



KIBU NEWSLETTER

A Publication of the Office of the Vice Chancellor | 3rd March, 2023

Focused on Providing Solutions



INSIDE

Mathews Ouma and Jully Musangi are celebrated for their big wins in games and sports.

KIBABII UNIVERSITY

7th Graduation Ceremony

March, 2023

Editorial



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**A Publication of the Office of the Vice
Chancellor**

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PHILOSOPHICAL STATEMENTS

PHILOSOPHY

Kibabii University embodies the view that Science, Technology and Innovation are critical for sustainable utilization of material and human resources for the posterity of the universe.

VISION

To be a global and dynamic University of excellence in Science, Technology and Innovation

MISSION

To achieve excellence in generation, transmission and enhancement of new knowledge in Science, Technology and Innovation through quality Teaching, Research, Training, Scholarship, Consultancy and Outreach Programmes.

MOTTO

Knowledge for Development

CORE VALUES

Excellence
Accountability and Transparency
Integrity
Social Responsibility
Innovation
Academic Freedom

OUR VALUES



Excellence

The University shall ensure quality teaching, research and provision of excellence in teaching, research and service to the public.

Accountability and Transparency

The University staff shall explain the rationale of activities done and avoid any actions that might border on malpractice.

Social responsibility

The University shall promote awareness and provide leadership in responding to issues and problems affecting the society.

Integrity

The University staff shall have common decorum reflected in their personal appearances, interactions and conducts.

Innovation

The University shall provide opportunities for the creation of new ideas and products for teaching, learning and well-being of the society.

Academic freedom

The University shall provide opportunities for the creation of new ideas and products for teaching, learning and well-being of the society.

**CHAIRMAN OF
COUNCIL**



Dr. Ernest Mwangi Njoroge
CHAIRMAN

MESSAGE OF THE CHAIRMAN OF COUNCIL



Dr. Ernest Mwangi Njoroge
CHAIRMAN OF COUNCIL

I am pleased, on behalf of Council, to use this space to congratulate the graduating class of 2022 for their enviable performance. Kibabii University has nurtured and imparted you with the necessary knowledge and skills and therefore confident that we are releasing you to the world to make the required contribution.

Like is the tradition in universities throughout the world, I am delighted that in this Graduation, we also have two candidates who will be conferred Honorary Degrees of Kibabii University, due to the distinguished contribution they have already made to the society. To have renowned personalities in the name of the Rt. Hon. Moses Masika Wetangula, E.G.H., Speaker of the National Assembly and CPA Joshua Nyamweya Oigara, CBS, Chief Executive Officer, Stanbic Bank, Kenya join the list of alumni is a great privilege for Kibabii University.

A graduation ceremony is an exciting moment for all of us. It provides an opportunity to reflect on achievements and challenges as we set future goals. As Council, we have strived to elevate Kibabii University into a world-class research, technology and innovation institution. The strategy adopted covered growing the University research portfolio, developing modern infrastructure, automating service delivery, building staff capacity and attending to student welfare.

Kibabii University Endowment Fund (KIBUEF) currently stands at KES 10 million

It is gratifying to note that the University Council and its committees have performed incredibly well, not only in fulfilling their oversight duties, but also in proactively supporting Management. This has seen the University operations progress seamlessly. To date, several policies designed to streamline operations have been developed and approved by Council. Even with an admirable scorecard, Council is still overwhelmingly committed to provision of good stewardship and strategic leadership.

One of the challenges facing organizations especially academic institutions today is the financial crunch. Aware of this, Council has been steadfast in overseeing prudent financial management. In this respect, I am proud to say that the University is one of the best managed institutions of higher learning and one of the few institutions that has had a positive financial balance every year, remitting statutory requirements as due.

I am happy to note that the students' numbers have significantly grown from 5,238 in November, 2015 to the current 9,700 students. I wish to share the joy of the Commission for University Education approving our request to raise our admission of first years to 4,000. Our transition rate is close to 95%. Today we are graduating 1113 candidates to bring the total number of students who have graduated since the award of Charter to 8,692. Among these are student from the East Africa Community member states courtesy of the Interuniversity Council of East Africa centre of excellence masters scholarship.

As numbers grew, Council through its human focused approach noted that the number of vulnerable students kept growing. This required urgent intervention measures. This led to establishment of Kibabii University Alumni Association (KIBUAA) and the Kibabii University Endowment Fund (KIBUEF) which currently stands at KES 10 million. I appeal to the Kibabii University Alumni to subscribe to and actively participate in its activities for

sustainability of the Endowment Fund. May I take this opportunity to request all our partners and stakeholders to support Kibabii University to grow this Endowment Fund.

Kibabii University has continued to entrench the culture of research and innovation by participating in multi-disciplinary and multi-institutional research proposal development. I wish to thank Management for setting up a Research Crack Team of 23 specially trained scholars who have been appointed and commissioned to respond to Research, Innovation, Expression of Interests (EOIs) and Consultancy calls as and when they are received. As a result over 200 proposals have been sent out for funding. Thirteen (13) proposals have successfully attracted donor funding with a **Total Grant Amount/Research Portfolio of KES 352 million**. The Kibabii University Team is currently the reigning champions in robotics, in the University sector in Kenya. The University has developed many innovations.

Kibabii University has experienced massive infrastructural development in the last 6 years. The infrastructural development has allowed the University to be a state-of-the art Centre of Excellence for higher learning that we see today with modern students' accommodation, science laboratories, lecture halls, ICT hub, Sports Complex and Students Centre.

To complement the developments cited above,

Kibabii University has always signed and implemented the Performance Contract with exemplary results. The University has also developed a culture of quality service, seamless processes and quality programmes, based on ISO 9001:2015 Standards.

The University has registered the many accomplishments due to the excellent relationship and support from the County Government of Bungoma, the Community and all our stakeholders. I am truly honored by this collaboration and partnership.

Finally, I would like to acknowledge my many debts of gratitude. First and foremost are the students who have always sought dialogue as opposed to demonstrations to address pertinent issues in an amicable manner. Then Management, Senate, faculty and staff outstanding leadership, teamwork and commitment to serve.

My sincere appreciation to my colleagues on the Board for their diligence and commitment to duty as well as wise counsel.

In a special way I wish to thank the Government through the Cabinet Secretary, Ministry of Education and Principal Secretary, State department for Higher Education and Research for continued financial support and guidance. Once again, thank you.

THE NEWLY LAUNCHED STUDENT CENTRE



MESSAGE FROM THE VICE CHANCELLOR



Prof. Isaac Ipara Odeo
VICE CHANCELLOR



...admission of 9 more students from Inter-University Council for East Africa (IUCEA) has pushed the number of international students to 23!

I take this opportunity to sincerely pass my hearty congratulations to the Class of 2022. This is a special class in its own way. It is a class that endured the ramifications of Covid-19 and had their physical learning disrupted for close to 2 years. Yet, because of their resilience and flexibility, they were able to complete their studies albeit through different modes of learning and today they graduate in a physical ceremony. In addition, the class of 2022 is graduating when the University is embarking on its 11th year after the memorable celebrations of her 10th Anniversary.

Since inception in 2012, the University has laid emphasis on key areas including Teaching and Learning, Research and Innovation, Partnerships and Community Outreach, Human Resource Management, Physical Infrastructure as well as Health Care for our staff, students and the local community.

Investment in ICT Infrastructure

In enhancing our key niche which is Information Technology, Kibabii University commissioned an Information Communication and Technology Hub worth KES 64.6M.

The project, an outcome of an Infrastructure Research Grant by the National Research Fund (NRF) comprises an ultramodern state of the art data centre, a mobile computing laboratory, video conferencing centre, e-learning laboratory, a professional certification centre and a digital forensics laboratory; all furnished with the top-notch equipment in their respective areas of specialization. The project has also complemented the University in running Open, Distance and E-learning academic programmes especially during the Covid-19 pandemic when there was limited face-to-face interaction. Further, the Hub is open to serve other institutions in the region for storage of “big data” at a cost.

The School of Nursing

It is important to report the excitement that the launch of the School of Nursing has continued to stir among potential clients. During admission of the pioneer cohort, the University received an oversubscription of applicants to the Bachelor of Science in Nursing programme by more than 100% above the maximum recommended class size of fifty (50). This is testimony that the University implemented an academic program that resonates well with societal demands.

We have directed significant resources to the School, with the view of constructing the School of Nursing Complex in the coming year. This is preparation for expanding it to admit and train postgraduate students in the field of study.

Mentorship and Curriculum Development

The University continues to extend its mentorship programme to learners and trainers in basic and tertiary institutions of learning. The programme has been able to mentor over 50,000 students from over 500 secondary schools during the last year through on-campus and outreach mentorship programmes. In addition, Kibabii University is the mentorship partner for most of the top 20 secondary schools in the country. To compound this, the University, in collaboration with partners from the University of Dar es Salaam in Tanzania and the National University of Zambia, conducted various trainings for secondary school teachers and college tutors to enhance performance of learners in STEM subjects. This was also geared towards enabling learners to develop intended competences as per the new Competence-Based Curriculum (CBC). Furthermore, the University has set up a CBC Committee with the core mandate of guiding preparation of graduates in line with the curriculum, which has reached grade 6 of implementation as the University commences curriculum review in anticipation of the first cohort of learners joining the University in 2029.

Research Development

I am pleased to report that our research endeavour continues to upscale. To maintain the tempo, the University has formed a Research Crack Team that strictly focuses on developing fundable research proposals in response to calls from various agencies. In the year 2021/2022, twenty five (25) proposals were submitted, out of which four (4) received funding while five (5) have received positive reviews. Our commitment to increase human capital with emphasis on recruitment of academic staff has raised the number of active researchers and will go a long way in achieving our research agenda.

Investment in TVET

To align with Government priorities, the University established an independent TVET Directorate to aid in preparedness and readiness for admission and training of learners. This included equipping of classrooms and laboratories as well as training personnel that shall impart learners with various skills.

