the University while protecting the good image the Institution has strived to achieve and uphold.

"We are proud of our contribution to the community. So far, we have supported the National Government's efforts of setting up a police station in the area; whose impact we have already felt for the short time it has existed. Plans are underway to distribute water to needy households in the area by the end of the year," said Prof. Isaac Ipara.

He went ahead to pronounce the launching of a proposed Kshs. 50 million endowment fund for needy students next month, the fund which will benefit those who are unable to raise school fees.

The one-day workshop gave platform for scholars from various specialties in the University to delve into the theme.

Dr. Kefa Nyende, a Lecturer, Department of Agriculture and Veterinary Sciences taught on *Food Security and Post-Harvest Management*. He noted that food production was poor in low-income countries citing the problem of poor production, storage and processing techniques, adding that 14% of food is lost in this production stage, calling it food loss. Dr. Nyende urged those who practiced maize farming to ensure they dried their maize before consumption.

"Be warned against moisture in stores, this causes aflatoxin and ochratoxins in maize which causes liver and kidney cancer and birth defects. The moisture arises from erratic wet weather," Nyende concluded.

Dr. Nyongesa Khakina, a Structural Engineer and Lecturer of Renewable Energy in his address said that the only





solution to drying maize was the use of solar dryers or consuming cereals which are over three years of natural drying.

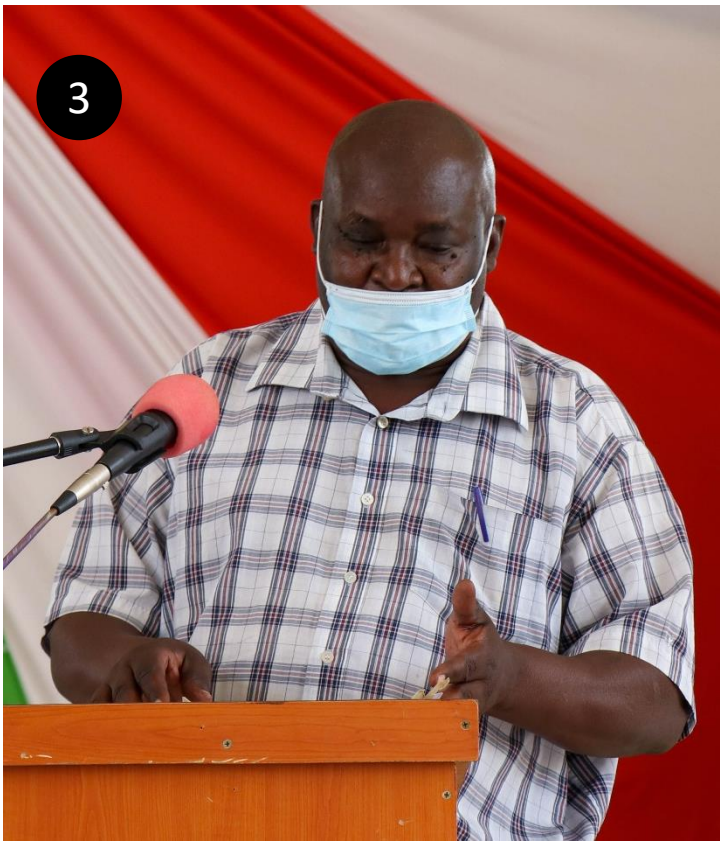
He stated that for them to store crops for long, the farmers needed to look for other farming alternatives to get cash. He encouraged them to dive into organic farming which he said was more productive providing food security.

He added that productive farming went hand in hand with conserving the environment. This meant no cutting of trees, bricks burning or waste disposal.



Another speaker, Dr. Brian Singoro from the School of Business and Economics highlighted the need for national cohesion among communities in the run up to the 2022 General elections. He was speaking on a topic; *National Value and Principles of Governance*. According to Singoro, integration between the University and the community promotes unity, freedom and core principles of governance and national values. It also enhances development in the community and country at large.

In attendance was Mr. Ben Wanjala the Chair of the Community and Kibabii committee, area chief Mr. Geoffrey Khaemba and the Assistant to the OCS Sergeant Phaniel Injene.



Sergeant Injene called upon the University and the community to team up in fighting crime, urging them to report crime at the earliest opportunity.

He concluded by saying that safety came before all and he and his team were ready to work with both parties to enhance the safety of the students and community.

Kibabii University Community Outreach Committee is seven-member committee chaired by Mr. Mulati Omukoba Nyukuri.

Photos: 1. Dr. Peter Khakina 2. Members of the Community attending the Workshop. 3. Sgt. Phaniel Injene giving his address to the audience.





## KIBU Partners with NACADA in Containing Alcohol and Drug Abuse

*By Meshack Nyambane*

Kibabii University in conjunction with The National Authority for the Campaign Against Alcohol and Drug Abuse (NACADA) held a one-day sensitization workshop on Monday 7th June, 2021 at the University. The event, organized by the Kibabii University's Alcohol and Drug Abuse Committee chaired by the Senior Clinical Officer Mr. Johnstone Eshirera was attended by the members of Senate and heads of various sections of the University.

NACADA is a semi-autonomous state corporation under the Ministry of Interior and Coordination of National Government as per the Executive Order No. 1 of June 2018. As part of its mandate, NACADA carries out public education on alcohol and drug abuse directly and in collaboration with other public or private bodies and institutions. It also coordinates and facilitates public participation in the control of alcohol and drug abuse, as well as collaboration with other lead agencies to facilitate and promote the monitoring and surveillance of national and international emerging trends and patterns in the production, manufacture, sale, consumption, trafficking, and promotion of alcohol and drugs of abuse among other functions.