As such, the University received approval of fifteen programmes from TVETA. Subsequently, Kenya Universities and Colleges Central Placement Service (KUCCPS) placed 340 students to train in various Certificate and Diploma programmes in the current Academic Year 2022/2023.

Partnerships and Linkages

As a University, we continue to expand boundaries through various collaborations, partnerships and linkages with international institutions. During the year, the University signed collaborations with a number of partners. This opened opportunities for researchers and students to attend various seminars and workshops. The admission of nine (9) more students from Inter-University Council for East Africa (IUCEA) has pushed the number of international students to twenty-three (23). The University has declared commitment to offer two (2) scholarships in MSc. in IT and MBA to students from South Sudan and DRC Congo to compliment the gesture.

Infrastructural Development

For supporting our growth, the University thanks the Government of Kenya for committing to fund major infrastructural projects. During the last year, the University commissioned a Sports Complex made up of soccer, rugby and hockey fields. The University has also unveiled an ultramodern Students Centre. All these projects are geared towards impacting directly and positively on the welfare and wellness of students and staff. Out of the Government funding, the University was also enabled to equip academic laboratories to spur rich learning experience for our faculty, staff and students.

Games and Sports

During the year, students in various disciplines displayed exemplary prowess at various competitions. Most remarkable were performances of our Taekwondo team in the region and the Rugby team who are currently playing the Rugby Nationwide League.

Strategic Plan

As we grow beyond 10 years, we are alive to the fact that the operational environment is very dynamic. To adapt, the University has embarked on a review of the 2020-2022 Strategic Plan to usher in the 2023-2028 Strategic Plan. This has been aligned to the revised University's Strategic Directions formulated in line with the Government priorities.

Deputy Vice-chancellor (Planning, Partnerships, Research and Innovation)

Prof. Dr.-Ing. Benedict M. Mutua,
PhD, Rer. Nat.



**... what lies behind us,
and what lies before us
are trivial matters
equated to what lies
within us**

The Division of Planning, Partnerships, Research and Innovations (PPRI) wishes to congratulate all the graduands on this propitious occasion of the 7th Graduation Ceremony of Kibabii University. I salute all the graduands for their perseverance and accomplishment; having withstood the very laborious process of hard work that comes with academic accomplishment that we are all celebrating today. I am happy to note that the graduands have been exposed to rigorous and quality teaching, training, research, innovation and community extension services supported by strong industrial exposure. I sincerely acknowledge the contribution by the parents and guardians in denying themselves to support our graduating students actualize this critical milestone in their career aspirations and growth. I also appreciate the great support and commitment by the University Council, Management, faculty and all staff that have contributed in making it possible for the graduands to realize their academic dream.

To our graduands, I wish to remind you that graduation is not only merriment of the period of study but also the beginning of an exciting relationship with the University. I know that Kibabii University has not only

moulded you in academics but also in all other aspects that define positive character of an individual.

Graduands, let the invaluable skills, knowledge, attitudes and values guide you in your journey to make Kenya and the world a better place for all humanity. I am confident that you have acquired superlative solutions to address the emerging challenges. Remember to always maintain values of professionalism, accountability, integrity and innovativeness to have an edge in the competitive job market. I have no doubt that you are all equal to the task. Let us all embrace today's Graduation Ceremony Theme; *"Committed to provide ICT driven Education, Research and Innovation for Sustainable Socio-economic Development"*.

Finally, let me wish you all a very blessed and prosperous future in all your endeavors. God bless you and once again, congratulations for realizing your academic qualifications.

"Graduands remember that what lies behind us, and what lies before us are trivial matters equated to what lies within us".

Message of the Deputy Vice Chancellor (Administration, Finance And Development)

Prof. Donald Siamba Namasaka,
(Phd)

“**...The construction and opening a Student Centre has promoted students' entrepreneurial efforts**”



I salute the graduands for their commitment and dedication for the achievements, having withered the rigorous process of meritocracy that is associated with such academic achievement that we are celebrating today. Critical to this are the parents, guardians and other stakeholders without whose support to the students graduating today would not have been actualized. To them, I, on behalf of the Division of Administration, Finance and Administration (AFD) wish to extend our deepest appreciation. The Division articulates the vision of Kibabii University by directly addressing the following three (3) of the six (6) strategic objectives: Enhancement of administrative, Financial and Human Resource Management Systems; Expansion, Maintaining and improvement of physical Facilities and infrastructure; and Provision of Quality Health Care Systems.

By pooling together of resources in a coordinated manner, the Division has provided the much needed platform, infrastructure and conducive environment for both staff and students to excel amidst scarcity of much needed resources. We remain committed to the philosophy, Vision and Mission of the University with a focus on continual improvement. In the recent past, the Division has contributed to the stability of KIBU through among other undertakings, the

ISO Recertification of the University for maintaining and complying with the Quality Management System based on ISO 9001: 2015 Standard. This has ensured that our clients (Students and stakeholders) consistently receive quality service. For example, the upscaling of internet bandwidth within the University has guaranteed the support for online teaching and meetings.

The establishment of a predominantly indigenous tree nursery (currently with 12,000 seedlings, of which 20 species are listed as endangered) has strategically positioned the University to support and sustain advancement in research, innovation and conservation of natural resources especially during this period of climate change.

We also played a key and central role in the construction of the ultramodern Student Centre that has the Student Affairs Department and Student leadership offices, sports arena and state of the art business facilities operated by students.

Dear graduands, as you go out there we urge you to remain committed and exemplify the values and qualities of excellence, integrity, accountability, social responsibility, innovation and academic freedom in your chosen careers.

Message from the Deputy Vice Chancellor (Academic and Students' Affairs)

Prof. Eng. Kiriimi H. Kiriamiti



“ Embrace life with passion and keep up your good work.

It gives me great pleasure, on behalf of the Division of Academics and Students' Affairs, to warmly congratulate the graduands of the 7th Kibabii University Graduation Ceremony. You have accomplished a significant achievement that would not have been possible without the support and encouragement of various people. I wish to acknowledge parents, guardians, and sponsors of the graduands for their unyielding commitment and efforts to ensure that no investment required for your academic progression was held back and neither did you lack anything needed in your academic sojourn so far.

As we join you in celebrating this feather on your academic crown, may we also remember to hail the work done by your lecturers and the University staff who did their part in ensuring that your pursuit of knowledge is not just a complete process, but that its accomplishment is successful and within the set timelines. The Division is proud of your combined efforts because they are geared towards making KIBU a higher institution of learning of choice, a feat we have so far achieved with prospects looking even brighter. Kibabii University recognizes the fact that recreation, sports and co-curricular activities are part and parcel of our growth and human development. To this end, we have invested in the required facilities to ensure a continued focus in developing our youth in those areas. Some of the graduands here today are members of the Taekwondo team, which has featured in national and international level

competitions, and the Rugby team, which is the lion of the game in this region.

The University runs an active Corporate Social Responsibility programme where both staff and students are making a mark in changing the lives of socially disadvantaged members of the society in our neighborhoods. In the last year, our focus has been heavy on outreach services, mentorship programmes for secondary schools, tree planting ventures, donation of mattresses to correctional facilities, as well as book donations to local schools. We would encourage the graduands to carry with them the good virtues they have learnt from Kibabii University to impact communities.

As our University continues to grow, we encourage the graduands to register as proud alumni of KIBU whose membership will give them a forum from which they will be able to contribute ideas on how best to make KIBU a better institution.

Education is a journey that has no end; therefore, attainment of a degree, diploma or a certificate is just but a good beginning of a walk into very dynamic corridors of knowledge. KIBU has developed very innovative programs that our graduands could enroll for to further their studies, and if you are a student, parent or guardian looking for a reputable institution of higher learning, then KIBU is your ideal choice, and we are ready to welcome you onboard.

Congratulations, Class of 2022!

REGISTRAR (ACADEMIC AFFAIRS)

Prof. Ernest Sangai Mohochi



**Congratulations to the
1103 that we are
celebrating today!**

Kibabii University is celebrating its 7th Graduation Ceremony today 3rd March 2023. This occasion is a major milestone to the graduands who have toiled to successfully complete their programmes. It marks a very important occasion for the graduands as they celebrate this much-desired achievement. We appreciate the unwavering support extended by parents/guardians, sponsors and the government, and congratulate all the graduands for the splendid work that they did. As you leave KIBU, go out there with confidence and prove yourselves worthy of the training you underwent. Be our good ambassadors and always lead by example.

The Academic Affairs Department has continued to coordinate all the activities that are geared towards ensuring that all qualified candidates graduate on time. The Department carries out its mandate through the following sections: Office of the Registrar, Admission and Students Registry, Programmes and Teaching Facilities, Time tabling and Examinations. These sections have worked seamlessly to ensure that the graduation ceremony is successfully held.

Summary of Graduands

S/No	Level	Gender		Total
		M	F	TOTAL
1.	Honorary Degrees	2	0	2
2.	Doctorates	4	2	6
3.	Masters	13	8	21
4.	Postgraduate Diploma	14	11	25
5.	Bachelors	565	400	965
6.	Diplomas	37	46	83
7.	Certificates	4	7	11
Grand-Total		639	474	1113

Registrar, Administration and Human Resource

Dr. Ruth Atidah Mitalo



Thumbs up to the Winners of the 2022 Staff of the Year Awards!



Congratulations to the Class of 2022 on your graduation. All of your hard work and perseverance have led you to this memorable day in your lives. May God guide your steps in your next adventure.

The Administration and Human Resource Department articulates the vision of Kibabii University through strategic hiring of a highly committed and capable workforce, developing and retaining them to enable the University achieve a competitive advantage. The department envisages defining a scope that would reach out to every member of the University's workforce from acquiring staff, training, managing staff performance, payroll management, employee labor relations, health and safety, and fairness concerns. It endeavors to provide quality and efficient services through developing and implementing human capital management policies and strategies, policies that cultivate an engaged, proficient and diverse workforce to transform and continually improve services to Kibabii University students, staff and other stakeholders. Our Guiding Principle is '*Do the right thing even when your supervisor is not watching*'.

THE KEY MILESTONES OF THE DEPARTMENT

Enhanced Workforce

Currently, the University's staffing level stands at four hundred and thirty (430) members of staff of which ninety-two (92) are on contract. During the year 2022, the Department facilitated the recruitment of three (3) new

members of academic staff and promoted twenty (20) members of academia at different levels. To enhance the administrative and support capacity, the university also hired seven (7) administrative staff and recruited ninety (90), a record highest number since establishment of the University!

Income Generation and Cost Cutting

To align with the budgetary austerity measures, the Department organized a sensitization meeting with Members of Senate, Members of Management, Heads of Departments/Sections, all Union Officials (UASU, KUSU, KUDHEIHA) to share ideas on income generation and cost cutting. All members of staff were also sensitized on income generation and cost cutting measures. Some of the cost cutting measures the University has undertaken is the sharing of staff in departments and conversion of administrative staff to academic in order to meet the optimal levels required to fulfil our core mandate.

KIBU 10th Anniversary and Staff End Year Celebration

The University held and celebrated its 10th Anniversary together with staff end year party celebrations on 2nd December 2022. The event also culminated into the awards of the pioneer members of staff and outstanding members of staff who had excellent performance expectations.

Winners of the Employee Awards (2022)

S/NO	NAMES	TYPE OF AWARD
1	Prof. Julius Kiprof Maiyo	Researcher of the year
2	Dr. John Wanjala Makokha	1 st Runners Up Researcher of the year
3	Dr. Manini Munir Muganda	2 nd Runners Up Researcher of the year
4	Dr. Robert Kati	Lecturer of the Year
5	Prof. Franklin Wabwoba	1 st Runners Up Lecturer of the Year
6	Dr. Rashid Fwamba	2 nd Runners Up Lecturer of the Year
7	Ms. Millicent Achieng Otieno	Employee of the year
8	CPA Dr. Benjamin Oduori	1 st Runners Up Employee of the year
9	Mr. Chrispus Kimingichi Wanjala	2 nd Runners Up Employee of the year

Automation of Human Resource Functions

During the 2022, Kibabii University automated the staff clearance process where staff upon exit, the Department facilitates staff to clear from the University using the online staff clearance process. In addition, the Department facilitated streamlining of part time recruitment and payment process by automating part time process. To ensure seamless employee performance management, the Department initiated the process of automating the staff performance appraisal exercise where 425 staff were appraised. As a result, members of staff have already set their targets online for the year 2022/2023.

Employee Relations

During the year, the University drafted the following KIBU Staff Terms of Service for the following categories of staff: Senior Management Staff (Grade AD 16-18); Management Staff (Grades AC/AD 12-15); Academic Staff (Grade AC 10 – 15); Administrative Staff (Grade AD 5 – AD 15) and

Administrative Staff (Grade AD 1 – AD 4). In addition, the Department facilitated completion of 2017-2021 Internal CBA negotiations for the three Union bodies (UASU, KUSU, KUDHEHIA). The negotiations are at the signing stage. During the year, crucial policies towards employee welfare were approved. The include: KIBU Career Conversion Policy, Staff Children Education Policy and the Staff Induction Manual.

Compliance with Values and Principles in Public Service Commission

To ensure compliance with the Public Service Commission's guidelines on performance, the Department facilitated PSC Annual Evaluation on compliance with Values and Principles in the Public Service where Kibabii University emerged position one (1) among Public Universities with a performance of 78.9%. This was an improvement of 5.6% from 2019/2020 performance where the University was also No. 1 among all Public Universities in Kenya with a score of 73.3%.

Registrar, Planning, Partnerships, Research & Innovation

Dr. Paul Obino
Ag. Registrar, Planning, Partnerships, Research & Innovation and
Director, Partnerships and Linkages (DPL)



We are Taking KIBU to the World

Congratulations to all our graduands of 2022 on achieving this milestone!

You have been prepared and tooled enough to explore the limitless opportunities of the world. Go, we believe in you.

The key mandates of the University are to undertake teaching and learning as well as promote research, innovation, consultancy, extension and community outreach programmes. The University endeavours to achieve this goal through promotion of the role of the University as a primary source of knowledge and requisite skills, research, innovation and community outreach. However, the University recognized the critical role of partnerships, collaborations and linkages in achieving its mandate and hence the establishment of the Directorate of Partnerships and Linkages in the Division of Planning, Partnerships, Research and Innovation (PPRI) in 2021.

Since then, leveraging strategic partnerships and collaborations with local, regional and/or international institutions or agencies in areas research, innovation, scholarship, capacity building and training has been a key strategic agenda of the University with admirable results.

KIBU has signed a number of working MoUs, MoAs, and MoFs with local, regional and international institutions, agencies, and organizations. For instance, our research collaboration with the National Museums at the local level recently won NRF-Kenya funding worth KES. 70M (awaiting disbursement) on Bio-Vectoring Technology to enhance crop production in Kenya. In addition, the University has been

competitively selected to host two (2) Centers of Excellence (ICT and Engineering, and Trade and Industrialization) for the Lake Region Economic Bloc (L-REB).

At the regional level, the University has been working very closely with Inter-University Council of East Africa (IUCEA) where it has been playing host to IUCEA/KFW Masters Scholarship Programme in MBA with IT, MSc. in HRM and MSc.

in IT for the region for the last three years. Indeed, we are glad to have the Second Cohort of students in the programme graduating today. At the international level, our collaboration with Commonwealth of Learning (CoL based in Canada) has been instrumental in establishing an online teaching and learning system and at the same help in conducting capacity building sessions for staff on online teaching just to mention a few. In fact, KIBU was one of the few Universities whose operations were least affected by COVID-19 pandemic courtesy of this partnership with CoL. Moreover, in our continued effort to internationalize, KIBU is now a member of IAESTE and will be receiving and sending the first batch of international students under this students' mobility programme in the current academic year

These efforts have been successful largely because the Directorate's realization of the limitless power of ICT by establishing the "Global KIBU" platform <https://kibu.ac.ke/?s=global+KIBU> on our website where we constantly engage our partners. Welcome and partner with us!

Students Affairs Department

Dr. Alice Mutai,
Dean of Students



“We urge you to remain focused as you venture into the world’s frontiers”

The Department of Students Affairs has over the years provided efficient and enviable welfare services to our customers who are mainly the students. The Department has also presided over students’ elections as enshrined in the University Statutes and SOKU Constitution. These elections have produced high calibre leaders who (after graduation) have ventured in national politics where they have excelled.

Games, Sports and Music

Kibabii University Taekwondo athletes participated in International Competitions in the 2022-2023 Academic year. One competition was the Taekwondo African Championship held in Rwanda where our participants managed two bronze medals. One player (Jully Musangi) went all the way to Mt. Everest (Nepal) and won a Gold Medal in World Taekwondo Olympic Ranking Championships. Jully also took part in the prestigious Korean Open Taekwondo Championship in Gwanju and also in Jordan joint Taekwondo training. Diana Khisa and Stephen Watoro have been recognized by the Athletics Kenya and World Athletics Association. The two are international athletes who are training to represent Kenya in the World Athletic Championship later this year.

In music, the University Choir took part in the Kenya Music Festivals in Kisumu City in September 2022. The Troupe presented 14 items and was position one in all the classes,

taking home the 14 trophies! Due to its startling performance, the Choir was selected for the Gala extravaganza and the State Concert where the Deputy President His Excellency Hon. Rigathi Gachagua was the Chief Guest.

The University supports the formation and growth of Clubs and Societies that serve various interests of students under the guidance of Club Patrons. Out of a number of initiatives, the Clubs have supported needy students and also played key roles in giving back to the community. To complement these initiatives, the University provides financial aid services and work study programs for deserving students and this has continued to grow and tremendously improved over the years.

As a Department, we have placed counselling and chaplaincy services at the core of supporting the wellbeing of our students. These have greatly supported our core customers in both psycho-social and spiritual growth and nourishment, translating into excellent results in academics and research activities.

For the Graduating class of 2022, we are proud of you! You have bravely faced all the odds amidst the Corona pandemic and made it to the graduation list! We do not take it for granted. We urge you to remain focused as you venture into the world’s frontiers ready to serve humanity in all spheres of life. Again, Congratulations.

Message from the Dean, School of Education

Prof. Julius K Maiyo
Dean, School of Education



**We train quality
teachers who can
transform our
society**



Over the last nine years, our School (formerly FESS) has grown in leaps and pounds. The Faculty transformed from a fledgling faculty of modest numbers in enrolment, staff, and programs to one that became gigantic enough to recently warrant a split into two independent faculty/school: School of Education (SoE) and Faculty of Arts and Social Sciences (FASS) in January 2022. Our focus is to train quality teachers who can transform our society through innovation and teaching for sustainable development.

On behalf of the School of Education of Kibabii University, I wish to congratulate our graduands on their great achievement. As with all the previous six convocations, this 7th ceremony brings with it pleasant memories of the eventful journey we have had and the milestones we have been able to accomplish as a school amidst many challenges.

As we continue to pursue, adopt and exploit emerging trends and technologies such as E-learning and Open and Distance Learning, our School can indeed be sure to see new exploits with each passing year. We are reviewing our curriculum to align them to Competence-Based Curriculum commonly referred to as CBC. We are very proud of your academic achievements. I am glad that you have been equipped with a wide range of knowledge and skills that can make you excel in your profession; and you are now ready to serve our nation. God bless you, God bless Kibabii University.

OUR PROGRAMMES

- PhD in Curriculum and Instruction
- PhD in Education Management and Policy Studies
- PhD in Educational Planning and Management
- PhD in Economics and Management of Education
- Master of Education (Curriculum & Instruction)
- Master of Education in Economics and Management
- Master of Education (Educational Management and Policy Studies)
- Master of Education (Educational Planning and Management)
- Master of Education in Early Childhood Education
- Post Graduate Diploma in Education.
- Bachelor of Education (Arts)
- Bachelor of Education (Science)
- Bachelor of Education in Early Childhood Education

More about the School can be found at <http://soe.kibu.ac.ke/>

Message of the Dean, Faculty of Science

Dr. Lucy Walingo Chikamai
Dean, Faculty of Science



Take wise risks and never give up.