According to a report by the World Health Organization (WHO, 2018), harmful use of alcohol accounts for 3 million deaths every year globally. This represents 5.3% of all

deaths!!! Further, the report reveals that alcohol consumption causes death and disability relatively early in life. In the age group 20-39 years, approximately 13.5 % of the total deaths are alcohol-attributable. Beyond health consequences, the harmful use of alcohol brings significant social and economic losses to individuals and society at large.

Kenya, like the rest of the world, recognizes alcohol and drug abuse (ADA) as a major threat to life and national development. The challenge of alcohol and drug abuse remains a threat to socio-economic development of the country. Reports indicate that ADA prevalence in Kenya cuts across all religions, gender and regions though with obvious disparities. The commonly abused drugs and substances in Kenya are alcohol, tobacco, bhang, glue, miraa (khat) and psychotropic substances.

In a 2017 survey by NACADA, 12.2% of persons aged between 15 and 65 or about 3.3 million Kenyans are active alcohol users. About 10.4% of the 3.3 million Kenyans who take alcohol are addicted. Other substances that are abused by Kenyans as per the survey are: tobacco about 2.2 million persons; Miraa about 1.1 million persons; and, Cannabis about 270,000 persons currently using (NACADA, 2017; NCPD, 2017).



Alcohol and Drug abuse at the Workplace

These trends above are worrying because the population most affected is supposed to be the most productive population and the driver of the socioeconomic agenda of Kenya. Beyond social and economic losses, the harmful use of alcohol brings significant health consequences to individuals and society at large. According to WHO, alcohol causes 3 million (5.3% of total) deaths, one third of which result from unintentional injuries.

At the workplace, alcohol and drug abuse can greatly and negatively affect the safety, health and general performance of employees, which results into low output in the organizations.

In a baseline study conducted in 2020, results showed the impact of alcohol and drug abuse problem which include ill-health, disability, low productivity, and even death, have had a negative effect on Kibabii University through loss of funds, skills and experienced manpower of all cadres due to ill-health, loss of man hours as a result of absenteeism and reduced performance.

The study revealed factors that influenced alcohol and drug abuse among employees, which mainly included peer pressure (33.6%), stress (25.4%), work related problems (20.5%), family related problems (12.3%) as well as influence of the environment (3.3%)

According to the NACADA National strategy 2007-2014, alcohol and drug abuse mostly happens within the context of family and the overall society. However, the workplace gives an opportunity for an early identification, intervention and support e.g., psycho-social for the affected employees. This may also benefit the employees’ organization, their family and the community as a whole.

To delve into the matter, NACADA representatives led by the Regional Coordinator (Western) Ms. Sarah Koske and Programmes Officer Mr. George Kasera painted a picture of the global, national and regional statistics in alcohol and drug abuse and their effects on health, psychosocial as well their effects at the workplace.

According to the data presented by NACADA, current statistics indicate that alcohol and drug abuse is a major problem in the country. According to a national survey on ADA conducted by NACADA in 2017, alcohol is the most abused substance of abuse with 12.2% of persons aged 15 – 65 being active users of alcohol. Alcohol use also contributes to the highest burden of substance use disorders.

Prevalence of ADA among the General Population (15 – 65 years) in Kenya, 2017

Drug/ Substance	Ever Use	Current Use
At least one substance	37.5%	18.2
Alcohol	18.3%	12.2
Tobacco	12.8%	8.3
Khat/miraa	7.2%	4.1
Bhang/marijuana	4.5%	1.0



ABOVE: NACADA Programmes Officer Mr. George Kasera speaking during the event

In another report that sampled 1,857 employees from 27 public sector institutions drawn from government ministries, departments, state corporations, public universities, tertiary institutions and local authorities on “Alcohol and Drug Abuse Situation Analysis among Employees in the Public Sector Institutions in Kenya” conducted in 2011 by NACADA, statistics showed that there is a high prevalence of alcohol usage in the public sector that needs to be addressed before it degenerates to problematic abuse.

The statistics from the national regulator supported Kibabii University’s baseline study that recommended the establishment of staff support mechanisms to mitigate work place stress; establishment of a screening criterion for ADA including absenteeism, work place injuries and lateness as some indicators; review of procedure manuals for all departments to include prohibitive clauses on working under influence of alcohol and drugs; sensitization on alternative peer led recreational activities and organize such activities like team building that is alcohol free; enforcement of an alcohol free environment within the university precincts; proactive early identification of people with substance use disorders. The study also recommended the creation of ADA support groups and make deliberate efforts of management of people substance use disorders and establishment of a comprehensive regional ADA management center among other recommendations.

The event was graced by the Vice Chancellor Prof. Isaac Ipara Odeo and attended by the Deputy Vice Chancellor (Planning, Research and Innovation) Prof. Dr.-Ing. Benedict M. Mutua among other members of the University Management.





# KIBU marks 6<sup>th</sup> Career Week amid Covid-19

*By Emmanuel Wamalwa & Agnetta Shilasi*

Culture is often regarded as one of the most domineering means through which students nurture and exhibit their talents and skills. The cultural and career week has constantly been vibrant and lively. It is a week where talent is nurtured through different activities and events such as drama, music, dancing, search for Mr. and Mrs. KIBU and preparation and exhibition of cultural foods. With the COVID-19 pandemic, this year's culture and careers week was quite different albeit outstanding. It was marred with loud quietness and fewer activities than usual due to government regulations to curb the spread of COVID-19. Surprisingly, the cultural part of the ceremony was missing with its place dominated by career talks.

The event took place between 2<sup>nd</sup> and 4<sup>th</sup> June, 2021 and was opened by the Vice Chancellor, Prof. Isaac Ipara Odeo.

In his address, the Vice-Chancellor recognized the students who were in Dakar-Senegal representing the Kenya and Kibabii University in Taekwondo Championship. He encouraged students to fight, be determined and resilient despite the COVID-19 pandemic and to seize the opportunities created by the pandemic. He noted that as a result of restriction of movement, families got time to meet and have more time together hence sharing a lot of developmental ideas. It was also during this period that some

people utilized their entrepreneurship skills and nurtured talents as a source of income.

The Ag. DVC (Academic and Student Affairs), Prof. Stanley Mutsotso started by defining as well as elaborating on the value of the event at the University.

“Being in the University’s calendar activities, Careers Week is a moment of reflection, since we are training and preparing our students for the job market and beyond. During this occasion, we expect students to get knowledge from the invited experts to reflect and think critically about what will happen tomorrow. It helps students to think about what to do with the skills acquired from the University. This week, we appreciate that a college degree alone is not enough. It helps our graduates to gain soft skills that will make them job creators and relevant to the job market,” he said.

The Chief Guest, who is the Manager, KCB Bungoma Branch, Mr. Eliud Siganga, encouraged and advised students to utilize the opportunity and the skills they acquire and to embrace innovation. He consequently opined the students not to fix their minds on securing employment after college. They should instead be innovative and entrepreneurial to create jobs hence creating employment for other people. Mr. Siganga also took students through CV writing skills, interview skills and job etiquette.





*Top: Mr. Eliud Siganga of KCB  
Bottom: Mrs. Betty Mwaura*



Business Coach, Mrs. Betty Mwaura who was one of the Guest Speakers, in her presentation “Harnessing the COVID Challenges to Create New Innovation and Entrepreneurship towards Social Economic Resilience” challenged Kibabii University students to come up with business ideas that would be converted into money amid the Covid-19 scourge in her presentation:

“My dream came true when I first started working for Safaricom. I failed in my first interview but made it in the second,” Coach Mwaura said.

In addition, she challenged Kibabii University ambassadors to never settle for less. In her words... “Every time I proved myself, something changed for me. I felt like doing something else. Yes, Safaricom was good, paying me some good monies, but I wanted to do something else. So, I started a business, and training for the same. For the first three years, I struggled till I met a Coach who help me, and from then, things changed, I began getting more opportunities and calls to coach business persons and companies...”. She also encouraged students to establish meaningful networks.

Mrs. Jackline Mmochi’s Psycho-Social Effects of Covid-19 drew curtains for the 3-Day Kibabii University 6th Career Week.

Mrs. Mmochi stated that poor mental health can unmask other physical challenges that one has. It could lead to poor mechanisms or maladaptive behaviours like opting to use alcohol in order to fit into what others are currently doing. She asked the students to strive to appreciate knowledge on mental health so that, they could be of great help when they were back at their homes, confirming that, many people were victims of mental health and lacked help especially in the remote areas.

“You are supposed to be very knowledgeable about mental health so that you can be of great assistance to the community. Go out and educate them on what mental health is all about since majority cannot access health centers especially in remote villages,” she said.







**“Human Resource is the Most important Resource in any Organization,”  
DR. RUTH MITALO**

*Dr. Ruth Mitalo’s current role as the Head of Human Resource and Administration at Kibabii University is a tale of a resilient career woman who stopped at nothing and seized every opportunity along her way. From a Secretary, Dr. Mitalo focused on upward trajectory, upscaling her education and experience to the current position in the fastest growing University – Kibabii University. She opens up her world in this Edition and promises better welfare for staff and faculty. Read more...*

**Interview by Meshack Nyambane**

**Q: Who is Ruth Mitalo the person?**

I am a wife and a mother of three kids. I am the third born in a family of nine and a firstborn girl.

I firmly believe that personal goals can be realized if one is dedicated to them. I am a God-fearing lady who trusts in the power of prayer. My parents have been my pillars, their prayers have made me who I am today. I am a solution-oriented person and equally believe that there is a lesson to learn from every challenge.

Having come from a very humble background taught me to work hard in order to achieve what I wanted in life. My parents had to put a lot of effort to ensure that I go through school. I have come to learn that no matter your background, you can pursue your lifetime goals, and that everything is possible for those who believe in God.

**Q: Any hobbies and interests outside the workplace?**

I love exercising and keeping fit. I also love making friends and listening to gospel music.

**Q: Educational background?**

I hold a Doctor of Philosophy degree in Business Administration (Human Resource Management) from The University of Nairobi, Master of Business Administration degree (Human Resource Management Option) from The University of Nairobi and a Bachelor of Business Administration degree (Human Resource Management Option) from Kenya Methodist University (First Class Honours). In addition, I am a Certified Public Secretary of Kenya (CPSK). I have completed my Certified Human Resource Professional (CHRP-K) examinations. I also hold Kenya National Examinations Council (KNEC) Diplomas both in Human Resource Management and Secretarial Studies.

**“Going forward, we will ensure that members of staff are promoted once they meet the criteria as provided for in the Career Progression Guidelines thus improving employees’ welfare.”**





**Q: You have had a fantastic journey in the Human Resource Career. Take us through the journey.**

While working as a secretary to the Principal, Kenya Polytechnic, I was inspired by a lecturer who once told me that I had more potential. This motivated me to start pursuing Human Resource from Diploma level up to doctorate level. My entry point into Human Resource career was at Bondo University as a Senior Administrative Assistant in Human Resource Department. I served at Multimedia University as an Assistant Registrar and thereafter appointed in 2014 as the Human Resource Manager before joining Kibabii University as the Registrar Administration and Human Resource in January, 2020.

**Q: What will you term as your key achievements or game changer at Kibabii University?**

For the last one and a half years at Kibabii University, I have been able to ensure implementation of 2017-2021 National CBA. While other universities are still paying old salaries, KIBU has managed to implement new salaries as per the approved National CBA. The Administration and Human Resource Department has facilitated completion of 2017-2021 Local Chapter CBAs for all the three Unions which are at an advanced stage of approval. The Department has continued to ensure harmonious industrial relations by ensuring compliance to signed Collective Bargaining Agreements.