It is with great honour and delight that I say to each one of you...Congratulations!

Despite a myriad of challenges, you made hard choices braved yourselves against fail and despair to emerge victorious. Congratulations again!

On behalf of the Faculty of Science, let me take this opportunity to appreciate the University for providing an excellent teaching and learning environment that has enabled learners to excel to this level. This journey would not have been realized without the unwavering sacrifice by your guardians and parents. I, therefore, acknowledge the contribution of all people who mentored you to the level you are today.

At this stage, it is believed that you are ready to face new challenges that will stretch you out even more. Your success will no longer be

measured by grades. You will no longer be working with lecturers who have an interest in and dictate what you do and happens to you. You are expected to take upon yourself responsibility, to be who you want to be, and do the good you ought to do. Conditions will never be perfect for the dream within your heart. Indeed, the world is full of competition, but also full of opportunities. What you have received here could only be referred to as a seed. Grow it, nurture it, prune it and harvest from it once it is fully-grown. Choose your way forward and work on it, take wise risks and never give up. After all, we are surrounded by such a great cloud of witnesses (Heb: 11).

Overall, what starts well should end well. Consider rational decisions and proper choices as you apply the garnered qualifications for the benefit of society. Thank you and God bless you.

OUR Programmes

- PhD in Physics
- PhD in Pure Mathematics
- PhD in Applied Mathematics
- PhD in Statistics
- Master of Science in Physics
- Master of Science in Applied Mathematics
- Master of Science in Pure Mathematics
- Master of Science in Statistics
- Master of Science in Chemistry
- Master of Science in Microbiology
- Bachelor of Science (Mathematics)
- Bachelor of Science in Chemistry
- Bachelor of Science in Physics
- Bachelor of Science in Biology
- Bachelor of Science (Agricultural Education and Extension)
- Bachelor of Science in Agriculture and Biotechnology
- Bachelor of Science in Agriculture Economics and Resource Management
- Bachelor of Science (Bio-resource Conservation and Management)
- Bachelor of Science (Renewable Energy and Bio-fuels Technology)

Message from the Dean, School of Business and Economics

Dr. Kadian Wanyonyi Wanyama
Dean, School of Business and Economics

With a vision to be a top-class School of Business and Economics among the leading business schools in the world, Kibabii University School of Business and Economics was initiated in the year 2014 from the larger Faculty of Education and Social Sciences. Having a total of 250 students with four lecturers, the main academic programmes offered at Kibabii University School of Business and Economics by then were Certificate in Business Management, Diploma in Business Management, Bachelor of Business Management, Bachelor of Commerce, Master of Business Administration, and Master of Science in Human Resource Management aimed at grounding students on the dynamics of business world. Today, the School boasts of a number of achievements and successes that have given us a competitive edge, including competitively winning the Centre of Excellence in Trade and Industrialization from Lake Region Economic Block and International students from the East African Community Countries sponsored by the Inter-University Council for East Africa (IUCEA) and German Development Bank (KfW). Research has been entrenched in the School with a greater focus on financial technology and business innovation that are geared towards providing solutions to the current economic and social problems bewildering the society. A number of the faculty members have won various research grants in partnership with various research groups within and without the University. Our plan is to come up with a state of art School of Business and Economics Complex housing an Innovation and Entrepreneurship Laboratory, Centre of Excellence in Trade and Industry, lecture halls, boardrooms and a Research Centre in Business related areas envisioned to holistically transform the University and the world globally.

The School has qualified and committed faculty members who always work tirelessly around the clock to transform students to finished products of entrepreneurs and resourceful problem solvers in the real world. These faculty members are very resourceful and selfless in making you who you are today. In this academic journey, you cannot make it alone. I would like to appreciate all that made it possible for our graduands to graduate.



To all our graduands, we say congratulations on this wonderful achievement. I share your joy and pride in the accomplishments of our graduating students and at the prospects that lie ahead. We are proud to having been at the epicenter in your scholarly journey towards achieving your dreams. Never stop dreaming, never stop learning. Congratulations and well done.

OUR PROGRAMMES

- Doctor of Philosophy in Business Administration
- Master of Business Administration
- Master of Science (Human Resource Management)
- Master of Business Administration with IT
- Master of Science in Logistics and Supply Chain Management
- **Bachelor of Commerce (B. Com)**
Specializations: (Finance, Purchasing and Supplies Management, Marketing, Entrepreneurship, Accounting, Strategic Management, Operations Management, Risk Management and Insurance, International Business Management, Human Resource Management)
- **Bachelor of Science in Cooperative and Entrepreneurship Management)**
- **Bachelor of Business Management**
Specializations: (Management, Logistics and Distribution, Sales and Marketing Management, Entrepreneurship, Finance and Accounting, International Trade and Development Options)
- Diploma in Business Management
- Certificate in Business Management

More about the School can be found at <https://sobe.kibu.ac.ke/>

Message from the Dean, School of Nursing

Dr. Jane Kabo
Founding Dean, School of Nursing



We have every reason to believe that the record of achievements so far is an inspiration.



Kibabii University School of Nursing (SoN), established in 2020, derives its focus from the University's vision of achieving excellence in generation, transmission and enhancement of new knowledge in Science, Technology and Innovation through quality teaching, research, training, scholarship, consultancy and outreach programmes.

The School has crystalized this endeavour into three focus areas:

Education: to be the best in academic practices and an innovator in preparing students for practice within complex and changing systems to improve the health of the populations served;

Research and Innovation: to offer distinction in research and scholarship, and;

Service: to partner with communities and health entities in Western Kenya in meeting health priorities and improving care outcomes by enhancing student's educational opportunities.

This School was envisaged in Kibabii University's strategic plan as part of its institutional realignment towards achievement of national and international social and development agendas. In that respect, the School endeavours to be relevant in terms of incorporating

innovative teaching and learning methodologies, student-centred approach in learning and co-creation of instruction environment that will nurture the virtues of self-reliance, teamwork, innovation, leadership, critical thinking and knowledge development and evidence-based practice.

The School opened its doors to the first cohort of 65 nursing students in September 2022. The second cohort of 50 students will join in September 2023. The team of SoN staff are dedicated in the quest to produce professionals who are relevant to the job market with clear occupational standards and exit pathways to employment, higher education, entrepreneurship and other meaningful destinations. Although much remains to be done, we have every reason to believe that the record of achievements so far is an inspiration.

On behalf of the School of Nursing team, I take this opportunity to congratulate all the graduands from all the Schools and Faculties graduating during the 7th University Graduation. This is clearly a result of your tireless efforts that required enormous amounts of time and patience. I applaud your accomplishments and wish you the best in years to come.

DEGREE COURSE

Bachelor of Science (B.Sc.) in Nursing Direct Entry.

MINIMUM ENTRY REQUIREMENTS

Mean grade C+ (Plus) at KCSE and at least C+ in Maths or Physics, C+ in Biology, Chemistry and English or Kiswahili or 2 Principal passes at A-Level in Biology and Chemistry and a Subsidiary Pass in either Physics or Mathematics.

More about the School can be found at <http://son.kibu.ac.ke/>

Message of the Dean, Faculty of Arts and Social Sciences

Dr. Ben Nyongesa
Dean, Faculty of Arts and Social Sciences



Today marks an auspicious occasion when the Faculty of Arts and Social Sciences (FASS) presents the second group of graduands since its inception. These graduands are well equipped with the knowledge, skills and values fit to address the 21st century challenges. On behalf of the esteemed members of the FASS, I take this singular opportunity to thank and congratulate all the graduands in the Faculty during this 7th Graduation Ceremony. Your hard work, dedication and resilience in academics has paid off. I also wish to appreciate the parents, guardians, sponsors and the government for the support they accorded the faculty and our graduands to reach this far. We value you so much.

FASS envisions to be a premier Faculty in innovative teaching, training, research, consultancy and dissemination of knowledge for posterity. To realize this, I am pleased to report that our programmes have been restructured and reviewed into more quality, flexible, innovative and market driven ones that contribute to society's development goals within a sustainable environmental framework anchored on social and economic pillars in the 21st century. The faculty is also developing new programmes across all levels including short courses that address knowledge gaps in region and beyond. Some of such programmes, which also align the Faculty to the new Competence-Based Curriculum, include Bachelor of Arts in Indigenous and Sign Languages and Bachelor of Translation Studies among others. We also continually establish linkages and collaborations with industry and other institutions for teaching, supervision, training, research and publications.

The Department of Kiswahili and Other African Languages and the Department of Social Sciences have signed MOUs with the Free State University, South Africa and the Kenya National Museums of Kenya respectively. These collaborations will go a long way in growing research and documenting African languages and cultural studies. The Faculty has been playing host for forums to disseminate research findings from these collaborations.

We take pride in our achievements. For instance, a team of staff in the area of Geography secured training and 300 IGIS licences from ESRI Intl. The team, in collaboration with the County Government of Bungoma, is set to conduct survey and land mapping for the last 40 years among other services. The Faculty has a keen focus on mentorship of its staff and students. Currently, a group of female journalism students are undertaking a one-year training and mentorship programme sponsored by the International Association of Women in Radio and Television (IAWRT). This is part of gender mainstreaming and empowerment initiatives in the Faculty. Through such engagements, our graduates have secured employment in internationally reputable industry and media houses. With the vibrant, dedicated and highly qualified staff, we look forward to more research, collaboration and to mentoring more students to complete their studies in time. Once again, I congratulate our graduands and wish them the very best as they join the society to serve.