In addition, the Department has facilitated implementation of performance management system and development of performance evaluation tools and 2019/2020 staff evaluation. The department is also in the process of automating staff performance appraisal.

The Department carried out Employees Satisfaction Survey in the year 2020. From the survey, the level of employee job satisfaction was concluded to be moderate with an Employee Satisfaction Index of 72%.

I assisted the University carry out Internal Legal and Governance Audits. I also facilitated to separate Central and Personnel Registries to be independent from Human Resource Department for confidentiality of personal information.

We are in the process of promoting staff who have stagnated in the same job group for quite some time. We have also conducted recruitment and selection process for various positions in the University.

In Administration and Human Resource Department, policies ensure fairness in treatment of employees. We have been able to come up with the following policies since last year:

1. KIBU Human Resource Policies and Procedures Manual, 2020;
2. KIBU Career Progression Guidelines, 2020;
3. KIBU Optimal Staffing Levels, 2020;
4. KIBU Organizational Structure;
5. KIBU Succession Planning Policy;
6. Knowledge Management Policy;
7. Part-time Teaching Policy;
8. KIBU Career Conversion Policy;
9. KIBU Transport Policy; and
10. Reward and Recognition Policy.

The following policies are also in the process of approval:

1. KIBU Staff Code of Conduct; and
2. Road Safety Mainstreaming Policy.

As a Human Resource Professional, I offer professional advice to the University Management on Human Resource related issues and help in ensuring that the University adheres to statutory laws and regulations.

In training, we have prepared a Training Plan and done Training Needs Analysis. We have also done course approvals for staff pursuing courses and facilitation of incremental credits.

The Department is planning to appoint a Caretaker to assist in management of University property including storage of University Keys.

We have also ensured that the University is registered with the Directorate of Occupational Health and Safety (DOSHS); and are in the process of training Occupational Health and Safety (OSHA) Committee members.

To upscale our processes, the Department has facilitated automation of Staff Clearance Process whereby staff leaving the University are able to clear online.

For confidentiality and efficiency, we have allocated space for various offices and other University units; In addition, the Department facilitated evaluation by Public Service Commission where the performance of the University improved from 49% to 73%.

Important to note, there is a platform for conflict resolution within and between departments.

Last but not least, we have ensured statutory deductions are remitted on time and streamlined payroll management to ensure efficiency and effectiveness in salary payments.

**Q: The COVID-19 pandemic has impacted key functional areas of the economy. Has it been the case with Kibabii University? How have you mitigated these challenges?**

Kibabii University has also felt the effect of COVID-19. From the Work Satisfaction Survey carried out in the year 2020, the survey concluded that outbreak of COVID-19 pandemic had changed the way of operations thus forcing employees and the University as a whole to transit from the normal way of



doing things. The COVID-19 risk perception on work performance among employees is high as indicated by average Risk Perception Index, RPI= 80% rated high. Most employees are not able to attend to work in large numbers to enhance service delivery in the fear of contracting the virus.

Substantial amount of money has been spent on staff being admitted to hospitals due to COVID-19. This had led to loss of man hours for the affected staff. COVID-19 has also disrupted teaching programmes, which have by extension affected the University cash flow. The University is thus not able to pay external service providers on time due to the limited cash inflow.

The University has embraced remote meeting platforms such as Zoom, Google Meet, Microsoft Teams as opposed to face-to-face meeting.

The mode of working has also been affected. Academic staff have adopted the blended mode of teaching (both online and face to face). Some Administrative Staff work from home with specific targets and approval by the respective HoDs and Human Resource Department. Furthermore, Heads of Departments have allowed some staff to work on shifts or to take leave. We have always kept our staff posted on the circulars from MOH. Staff have always been advised to adhere to COVID-19 guidelines and protocols as per MOH Directives.

**Q: What is your observation on Alcohol and Drug Abuse among staff in public universities?**

A handful of staff in public universities are affected by alcohol and drug abuse. As a University, we have tried to rehabilitate the affected staff. Alcohol and Drug Abuse Committee has been formed and preparation of the Policy is in the final process of approval.

**Q: We have cases of employees in the University with various family related problems. These directly impacts on their delivery at the work place. Are there laid down procedures for addressing these? Please elaborate.**

Members of staff who approach HR Department with various family related problems are handled on case-by-case basis. Some staff are referred to the Counselling Department for Counselling services.

**Q: For enhanced productivity, employees may be interested in special trainings in their area of work. Does Kibabii support this kind of trainings? Please advise more.**

As I said earlier, there is still a lot to be done in terms of training. Staff Education, Training and Appraisal (SETA) Committee was appointed to address the issue. The Department in liaison with other line managers has come up with some in-house trainings for staff. The University will continuously support professional programmes as and when funds are available.

The Department has requested for increase in the training kitty so that many members of staff benefit from trainings.

**Q: We have witnessed a scramble by the Kenyan youth in search for casual jobs at the Middle East. In the same breath, we have read about cases of mistreatment, abuse and many forms of malpractices. This has however not dampened the spirit of job seekers to the said countries. What would be your contribution on this matter?**

The Kenyan economy needs to provide more labour intensive jobs in comparison to capital intensive jobs which will provide more casual jobs to its citizens. The county governments need to support cottage industries to reduce movement of people to the Middle East. Training institutions also need to provide more relevant and market-oriented courses.

**Q: Any promise for better welfare of KIBU employees in the foreseeable future?**

Just like Unions, Human Resource managers are employees' advocates. We advocate for the good welfare of employees through laid down policies. Currently, we are in the process of promoting members of staff who have stagnated in the same job group for quite some time. Going forward, we will ensure that members of staff are promoted once they meet the criteria as provided for in the Career Progression Guidelines thus improving employees' welfare.

Further, we are reviewing Training Policy and Staff Children Education Support to ensure improved staff welfare.

In the Human Resource Policies and Procedures Manual that was approved last year, there are many welfare issues that we intend to implement as a Department. We intend to work with banks to provide car loan and mortgage facilities to staff. In the HR Manual, in case of loss of a member of staff, the University will contribute an additional amount of KES 50,000.00.

As per the approved Reward and Recognition Policy, we will start recognizing excellent performers in the University through an approved criterion.

In the approved Career Conversion Policy, members of staff will be able to convert to either academic or administrative positions if they meet the provisions of Career Progression Guidelines, thus improving staff morale.

We have allocated Offices for Professors and Senior Lecturers in Academia Block (ABB 301). This will go a long way in improving the welfare of senior Faculty while delivering their mandate.

We have also allocated Offices for Lactating Mothers and Day Care Centre at Women's Hostel (HB 5). Members of staff will be able to access these facilities thus improving their morale.

We are also planning to have Annual Sports Day for Staff, Team Building activities and gymnasium for members of staff.





## New KIBU Alumni Association Officials Sworn Into Office

*By Meshack Nyambane*

After the Kibabii University Alumni Association held its elections on Friday 14<sup>th</sup> May 2021, attention turned to sanctifying the new team into office. This culminated into a swearing in ceremony held on Monday 14<sup>th</sup> June, 2021 to inaugurate a term of 3 years for the elected officials.

While attending the event, the Ag. Deputy Vice chancellor (Academic & Student Affairs) Prof. Stanley Mutsotso expressed the commitment of the University Management in ensuring the Alumni Association realized a proper footing in the University structures. He lauded the Office of Career Services for the efforts put in to ensure the first Alumni body was in place through a successful election exercise.

The Vice Chancellor Prof. Isaac Ipara Odeo who graced the occasion was elated by the milestone Kibabii University had achieved since award of Charter in 2015.

“Alumni Association is central to any University in the world. This is the foundation of what any institution will be known for,” he said.

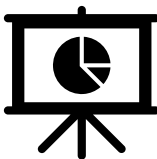
He challenged the new leaders to play a role in impacting on the current students through sustainable initiatives of resource mobilization.

“This is an important role that has been bestowed unto you. You must therefore perform your duties and act beyond reproach. We are counting on your network, effort, energy and sacrifice to see this University on the international map,” Prof. Ipara remarked.

More next page >>>



KIBU Alumni: Facts and Figures



Alumni Numbers

YEAR	CERT	DIP	BACHELORS	MASTERS	POST GRAD DIP	PhD
2015	95	129	293	2	-	00
2016	98	129	496	15	03	01
2017	105	211	878	09	-	04
2018	56	302	1314	26	-	06
2019	31	217	1574	30	-	10
2020	20	146	1410	48	-	13
TOTALS	415	1, 126	6065	130	03	34 = 7, 771



There are 4 Categories of Alumni

S/No.	Membership	Classification	Definition
1	Ordinary Members	Passive Members	KIBU graduates who have paid a mandatory Ksh. 1000 fees.
		Active Members	Members who pay annual subscriptions of Ksh. 500 fees
2	Associate Members		KIBU staff, spouses & children.
3	Honorary Members		Beneficiary of honorary degrees
4	Life members		Classified into 5 categories upon paying specified amount for each level



Categories of Payable Membership

Category	Membership Fees (Ksh)
Platinum	100,000
Gold	50,000
Silver	25,000
Bronze	10,000
Aluminum	2,000

Future Plans

1. Serious sensitization on alumni role
2. Extensive members recruitment
3. Making strategic plan
4. Resource mobilization
5. Investments
6. Mentorship of alumni and ongoing students
7. Branding KIBU
8. Networking and collaborations

Achievements

1. Drafting of the Constitution (KIBUAA, 2020)
2. Drafting of the Strategic Plan
3. Member recruitment drive
4. Data capture
5. Fundraiser
6. Establishment of 10 million endowment fund
7. Successful election and smooth transition from interim to substantial office bearers

QUOTE

*"An army of sheep led by a lion is better than an army of lions led by a sheep." -Alexander the Great.*



# KIBU Recognized as the World in Marked Blood Donor Day



ABOVE: Mr. Benson Nasongo receives a recognition certificate and trophy from Her Excellence the Bungoma County First Lady Ms. Caroline Wangamati

World Blood Donor Day (WBDD) is held on June 14 each year. The event was organized for the first time in 2005, by a joint initiative of the World Health Organization, the International Federation of Red Cross and Red Crescent Societies to raise awareness of the need for safe blood and blood products, and to thank blood donors for their voluntary, life-saving gifts of blood.

In Kenya, this year’s celebrations were Nationally held at Uhuru Park Nairobi, and in every County across the Country. In Bungoma, the celebrations were held at Webuye County Hospital. The event which was graced by the Chief Guest, Her Excellency the First Lady of Bungoma County Ms. Carolyn Wangamati was organized to appreciate institutions, organizations, CBOs, FBOs and individuals who volunteered to donate blood. Kibabii University was represented by the Senior Assistant Dean of Students Mr. Nasongo Benson Murumba.

Over the years, Kibabii University has been the leading donor in the category of Institutions. This year, in a blood donation drive held on 11th June 2021, the University community donated a total of 72 Units of Blood. In recognition of this exemplary gesture, the University was awarded a Trophy and a Certificate for being the leading contributor of blood in Bungoma County.

The Chief guest was full of praise for the University and urged all stakeholders to keep up. It was resolved that moving forward, the event will be held on a quarterly basis in the County to raise enough blood to support the recipients whose numbers are ever-increasing.

## KIBU Marks Health and Wellness Week

*By Meshack Nyambane*

The Kibabii University Epidemic & Disaster Management Department, Student Affairs Department and the Health Services, in conjunction with Bungoma County Ministry of Health, the Kenya Red Cross and Life Care Hospitals organized a Wellness Week for staff and students.