OUR PROGRAMMES

- PhD in Religion
- PhD in Kiswahili Studies
 - Options (Kiswahili Linguistics, Kiswahili Literature, Kiswahili Education)
- Master of Education (Kiswahili)
- Master of Arts (Religion)
- Master of Arts (History)
- Master of Arts (Comparative Literature)
- Master of Arts in Kiswahili Studies
 - Options (Kiswahili Linguistics, Kiswahili Literature)
- Bachelor of Social Work
- Bachelor of Criminology
- Bachelor of Journalism and Mass Communication
- Diploma in Criminology and Criminal Justice
- Diploma in Social Work and Community Development
- Diploma in Journalism and Mass Communication
- Certificate in Social Work and Community Development
- Certificate in Criminology and Criminal Justice

Message From the Dean, School of Computing & Informatics

Dr. Samuel Barasa
In - Charge, School of Computing
and Informatics

The School of Computing and Informatics (SCAI) hosts Information Technology, Kibabii University's flagship programme. The school mission is "to satisfy client's needs for computing through innovative and quality training, research and dissemination of findings for sustainable development". It is a dynamic school that is constantly seeking to uplift research and education. We aim for excellence both in fundamental contribution to academic knowledge, as well as in creating technology with practical impact. The School boasts of being the Centre of Excellence in ICT and Engineering in the Lake Region Economic Bloc (LREB). It is host to the Master of Science in Information Technology programme that hosts students from other East African countries being awarded full scholarships by the Inter University Council of East Africa (IUCEA) and German Development Bank.

It is important to note that Kibabii University is among the very few universities in Kenya accredited by the Commission for University Education to offer the Doctor of Philosophy in Information Technology. Kibabii University's SCAI is the nation's premier University in the field of Information Technology where one has an opportunity to interact with world-renowned scholars and adjunct lecturers from the Industry.

In 2022, the School introduced rigorous programmes such as Master of Science in Digital

Forensics and Master of Science in Computer Science with new specializations (Software Engineering, Artificial Intelligence, Pervasive Computing, and Computer Systems and Networking) and soon launching Doctor of Philosophy in Computer Science to equip students with industry relevant competencies. Besides our faculty being world-class scholars and rising stars in their respective disciplines, SCAI has state of the art facilities that include a Digital Forensics Laboratory, the only of its kind to be found in learning institutions in Kenya, Mobile Computing Laboratory, Modern Video Conferencing Laboratory and a Postmodern Data Centre.



We take pride in our students, as we see them learn and mature in our transformative environment and going on to establish fulfilling careers and contribute back to society. Students experience is enhanced by having hands-on work and interaction with the industry, innovations and rigorous workshop trainings. The School has had a fruitful relationship with the industry that has provided attachment and internship opportunities for its students to have hands on experience during the training period. The School has also partnered with HUAWEI, GOOGLE, IBM, CISCO and ORACLE to ensure that students gain good ground in professional courses and that Kibabii University graduands are readily absorbed.

OUR PROGRAMMES

- PhD in Information Technology
- Master of Science in Information Technology
- Master of Science in Computer Science
- Master of Science in Digital Forensics
- Bachelor of Science in Computer Science
- Bachelor of Science in Information Technology
- Diploma in information Technology
- Certificate in Information Technology

More about the School can be found at <https://scai.kibu.ac.ke/>

Message from the Dean, School of Graduate Studies

Dr. Robert Kati
Dean, School of Graduate Studies



The School of Graduate Studies (SGS) coordinates graduate studies, research proposals and theses processing in the University. This is done by the Board of SGS that is responsible to the University Senate for all matters pertaining graduate studies. The Board works in partnership with Schools/Faculties where graduate programs are anchored. The Board is committed to knowledge generation and technological innovations through excellence in graduate studies and research by enhancing training of self-reliant and competitive graduates.

SGS coordinates the offering of several programmes, which include Post Graduate Diplomas, Master's degrees and doctorates in five schools/faculties. All the academic programmes

are fully accredited by the Commission for University Education (CUE).

To enhance quality and excellence especially on the research output from graduate students, SGS has been organizing seminars on various aspects of research proposal and theses writing, as well as ensuring that candidates publish with their supervisors.

As we pass our congratulations to the fifty-two (52) postgraduates who are meriting today, we invite all the undergraduate graduands to come back and join our vibrant postgraduate programmes in their areas of speciality.

Congratulations class of 2022.

Message of the Director, Institute of Gender and Development Studies (IGDS)



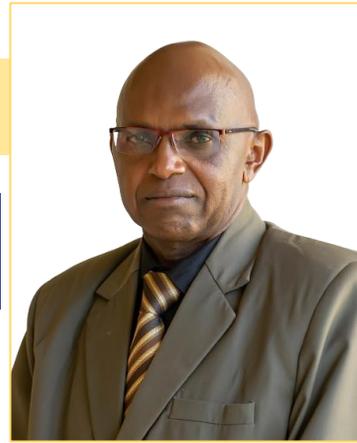
Dr. Rispah Wepukhulu
Director, IGDS

The Institute of Gender and Development Studies (IGDS) of Kibabii University was established in 2017. The mission of the Institute is to advocate, promote, protect and evaluate gender equality through research, public education, policy development, collaboration and linkages at local, national, regional and international levels.

On behalf of the Institute of Gender and Development Studies (IGDS), I wish to congratulate all the 2023 graduands for this great achievement. May this day mark the beginning of a more fruitful and fulfilling life. The Institute continues to promote a good studying environment where all students feel safe and are able to actualize their full potential. The institute is glad to report that in the past academic year, two important policies have been approved by the Kibabii University Council for use: the Gender Mainstreaming Policy, and the Sexual and Gender Based Violence Policy. The development of the two policies is a concerted effort by the institute to spearhead the gender agenda at Kibabii University. Additionally, the Institute has also developed a short programme on Women in Political Leadership which aims at equipping aspiring women political leaders with the requisite knowledge and skills to effectively participate in the male-dominated political arena. Once again I wish you all the best as you set out to positively serve and impact our society. May God bless you all. May God bless Kibabii University.

Directorate of Planning and Organization Performance

Prof. Samwel Mbuguah
Director, Directorate of Planning and Organization Performance



The Directorate was established in March 2021. This was after the splitting of the Directorate of Performance Contracting and Quality Assurance (PC&QA) into Directorate of Quality assurance (QA) and Planning and Organization Performance (DPOP) that retained the PC aspect. The PC activities of the directorate are coordinating the drafting, negotiation, vetting, review, implementation and evaluation of the Performance Contracts. In the planning function, the directorate coordinates the drafting of University Almanac and Work plans and monitoring their implementation.

The Directorate is involved in the planning of the growth of the University and associated activities. This is done through the development, review, implementation, monitoring and evaluation of the University Master Plan and Strategic Plan. From the strategic plan, annual work plans are developed for the University Divisions, Schools/Faculty, department, sections and committees. To ensure effective management of activities and resources, a University Almanac is also developed and implemented.

The Directorate takes this opportunity to congratulate this year's graduating class for their determination, self-discipline, and focus that has enabled them scale the height of success. We wish them all best as they move into the world to practice, apply the knowledge they have acquired and provide creative and innovative solutions to problems facing humanity, locally, nationally, regionally and globally. We wish they become brand ambassadors of Kibabii University.

Message from the Finance Officer



CPA Dr. Benjamin Oduori
Finance Officer

Congratulations to you all graduates of 2022! I wish you continued success and happiness in all you do. You completed your studies in the midst of a global pandemic where your lives were disrupted but you remained steady and ensured your journey came to a fruitful end. This is an indicator that you are strong. The Finance Department fraternity wishes you the best on your next adventure! "All of our dreams can come true if we have the courage to pursue them." —Walt Disney. We also extend our sincere regards to the guardians and sponsors who supported the University in ensuring the financial obligations of these graduands are met.

The Finance function, with all the changes in the operating environment brought about by COVID-19 Pandemic, managed to remain steadfast in carrying out its mandate by ensuring that service delivery to stakeholders is uninterrupted. In the year under review, the University witnessed a step towards recovery from COVID-19 Pandemic effects. We are hopeful that the upward trend experienced will be maintained in future. We give gratitude to the University Council, University Management Board and the Senate for their contributions in making the year successful. We also thank the graduating class for their contribution to the University in ensuring that services were rendered optimally.



KIBU Pact with Chandigarh University, India for International Student Exchange

Kibabii University will now receive free student and faculty exchange with Chandigarh University out of several engagements with the University through Kibabii University's Office of Linkages and Internal Affairs. Between 4th and 9th of July 2022, Dr. Patrick Owoche was hosted as a resource person in the School of Computer Science and Engineering in the Chandigarh University International Faculty Development Program (IFDP). Having attained a prestigious A+ grade by the National Assessment and Accreditation Council (NAAC), Chandigarh University is the youngest and only private university in India to bag an A+ grade in the first cycle of the accreditation process and has also become the only state private university in Punjab to be accredited by NAAC.

The six (6) days event involved interactive meetings with the Chandigarh University management and faculties. The event attracted over 50 international faculties who attended in person.

Dr. Owoche interacted with Chandigarh University Faculties and students and gave lectures and talks key among them being: a talk to Computer Science and Engineering Faculties on Post Graduate Research; discussion with the Dean of Academic Affairs on staff and student exchange programmes; capacity building for both partners where one partner has experts; online lectures to students on identified topics/modules in courses in the two universities; joint projects; virtual sharing of labs and other facilities among others.



PHOTO: Dr. Patrick Owoche interacting with Students.

Dr. Owoche also met the Pro Vice-Chancellor Prof. (Dr) RS Bawa who appreciated the collaborative working relationship between KIBU and Chandigarh University. Prof Bawa promised a one-semester exchange for Kibabii University where students will be offered free accommodation and no tuition fee charged. He also offered a one-semester faculty/researcher stay in the University and a training program for two years for Kibabii University students at a half tuition fees.

Message of the Director, Directorate of Quality Assurance

Dr. Munir Muganda
Director, Quality Assurance



On behalf of the Directorate of Quality Assurance, I take this chance to congratulate our graduands of the 7th graduation ceremony for their success in attaining their academic dreams. The Directorate of Quality Assurance is responsible for maintaining and assuring the quality of all products and services offered by the University, including their processes based on the ISO 9001: 2015 QMS Standard.