The event set platform for the commissioning new HIV and AIDS Peer educators who were trained by I Choose Life –Africa (ICL). While gracing the official opening, the Deputy Vice Chancellor (Administration, Finance & Development) Prof. Donald Siamba Namasaka noted the positive strides the University had gained in mainstreaming health and wellness issues affecting the University community.

“Cases of Sexually Transmitted Infections and pregnancy have drastically reduced at Kibabii University. We must acknowledge the role being played by the peer educators in complementing the Management’s effort of achieving a healthy community. This is the only sure way of ensuring all our strategic objectives are achieved,” he noted.

During the occasion, The Kenya Red Cross Bungoma Branch donated sanitary towels to needy students as the week culminated into various activities that climaxed with Covid -19 Sensitization, HIV Testing and Counselling (HTC) Services, Diabetes Screening, Hypertension Screening, blood donation, HIV advocacy and education. A total of 425 staff and students (236 males and 189 females) were attended to.





## Solid Waste Management in Counties: Towards Achieving A Better Environment

*By Joseck Olukusi Alwala*



In Kenya, the challenge of Solid Waste Management in the forty seven counties is real. Collection systems are inefficient and disposal systems are not environmentally friendly.

Studies show that improper disposal of waste results in adverse human and environmental health problems. Most of the solid waste is generated from human and animal activities and industrial production processes. The solid waste can be classified as either municipal, hospital, industrial, or agricultural. These classes of solid waste are unique based on their composition and the pollutants that they contain. Therefore, different types of waste require different disposal approaches.

Proper awareness of citizens toward economic value of wastes contributes immensely to proper handling of the waste. It also creates a greener environment, employment opportunities and generates revenue to the government. Therefore, the first step in proper and effective disposal of solid waste is inventorying the types of waste and their available quantities. It is important to also document waste generators and how the waste is disposed. As such, effective solid waste management techniques can be developed based on facts.

County governments should aim at making an inventory of waste within the wards, in order to develop an intergraded solid waste management (ISWM) tool for the county. ISWM takes an overall approach to creating sustainable systems that

are economically affordable, socially acceptable and environmentally effective. It uses different treatment methods that turn the collected waste into products. In order for the counties to effectively manage the solid waste, they should incorporate waste management in their institutional planning. This can be achieved by ensuring that collection and disposal are carried out on a planned basis and allocating adequate human and financial resources.

The county governments have a duty to educate their citizens that they have legal responsibility to ensure that they produce, store, transport and dispose controlled waste without harming the environment. Citizens should be aware that according to Waste Act, waste holders, such as private individuals, property owners or companies, are primarily responsible for the management of waste. Therefore, waste management is a collective responsibility.

In order to achieve a clean environment, there must be guidelines of finding out how waste is disposed. This can be followed by evaluating and accessing the likelihood that, the waste can be recycled. Incinerators for hazardous waste in the County should be constructed in a well surveyed area.

*Joseck Olukusi Alwala, Head of Chemistry Laboratories, Kibabii University, and Organizing Secretary, Kenya Chemical Society, Western Chapter*





# Overcoming Research Challenges Facing Scholars



By Isaac Wamalwa Manje

As a current undergraduate, masters or doctoral student, or even a doctoral graduate, conducting research is a continuous and integral part of being a scholar-practitioner with the skills and credibility to effect social change. Many scholars and students face a magnitude of challenges during the research process, ranging from choosing the right topic and methodology, to finding study participants, to staying sane throughout the process, and every step in between. Below are some of the most common research challenges faced by scholars and how to overcome them:

## CHALLENGE ONE: CHOOSING THE RIGHT TOPIC

Your research topic is the foundation on which everything else about your research rests, so it is essential to choose it carefully. When doing research, you cannot do anything else until you figure out the basic focus of your topic.

### Solutions:

- **Develop a doable topic:** Determine what resources you have available in terms of time, money and people then choose a topic that you can do justice to.
- **Read widely about the topic:** Know what other people have already done in relation to your topic and identify the possible gaps and sources of literature.
- **Find a theoretical basis:** They will help in fine-tuning the topic, developing research questions, conceptualizing the literature review, the design approach, and the analysis plan for the study.
- **Ensure the topic will hold your interest:** You will be spending a lot of time on your thesis or any large research project, so if it fails to interest you, it may fail to interest others.

- **Look for a gap which you can make a difference:** Try offering something new to the field.
- **Fine-tune your topic based on input from others:** Consult and pick the brains of experts, especially your lecturers and other scholars, for their input, suggestions and comments.

## CHALLENGE TWO: CHOOSING THE RIGHT METHODOLOGY

Once you have chosen a topic, you will need an appropriate methodology, which is a procedure for conducting your research, in order to move forward.

### Solutions:

- **The best way to choose is not to choose:** The methodology used should come from the research question, not from your personal preferences for one design or another.
- **What design and methodology can best answer your research questions:** Questions including words such as “explore,” “understand,” and “generate,” indicate a qualitative study. While questions with words such as “compare,” “relate,” or “correlate” indicate a quantitative study. The design comes out of the study questions, rather than being imposed on the study.



- **Polish your study design:** Determine whether the study will take a quantitative or qualitative direction then critique the methodology to determine from whom you are going to collect data, and how you are going to collect the data and analyze it once you collect it.
- **Be crystal clear:** The methodology should be so clear that any other trained researcher should be able to pick it up and do it exactly the same way.

Challenge Three: Finding Study Participants

Locating and getting together your team of participants and respondents for any research study has never been easy but is very doable.