Quality Assurance in higher education ensures that a system is 'fit for purpose', and it entails the systematic review of processes and programs of an educational institution to determine conformance with acceptable standards in teaching, education, scholarship, and infrastructure. Higher education has been recognized in Kenya as a driving force in realizing its Vision 2030. The national development agenda hinges on quality higher education in cultivating competitive human capital and building a knowledge-based society.

The Directorate supports the University Management in building institutional and human capacity in quality assurance that meets international standards and fosters a quality culture at Kibabii University. To ensure the quality and relevance of education, the University Management has renewed its commitment to consistently strengthen the quality of the higher education system at Kibabii University, in line with international standards by instilling a culture of quality managed through quality assurance frameworks that are also able to measure performance effectively. To assure quality and promote global competitiveness in quality assurance, the University undertakes the following activities; introduction of quality assurance forums for class representatives, academic and administrative staff; plagiarism check for all theses; audit of marks for graduating students; survey on the admission process, online course evaluation; development and accreditation of market-driven curricula and review of quality assurance tools.

This far, the University successfully underwent Institutional Quality Audit by CUE; facilitated

approval and accreditation of academic programmes; conducted quality assurance training for staff and students; ensured course evaluation by students; established class representative forum; conducted training of class representatives on leadership skills, ensured auditing of marks for the graduation class; conducted new staff orientation on quality assurance matters, and; facilitated approval and accreditation of academic programmes.

Kibabii University has standardized its operation based on ISO 9001:2015 to enhance efficiency, effectiveness and customer satisfaction in all its operations. The University attained the ISO 9001:2015 Certification after successfully achieving the ISO 9001:2008 certification in 2016. The University attained this seal of quality from SGS Kenya and UKAS Management System of the United Kingdom, the leading international providers of QMS. This was a culmination of a concerted effort by the entire staff of the University stakeholders. The University successfully transitioned to the new standard in 2017. Further, the University underwent a re-certification audit in August 2022 by SGS Kenya, and the University was recommended for re-certification.

ISO certification has enhanced the international recognition of the University, improving the Webometric ranking. A culture of evidence-based decision-making, teamwork and transformative leadership has been inculcated in both staff and students. This has resulted in increased efficiency in service delivery and continual improvement in all processes. Some of the achievements and innovations in strengthening the University's quality management system include; internal audits, external audits, sensitization and training on ISO standards, training of lead auditors and management reviews.

The Directorate reaffirms its commitment to enhancing and maintaining quality standards at the University and congratulates the 2022 graduates.

Message of the Director, Research and Innovation

DR. ABUYA JOSHUA OLANG'O, PhD, MCIPS,
MCIPS-(UK), PhD-LSCM, MBA-LSCM, BSc, FDPS-(UK), ADPS-(UK),
GDPS-(UK)

Director, Research and Innovation



It is a great privilege and honor to welcome all of you to Kibabii University's 7th Graduation Ceremony. Allow me to congratulate our graduands today for your marvelous and deserving achievement. We appreciate with no doubt that it has taken great sacrifices and dedication to pursue a successful end-goal towards achieving your success today. We are therefore gathered here in this joyous occasion to celebrate your hard work, dedication and commitment that has culminated in today's celebration despite the unprecedented challenges you faced during your education trajectory and subsequently pushed you into a series of life-time adjustments. Despite the Covid-19 pandemic interruption, we appreciate the critical role of technology through research and innovation in all spheres of our lives that has enabled us to reach this far. We must therefore keep abreast with the latest technologies and innovation for respective enterprise developments in all our areas of specialization. Kibabii University staff have won a number of research grants directed towards generating new ideas in solving societal challenges. The latest Grant won by Dr. John Makokha stands at USD 60,000 for *"Use of Smart Technology to Predict Climate Change Effects on Terrestrial Plant Diversity and Conservation for Sustainable Livelihood in North-Rift, Kenya."* Some of our students excelled on innovation competition (Venture-4-Change) and their innovative products are due for Intellectual Property Protection. Our student, Mr. Flavian Anselimo, also won the UNESCO-India-Africa Innovation Hackathon, 2022 competition held at Gautam Buddha University, India from 23rd to 25th November, 2022. A staff, Dr. Joshua Abuya also won Global Gold Award for United Nations Sustainability Impact Recognition in the World Association of Industrial and Technological Research Organizations (WAITRO) Global Research Summit, 2022 whose theme was: *"Strengthening the Means of Implementation and Revitalization of the Global Partnership for Sustainable Development"* held in Cape Town, South Africa.

In Research and Innovation, we endeavour to achieve our goal through promotion of the University mandate as a primary source of research, innovation and enterprise development through strategic collaborative research. Upon being chartered in 2015, the University embarked on a transformative journey to establish itself as a Centre of Excellence in Teaching, Training, Research and Innovation and to see it play in the league of Premier Universities locally, regionally and indeed globally. Kibabii University received a 'Clean Bill of Health' in Research Infrastructure. Kibabii University was identified by the

Ministry of Education through a collaboration between the Directorate of Research, Science and Technology (DRST) and the National Research Fund (NRF) in the State Department of University Education and Research to participate in the National Research Infrastructure (NRI) assessment. The purpose of the exercise was to assess status of Research Infrastructure in Kenya for evidence-based decision making and policy formulation. The assessment team led by Dr. Sawanga N. Ndakala from DRST visited the University on Friday 28th February 2020. The University was applauded for having invested heavily in ICT infrastructure that is now attracting students from the region, and for subscribing to critical teaching and research data bases for staff and students.

The University now boasts of Fifteen (15) on-going donor funded research and innovation projects. In addition, the University hosts four (4) regional (Inter-University Council of East Africa) Masters Scholarship Programmes in the School of Business and Economics as well as School of Computers and Informatics won through competitive calls; the University also won two (2) Centres of Excellence (ICT and Engineering, and Trade and Industrialization) for the Lake Region Economic Bloc (L-REB). Recently, the University won a Twenty-One Million Kenya Shillings IDCR-CRDI Project on - *"Strengthening In -Service Teacher Mentorship and Support through School Based In-service Teacher Training in Tanzania, Kenya and Zambia (SITT Model) Project"* led by Prof. Maiyo Kiprop Julius, Dean School of Education; a Five Hundred and Sixty Five Thousand Shillings SUN24 Mini-Grant on - *"Assessment of Small-Scale Biochar Field Trials for Soil Amendments and its observed Influence on Maize Production in Different Soil Types of Bungoma County, Kenya led by Dr. John Makokha, a Senior Lecturer in the Department of Science, Technology and Engineering ; and a Sixty-Nine Million Kenya Shillings NRF Research Grant on - "Upscaling Bio-Vector Technology as a Novel Tool for Transforming Science into Economic Gain"* led by Prof. Mary Gikungu from our Partner - National Museum of Kenya/Dr. Paul Obino, a Senior Lecturer and Director of Partnerships and Linkages, Kibabii University. In our continued effort to provide fora for academicians, researchers, students and other stakeholders to disseminate knowledge and innovations, the University continuously organizes International Research Conferences with the 6th scheduled for June 2023 whose theme is: *"Harnessing Science, Technology and Innovation (STI) to Mitigate Global Challenges for Sustainable Development"*.

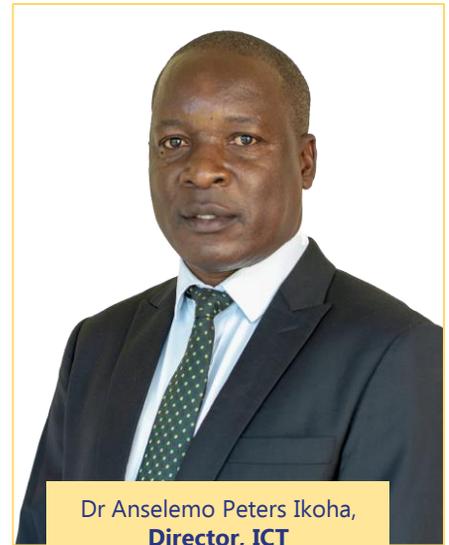
Readying for Systems Upgrade

After our ten-year transformation journey, Kibabii University is just not relenting yet. Over the last decade, the university has been driven by the need to have in place physical infrastructure, much of which are entrenched in technology. Going forward, while staying alive to the core mandate of a university, there are realistic plans to ensure that teaching, research and innovation not only take place within Kibabii University, but also look at how we add value to what we do by providing solutions to current needs of the century. The Directorate is ready to catapult the university through the automation phase. Eventually, all core sections in the university will experience the newness that will be put in place.

In order of priority, some of the areas that are earmarked for immediate automation are the Health Management System and Biometric gate-control system. Other areas of attention for upgrade include; conferencing, online presence through the upgrade of the KIBU website, networking, mailing services, library service systems, as well as quality of services as provided for in the ISO certification.

As we look towards our 7th Graduation Ceremony, I call upon every stakeholder to accept, embrace and be part of the systems upgrade as far as functionality and service provision/delivery is concerned in Kibabii University. To the graduands, we hope that the tech-savvy environment that you have been exposed to while at Kibabii University has not only given you a glimpse of what you might experience in your interactions with the world, but also formed a building platform for your personal and career growth.

Message from the Director, ICT



Dr Anselemo Peters Ikoha,
Director, ICT

The Directorate of Open Distance and Electronic Learning (ODEL)



Dr. Alice Nambiro,
Director, ODeL

The adoption of technology in teaching and learning at Kibabii University has introduced educators to blended learning environments and leveraged digital tools for teaching, monitoring student progress and assessment. The Directorate of Open Distance and electronic Learning (ODEL) is committed to ensure that quality teaching, learning and assessment for courses taught using blended mode are achieved.

E-Learning has enabled learners to learn across different platforms, receiving real time feedback based on how learners interact with the technology and educators interact with learners to ensure they are progressing well. More so, several teams support learners and make them feel valued, thus ensuring that they are not exposed to the risk of dropping out.

Our major success this year was the fact that University-wide common courses were efficiently and successfully taught and formative assessment done entirely online. This greatly saved the University on several costs including printing continuous assessments, which contributed to environmental conservation and eliminated bulky paper work processing. All this was made possible due to the unwavering support from management and teamwork from lecturers and staff of Kibabii University. The success was also made possible by the trust and the confidence that the lecturers have in our eLearning systems. Lecturers who are learner-centered recognize the importance of building on the conceptual and cultural knowledge that students bring with them to the classroom.

As a Directorate, we are dedicated to developing a pool of technology champions from all faculties that are learner-centered. The champions will assist in content development and delivery to our learners. We have a team of dedicated and experienced staff that are determined to revolutionize traditional learning into purely digitized learning. Let us all enjoy our studies the digital way.

Message of the Director, Technical and Vocational Education and Training (TVET)

Mr. Humphrey Juma Kilwake
Director, TVET



I take this golden opportunity to congratulate the class of 2022 for this well deserved achievement. The Directorate of TVET at Kibabii University is charged with the responsibility of coordinating skills training in preparation of youth for work (both formal employment and self-employment). This takes the form of learning and developing work related skills and mastery of underlying knowledge and scientific principles. The Directorate is currently offering Diploma programs in Cyber Security, Biometrics and Fingerprint Technology, Computer Science, Computer Programming, ICT Technician and Library and Information Science in the School of Computing and Informatics. In the School of Business and Economics we have 10 courses including Diploma in Accountancy, Banking and Finance, Human Resource Management among others. We also offer Applied Biology and Environmental Management in the Faculty of Science. A related role is to support continuing professional development given the rapid technological changes which demand that workers continuously update their knowledge and skills. In contrast with the industrial paradigm of the old economy, today's global economy lays the onus on the worker to continually reinvent himself or herself because the knowledge dependent global economy is characterized by rapid changes in technology and related modes of work.

OUR ACADEMIC PROGRAMMES

1. Diploma in Computer Programming
2. Diploma in Computer Science
3. Diploma in Cyber Security
4. Diploma in Data Management and Analysis
5. Diploma in Electronics
6. Diploma in Fingerprints and Biometrics
7. Diploma in ICT
8. Diploma in Library and Information Science
9. Diploma in Network and System Administration
10. Diploma in Applied Biology
11. Diploma in Environmental Management
12. Diploma in Aquaculture
13. Diploma in Business Management
14. Diploma in Banking and Finance
15. Diploma in Credit Management
16. Diploma in Forex and Securities
17. Diploma in Accountancy
18. Diploma in Cooperative Management
19. Diploma in Human Resource Management
20. Diploma in Project Management
21. Diploma in Supply Chain Management
22. Diploma in Marketing
23. Certificate in Marketing

MINIMUM ENTRY REQUIREMENTS FOR TVET COURSES

Diploma:

Mean grade of C- (minus) at KCSE or Craft Certificate Or Equivalent qualifications as determined by KNQA

Certificate:

Mean grade of D+ (plus) at KCSE or Artisan Certificate Or Equivalent qualifications as determined by KNQA

Message from the In Charge, Library & Documentation Center

The Kibabii University Library and Documentation Centre team takes this opportunity to heartily congratulate the graduating class of 2022. We wish all graduands the very best with new status they have achieved from Kibabii University. CONGRATULATIONS!

The mission of the Library and Documentation Centre is to support teaching and research. The Library continues to acquire and avail high quality information resources in line with its collection development policy and provide excellent information services to the University fraternity.

In December 2022, the University Library received 175 volumes of books from Rattansi Education Trust worth KES 710,000. The book were received by the DVC (Academic & Student Affairs), Prof. Eng. Kirimi Kiriamiti, DVC (Planning, Partnerships, Research and Innovation) Prof. Dr.-Ing. Benedict Mutua, and Mr. Samuel Wakahia, the incharge, Library and Documentation Centre.

In February 2022, renowned scholar and professor of Religion and African Culture, Prof. Jude Ong'ong'a of Kenyatta University donated 390 books from his personal collection to the Kibabii University Library through the Vice Chancellor, Professor Ipara Odeo. Through the books, the library aims to promote and share knowledge of religion and African cultures.



Mr. Samuel Wakahia
In charge, Library &
Documentation Center

Donation of Books by Rattansi Education Trust.



ABOVE From left to right: Meshack Nyambane (PR Officer); Prof. Eng. Kirimi Kiriamiti (DVC, ASA); Prof. Ipara Odeo (Vice Chancellor); Prof. Dr.-Ing. Benedict Mutua (DVC, PPRI); and Mr. Samuel Wakahia (In charge, Library & Documentation Center) receiving the donation of 175 volumes of books from Rattansi Education Trust.

The University continues to perpetuate its commitment to promote a good reading culture in society by enriching school and community libraries in the region. In October 2022, the University Library donated 31,695 volumes of books to 28 school and community libraries spread across Bungoma County, an improvement from the donation made in 2021 where 13,000 volumes were donated to 13 schools. The library actively participates in this initiative annually as a way of inculcating and promoting the culture of reading within the schools at the basic and secondary level of learning. Librarians from the benefiting libraries were trained on setting up and managing small and sustainable libraries.

In line with its mission of acquiring, processing, organizing and availing resources to meet the information needs of its users, the 23,000 volumes of books received from Books for Change Canada in September 2019 have now been fully processed and made available for use. These resources have played a major role towards meeting various research needs arising within the programs that the university offers.

Libraries are reinventing themselves as content becomes more accessible online and their role becomes less about housing tones of books to more about collaboration, connecting researchers, learners and constructing knowledge.

When every scholar has the potential to carry a global library on the device in his or her pocket, the role of physical libraries may become synonymous with connecting researchers and scholars and not just a space traditionally known for storing collections.

To the Class of 2022, the library we are proud of you, and wish you more Grace and wisdom as you proceed in pursuit of greatness.



ABOVE: The Vice Chancellor, Library staff, together with school and community librarians during the training on how to set up and run libraries.

Message from the Office of Career Services



Dr. Robert Wafula
Director, Office of Career
services (OCS)

Recent studies indicate that about 90% of the people employed in different sectors globally feel they are in a wrong career because of one reason or the other. Moreover, the professional landscape has changed dramatically forcing many students and trainees to develop an unquenchable thirst for mentorship as an ideal strategy to enable them grow fruitful career paths.

The purpose of maintaining a meaningful, ongoing relationship with a mentor is to have the wisdom of that certain someone who “thinks you can”—even when you may not. A mentor is a resourceful, well-connected supporter, an expert source of coveted information, and a wise advisor. A true mentor is, most important, someone who believes in you. “A mentor is someone who allows you to see the hope inside yourself. A mentor is someone who allows you to know that no matter how dark the night, in the morning joy will come.

Therefore, if you want to succeed in your career and achieve your most ambitious professional goals, consider the many benefits of mentorship. Oprah Winfrey, a successful professional who credits her meteoric rise to the top to her close mentoring relationship with author Maya Angelou, who scaffolded her to become her best version.

Kibabii University in line with her vision and motto, has put a lot of premium on mentoring high school students and her own students to mitigate loss and wastage of talent. In the first semester of 2022/2023, about 150 schools visited the University for academic counselling and mentorship. This has boosted KIBU's visibility, attracting more students and marketing KIBU programs to the public. Through mentorship, more than 300 first year students chose to join KIBU for University study. Secondly, 1.9 million Kenyan shillings was generated as IGU through facilitation levy and catering services.

Mentorship and Outreach: Mentorship programs are usually carried out on campus or by visiting schools. This has enabled KIBU to be a mentoring hub for top performing schools across the country. For instance, Kapsabet boys in Nandi County, St Brigid's Girls National School in Kiminini, Kabianga School in Kericho County, Butere Girls in Kakamega County, Kolanya Girls in Busia, Chewoiyet School in West Pokot, and Cardinal Otunga Boys Mosocho in Kisii.

Career counselling and guidance is done for university students through public lectures, talks by professional mentors and career coaching which has seen KIBU graduates like Elloto John to join UN as an ICT officer, Stephen Keter to join NTV as a sports reporter, Dr Otanga as the Dean school computing in MMUST among other cadre of professionals.

Endowment Fund: Kibabii University, through the OCS, has collected a seed capital of 10, 000,000 towards the establishment of an Endowment fund. The University Council has ratified a proposal to register a trust fund as an independent Kibabii University Endowment Fund Trust (KIBUEFT), which will be managed by an independent team appointed by Council. This is aimed at helping bright but needy students financially to realize their career aspirations and reduce drop out which causes a lot of wastage of human capital. Due to increased needs among the student fraternity, there is need to grow the fund to 100 million over time. This can help run our research. This will mitigate financial setbacks hampering effective service delivery in other public universities.

Alumni Development Plan: The Directorate of OCS is facilitating the Alumni council to steer its key activities in support of her Alma Mata. These include participation in the boosting of the endowment fund growth through hosting dinners or lunches, conducting an open career and academic advisory day to guide school leavers, as well as publicizing KIBU programs and boost enrolment. This will also boost confidence in KIBU students knowing that their university is churning out excellent workers in our country, continent and beyond.

Business Coaching and Incubation: Kibabii University OCS in conjunction with ABSA bank conducted a business incubation session with fourth year students on 21st July 2022. The students were taken through contemporary job-hunting skills, CV writing, personal presentation and personality in interviews. This is to leverage career mobility among KIBU graduates and job creation ventures. As a follow up activity, OCS and Dean School of Business are planning to host Equity bank and other financial partners to offer free entrepreneurial skills training, financial literacy and lending facilities to promote business start-up plans among our scholars for job and wealth creation.

Message from In-Charge Supply Chain Management



Ms. Kiplel Maureen
In-Charge, Supply Chain
Management

Supply Chain Management is seen as a guardian of value. It implies looking at reduction of risks of quality deterioration and identification of opportunities to business and the suppliers. That is what the Supply Chain Management Department has achieved in treating suppliers as key players in harnessing a seamless supply chain and ensuring that the value of its goods, works and services are achieved with minimum effort. The work in the department entails team leadership, giving direction, coaching and building a lasting relationship with internal and external stakeholders.