Solutions:

- **Avoid paying your participants:** Explain the importance of your study to your targeted respondents/participants and bring them on board to participate rather than paying them.
- **Leverage the power of a network:** Use “snowball” sampling techniques whereby you target a particular group and locate advocates within that social network. Ask them to recommend others who might be willing to participate in the study.
- **Do not be afraid to reach out:** Just go for it, the worst that can happen is that people can say no. This will not kill you. Do not let nervousness push you into faking responses because you were too afraid to reach out to your actual participants because your study will be invalid.

CHALLENGE FOUR: GETTING INSTITUTIONS TO PARTICIPATE

Accessing study participants may require going through institutions/organizations/companies, which may put up barriers, particularly if your research is controversial or sensitive. This presents an additional challenge.

Solutions:

- **Do not stop at the first rejection:** When you are rejected at first, do not allow yourself to be held back. Push further and be more convincing and intelligently persistent.
- **Pursue alternate avenues:** Do extensive research of similar organizations that would promote the study and approach them.
- **Persevere:** Controversial topics will get bottlenecks. You need to persevere, make contacts, network with people, follow up and ask how you can be helped. Do not give up.

- **Build relationships:** When going through institutions to find study participants, the key is trying to form relationships with the people who will help you gain access, even watchmen.
- **Learn to sell yourself:** You have to sell yourself and what you are trying to do but remember that there is a fine line between being persistent and not turning people off.
- **Be prepared:** Have all of your documents and information such as a copy of your abstract and supporting documents on hand at all times, in case someone wants more information.
- **Image is everything:** Presentation is important as it paints a picture in terms of how seriously you are going to be taken.

CHALLENGE FIVE: HANDLING YOUR RESEARCH DATA

Once your study is complete, the final challenge is knowing how to make sense of the data you have collected.

Solutions:

- **Ground yourself in the research:** Connect your research to the existing research so that you can get parameters to organize your own research. Your data should be presented in a way that demonstrates how your research adds to the body of knowledge.
- **Go back to your methodology:** This will guide you on how to deal with your data in terms on analysis and presentation, as well as in drawing conclusions.
- **Listen to the data:** Do not look at data with any preconceived ideas/notions. Rather, step back and wait for the data to come alive and start speaking for itself.
- **Take advantage of technology:** The key thing in qualitative research is looking for patterns. That is where having software programs comes in handy to analyze and interpret the data.
- **Stay focused:** Do not be distracted by irrelevant data in your analysis. Focus on your research questions and hypothesis because sometimes the data you collect will take you away from that.
- **Account for biases:** In a quantitative study, the researcher needs to address the biases of the individuals completing the survey before the results can be generalized to a larger population. Qualitative work requires researchers to discuss how their bias or interpretation may have played into their conclusions.
- **Let the data drive your presentation:** The data should drive how you present your findings so you should organize it around the research questions.

Isaac Wamalwa Manje is a communication and information professional working at the Kibabii University Library and a specialist in scholarly writing, as well as a PhD candidate.





## Delta Variant: Are the symptoms different, and do vaccines protect against it?

By Amos Nyongesa | [anyongesa@kibu.ac.ke](mailto:anyongesa@kibu.ac.ke)

Surging cases of B.1.617.2, known as 'delta' or the 'Indian variant', caused the Government to enforce more stringent measures in western part of Kenya hence postponing plans to fully unlock the country. The delta variant, formerly referred to as the Indian variant, is now thought to be responsible for around 99 per cent of the current coronavirus infections. Its spread across the country is at the alarming rate. Globally, the World Health Organization has said delta is "well on its way" to becoming dominant everywhere.

### What is the delta variant?

The coronavirus variant of concern first discovered in India is also referred to as B.1.617.2. It is a "variant of concern" globally, and is closely related to two other less worrying variants also first detected in India: B.1.617 and B.1.617.3.

### Are the symptoms for cases of the Indian variant different?

There is some emerging evidence suggesting that the symptoms for the new variant are a little different to the "classic" coronavirus symptoms according to WHO: headaches, a sore throat, and a runny nose are more common with the new variant. However, headaches have always been a common symptom regardless of variant, so the picture is a bit murky; if in doubt, get a test.

### How fast is it spreading?

The key reason that it is worrying the government and scientific advisors is that the delta variant is far more transmissible than the existing strain in Kenya. According to scientist is that, if there were no restrictions in place (including no vaccines), that variant's reproductive number, or transmission, could be as high as 7. That means for every one person who is infected, they infect seven more people. By contrast, the original strain of Covid-19 had a transmission of around three.

### Why is it more contagious?

According to WHO, Delta has a key mutation on the spike protein – which the coronavirus uses to latch on to human cells – called L452R. This is thought to explain why the variant spreads more easily.

A study by Prof Wendy Barclay, a virologist at Imperial College London, has also indicated that the virus appears "fitter" than previous variants. From data analyzed in the lab, it looks like delta's mutations make it spread more easily in the cells in a person's airways, which means an individual is likely to emit more virus when infected meaning that a shorter exposure period is needed between two people for the virus to spread.

### Do vaccines protect against the variant?

The short answer is yes, but slightly less effective against the delta variant, particularly after one dose. According to latest technical scientific briefing, one dose of vaccine is 49 per cent effective at preventing symptomatic infection for the original variant, and 31 per cent effective for the delta variant therefore after two doses, the numbers are better: 88 per cent and 80 per cent at preventing original variant and delta infections respectively.



# KIBU Taekwondo Team Roars at the African Championships in Dakar, Senegal



*ABOVE: Team Kenya at the Championship. Among the team are representatives of Kibabii University headed by Coach Eliakim Otieno.*

Four (4) Kibabii University Taekwondo athletes and two (2) staffers were among the Kenya Taekwondo Federation delegation that traveled on 30th May, 2021 for the African Championships in Dakar Senegal. The team consisted of the University Counsellor Ms. Susan Adina, Coach Eliakim Otieno, Edna Sichangi a fourth year Bachelor of Education student, Olympic qualifier Faith Ogallo and Everlyne Aluoch and Innocent Wafula who are KIBU alumni.

The standards of the championship were high, it being a G4 rated competition but Kenya gave it their best. Kenya was represented by fifteen (15) athletes from the Kenya team and one (1) athlete from the refugees' team totaling sixteen (16) athletes with four of them from Kibabii University. Faith Ogallo, Everline Aluoch and Mary Mureu from Waithaka Club gave Kenya bronze medals in their respective categories.

Kenya finished in position seven (7) out of twenty six (26) teams (nations) with eighty two (82) points. The women's team was position eight (8) overall with seventy two (72) points while the men's team was position eleven (11) overall with ten (10) points.

The winners were Morocco with 789 points, Egypt came second (2nd) with 779 points, Cote d'Ivoire third (3rd) with 681 points, Tunisia Fourth (4th) with 546 points, Niger fifth (5th) with 323 points, Gabon sixth (6th) with 172 points, Kenya seventh (7th) with 82 points, Nigeria eighth (8th) with 80 points, Senegal ninth (9th) with 62 points and the Chad at tenth (10th) position with 47 points. Others were Mali with 35 points, Burkina Faso with 34 points, Lesotho with 22 points, Ghana with 8 points, Cameroon with 8 points, Libya with 7 points, Sudan with 6 points, Algeria with 6 points, Rwanda with 5 points, Somalia, Congo and World Taekwondo (refugee from Kenya) with 2 points each.



*Photo: Men Soccer Team Celebrating After Being Crowned WEKUSA Champions.*



## KIBU SOCCER LEAGUE: A Tale of a student initiative that gave birth to WEKUSA Champions

*By Tom Amwanzo*

Kibabii University Students' League started in 2015 by a group of students who saw need to make use of their free time in a constructive manner by nurturing soccer talents and the need to bring footballers who study at Kibabii University together. Being the brainchild of a student named Otipa Duncan, the league started with associations like G.L.A, E.S.A, Coast Association, MT Kenya and Kakamega. The games were officiated by officials and some players like Duncan Otipa, Elvis Odhiambo, Brian Oyugi, Edwin Muturi, Jeff Mutunga and Maloba. They experienced many challenges like lack of proper field, lack of equipment and poor officiation.

Out of the founders' efforts, some teams were founded including; Blue rays, Santos, Unity, Redstars and Catalans. They agreed to start the Kibabii University Football League to run in every academic year. These were many reasons that were a driving force to this idea. As it is said change does not come suddenly. With time, more teams were formed raising an interest on diversity and talent among footballers in the University.

The League is managed by a committee under the leadership of the Games Tutor, Mr. Tom Amwanzo.

The members of the executive include:

1. Mike Murule - Chairperson
2. Maingi Stephen- Vice chairperson
3. Stephen Odongo- Treasurer
4. William Wanyonyi- Secretary
5. Mamati Peter-League Coordinator
6. Javan Wamboka- Referee Coordinator

So far, the KIBU League has produced several palyers who currently earn their living by playing for developed teams in the Kenyan Division 2 and Division 1. At the National League, some of the players who earn their living in playing football and are currently members of the KIBU League include Omar Laisa, Byron Winkin (who still plays for Redstar at the League and also one of the soccer players the University team). The most important is that above all, the same players from the KIBU League enabled the University team emerge WEKUSA champions in January 2020 after thrashing Masinde Muliro University of Science and Technology at the finals in a match that ended with penalty shootout. The win qualified Kibabii University to play the national Kenya University Sports Association Championships (KUSA) that were to be held in Dedan Kimathi University of Science and Technology where Kibabii University's captain Omar Laisa was crowned the Best Men soccer player of the year.



Some of the players who featured in the KUSA competitions include:

- 1. Calvary Onyango
- 2. Maxwell Wise
- 3. Masoud Kibwana
- 4. Anido Harun
- 5. Dominic Kemboi
- 6. Mevin Wanjala
- 7. Byrone Winkin
- 8. Omar Laisa
- 9. Simiyu Jeff
- 10. Gregory Alubwana
- 11. Kome Kelvin
- 12. Brian Bob
- 13. Cyrus Omusugu
- 14. Chimuli Kevin
- 15. Brian Omondi

The 2020/2021 League was officially opened by the Assistant Dean of Students Mr. Cyprian Lusweti. Presently, the League has grown to 11 teams. With 3-4 games having been played, Unity Fc is leading the table.

KIBABII PREMIER LEAGUE 2020/2021								
League Table								
Teams	P	W	D	L	F	A	GD	Pts
1. Unity	3	3	0	0	7	0	7	9
2. Ajax	4	2	2	0	5	2	3	8
3. Sambas	4	2	2	0	3	0	3	8
4. Redstars	4	2	1	1	4	5	-1	7
5. Catalans	4	2	0	2	2	2	0	6
6. Homeboyz	4	1	1	2	2	3	-1	4
7. Zoo	3	1	1	1	1	2	-1	4
8. Club brugge	4	1	1	2	2	5	-3	4
9. Rangers	3	0	2	1	3	5	-2	2
10. Boca juniors	3	0	1	2	0	2	-2	1
11. Young rovers	4	0	1	3	1	4	-3	1



Above: Mr. Lusweti officially opening the KIBU league 2020/2021 season



Above: Mr. Lusweti with the league chairperson Mike Murule



Above: Pictures of some of the teams in the league





# **“Let this be the Year of Exercising Academic Freedom”**

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

**A Publication of the Office of the Vice Chancellor  
Kibabii University  
P.O. Box 1699-50200 Bungoma, Kenya  
Email: [pr@kibu.ac.ke](mailto:pr@kibu.ac.ke)  
Website: [www.kibu.ac.ke](http://www.kibu.ac.ke)**