The Department successfully procured a wide range of goods and services on time and in the required quality and quantity and issued them to the relevant departments. We are keen in harnessing an ecosystem that partners with stakeholders on complying with the presidential directives on allocation of 40% to local content, 30% to Women, Youth and Persons Living with Disability Enterprises and 2% of the 30% to those owned by persons who are differently enabled. Each was implemented and achieved 100% as an affirmative action in provision of access to procurement opportunities.

The Department played a crucial role in supporting the University initiatives by actively disposing off obsolete items through donation of mattresses to Bungoma Main Prisons and Bungoma Children's Home. We also transferred electrical and plumbing materials to Matili Technical Training Institute, Sang'alo Institute of Science and Technology and Kisiwa Technical Training Institute within Bungoma to support learning in the institutions. This has been a way in which the University has given back to the society as a social responsibility initiative.

For the community, the Department organized a workshop and trained 110 Women, Youths and persons who are differently enabled from the community and prequalified suppliers. This was in collaboration with Family Bank and NCBA Bank. Sensitization of Chairs/Heads of Departments, Directors and Administrators on matters preparation of clear specifications and procurement process has led to increased efficiency and reduction in turnaround times. Delays in the procurement process have also reduced and this has helped the department to respond quickly to their needs.

I would acknowledge the effort of every member of the Supply Chain Management team for their hard work and dedication to the department. The team has consistently demonstrated a commitment to excellence and a desire to make a positive impact to the University. allocation of 40% to local content, 30% to Women, Youth and Persons Living with Disability Enterprises and 2% of the 30% to those owned by persons who are differently enabled. Each was implemented and achieved 100% as an affirmative action in provision of access to procurement opportunities.

Donation of Disposed and Refurbished Mattresses to Kenya Prisons Service



ALUMNI

Dr. Daniel Otanga,
SECRETARY GENERAL, ALUMNI ASSOCIATION

Current Dean, School of Computing & Informatics, Masinde Muliro University of Science and Technology

Kibabii University has market driven programs which propel its graduands to favorably compete on the job market. Among the programs is the Doctor of Philosophy in Information Technology that has proved magnificent. It was developed to cater for anyone who would want to exploit the Information Technology dynamics in the world, the program is student oriented and market driven, the implementers are well versed. The program is in a collegial atmosphere and the supervision of the students is very professional. I take this opportunity to congratulate the Kibabii University graduands for Job well done. Additionally, I want to urge you to be good role models by promoting good virtues that you acquired while in Kibabii. You are expected to be innovative as you join the market that has a lot of challenges as far as job opportunities are concerned.

As Alumni Officials we have put in place mechanism for construction of a Guest House which when completed it will go a long way to support our students. The Guest House plan was developed and process of its approval by relevant authority has been put in place.

“

... I take this opportunity to congratulate the Kibabii University graduands for Job well done!

ALUMNI



Ms. Yvonne Kariuki,
VICE CHAIRPERSON, ALUMNI ASSOCIATION
Tutorial Fellow, Faculty of Science, Kibabii University



...As a pioneer student, I can attest to the quality of education offered at KIBU!

It gives me pleasure as the Alumni vice chairperson to congratulate the 2022 graduating class on their exceptional milestone. As a pioneer undergraduate student of Kibabii University in the Mathematics Department, and later a Masters graduate from the same Institution, I can attest to the quality and wholesome education offered to our students. I began my undergraduate studies taking Bsc Mathematics at KIBU in 2012 as part of the pioneer students. KIBU offered me a chance to participate in various clubs and associations and I was later elected in the Students' Union as a Deputy Secretary General. I proudly graduated with a First Class Honors and as the top student in that graduating class which later saw me come back to pursue my Masters in Pure Mathematics. Kibabii University gave me a strong foundation and all rounded University experience which I'm forever grateful for as I'm pursuing my career where I'm currently a staff member as a Tutorial Fellow in the Mathematics Department.

Allow me to take this opportunity to welcome you to the Alumni Association. Alumni creates a platform for networking and giving back which is one of the great achievements we've made with the assistance of the University as a whole. We have invested into an Endowment fund created to assist the needy students of Kibabii University. We have received financial assistance from the University staff and third parties and call upon any wishers to assist in contributing towards the Fund.

CHAIRMAN, SOKU



Etian'ga Kennedy Wafula
SOKU CHAIRMAN

Congratulations our dear graduating Class of 2022, I wish you continued success and happiness in all you do. I know how hard you have worked throughout your time at Kibabii University and I am so proud of you. Your accomplishments are even more impressive as you carried them out during a worldwide pandemic! Believe in yourselves as I believe in you—you will make competent professionals.

We warmly welcome all of you and your parents, the faculty members, the alumni, and all who are in attendance. I sincerely congratulate you graduates wearing your honorable graduation caps, and all who receive masters' and doctorate degrees after their graduate courses. We share our appreciation and congratulations as well with your parents and families for continuously providing support and encouragement to our students here.

No doubt, the Graduation Ceremony, the final event of your school life, is the best moment. We hope you enjoy your best moment to the fullest extent, though the ceremony is conducted physically. A university is like a square where you can meet various types of people, including your fellow students and professors, extending the scope of your thoughts, acquiring inspirations, and learning the skills of compromise and coordination. Moreover, a university is a platform on which to form a valuable social network encompassing many people.

The Ceremony today may not be what you anticipated when you walked onto our campus for the first time, but I am sure that you have grown beyond what you dreamed as freshmen. When you go out of the school gate after successfully finishing your study after the effort you have expended, you will have complicated emotions mixed with a sense of accomplishment, certain expectations, and great concerns. Dear graduates! Believe in yourself, look around you, and take a step forward each time. I would like to shake your hand and pat you on your back, encouraging you to move on without fear because your future will be brilliant. I earnestly desire that my prayer can reach you through this electronic mode of communication.

Again, please accept my sincere congratulations on your graduation!

OUR CHAMPIONS



Kibabii Rugby Captain Mathews Ouma charges past Busia Borderucks defence during a past Nationwide match

Rugby Ace Graduates after and Impactful Journey in KIBU

Interview by William Wangila Simiyu

It is said that until the lions have their own historians, the history of the hunt will always glorify the hunter. John Mathew Ouma was born on 24th day of January 1998 in Nyando Sub-County, an enclosed area within Kisumu County. Being born and raised with parents who believed in the power of education, his academic life began in Muhoroni Success Primary School where he did his Kenya Certificate of Primary Education in the year 2013 and later joined St. Joseph's school Rapogi in the year 2014. At this point in life it was prestigious enough for students who engaged in sports activities and like many others John became a sports enthusiast and wished to be identified by one of the many sports activities provided by the school. Football and Rugby were his two top choices due to his field awareness, agility and speed but his additional aerobic power and muscular strength outweighed his football interest. Moreover, most of his friends who believed he could make a better Rugby player than football did not hesitate to persuade him to consider joining the Rugby team.

According to John, joining the rugby team indeed gave him all the prestigious life he wanted at school but that did not come without a price to pay. He reveals that sports and education are two disciplines that are too demanding and that due to time constraints it was difficult to do everything and realize his full potential. He also reveals that his parents distanced themselves from any responsibilities on matters sports and strictly advised him to only concentrate on academics, this was a big frustration to him. He could not have enough to purchase games kits with other protective gears like body armours, headgears, shoulder pads and vests that could have conditioned him appropriately for the game. During training and inter-schools competition, John further reveals that no one was offered the sign of the cross in the field, the games were characterized with high contacts and many were prone to injuries hence the levels of fear was high. All these challenges put together represents his dark days and were enough for one to pull back and many did, but for John that wasn't the case. He grew up believing that comfort zones do not pay.

He definitely knew that he was in his right waters and that it was just a matter of time and he succeeds. His zeal and passion to represent his school despite the challenging times was exceptional and it was not long before he was made captain of the school team. This was yet another challenging point as it came with added responsibilities which he says he was set to deliver until when he did his final exam in the year 2017 and later joined Kibabii University in the year 2018 to further his studies.

At Kibabii university and as a student of Commerce, John still believed that he had a lot to offer to the rugby team but his frustration continued to grow as the then Kibabii University Rugby Team had been sanctioned for disciplinary issues and could not participate in competitions. Having been a leader throughout his high school life, he knew exactly what it could take to transform and build up a new team. He took a leap of faith and actively participated in reviving the rugby team and gave it a full commitment that it deserved. His efforts and leadership spirit was so clear that the school leadership was persuaded enough to break the hierarchical rules and made

him the team captain in the year 2018 although he was still a first year student.

According to John, his captaincy attracted high controversy from critics who rightly held the view that first year students were unfit for such roles but that could not discredit his contributions. He further states that the threshold has been the same at Kibabii university as compared to his high school life but his secret was one, Discipline. This has enabled him forego most pleasure activities and clearly devoted most of his time on academics and sports. He graduates today March 2023 with a Bachelor of Commerce. The most difficult part for him has been the balancing act between academics and sports but he has been able to turn this killer monster into an advantage. To most of his colleagues, John is more than a role model and many should be able to learn at the fits of exceptional giants like him.

Jully Musangi: The Global Sensation eyeing Paris 2024 Olympics



ABOVE: World Taekwondo G2 Mt. Everest Championship Gold medalist Jully Musangi posing with her medal after the awards.

Musangi is currently campaigning for the France - Paris 2024 Olympic. She has represented the University in various competitions including Jordan camp 24th -30th October 2022, Nepal Mt. Everest 22nd 26th September 2022, African Championship in Rwanda 15th -18th July 2022, Nepal , World Taekwondo Poomsae Championship 20th – 27th April 2022, KUSA 2019 at Moi University Gold medalist, KUSA 2021 at KIBU Gold medalist. Jully Musangi a Fourth year Student of Education Arts Kiswahili History is currently ranked in Olympic category number 50 worldwide. World

Congratulations

A Publication of the Office of the Vice Chancellor
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