



KIBABII UNIVERSITY



2021

ANNUAL REPORT AND FINANCIAL STATEMENTS

Prepared in accordance with the Accrual Basis of Accounting Method under the International Public Sector Accounting Standards (IPSAS)



Kibabii University ISO 9001:2015 Certified



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KEY UNIVERSITY INFORMATION AND MANAGEMENT

Background Information

The name 'Kibabii'

The name 'Kibabii' has profound historical significance. The word 'Kibabii' linguistically linked to one of the local communities means livestock returning to a cowshed or a sanctuary. Symbolically, the University is a place where people from all walks of life would come to gather for purposes of gaining knowledge and skills, a place of sanctuary from ignorance. The University is located off Bungoma- Malaba road, seven kilometers from the central business district (CBD) of Bungoma town. The University sits on a 28.3 hectares piece of land.

The History of Kibabii University

The establishment of Kibabii University (KIBU) is traced to the origins of Kibabii Teachers' Training College, the precursor to the current University. The History of a Teacher Training College in Kibabii dates back to the pre-independence period. The idea was initiated by the Mill Hill Fathers in 1932. This college trained P4 Teachers between 1932 and 1942 and P3 between 1958 and 1961 in the current St. Mary's High School, Kibabii. In 1962 however, the College was moved to Eregi.

The proposed Kibabii Teachers Training College in Bungoma South District remained a mirage for more than twenty years until 19th September, 2007,

when the process of actualizing this dream was initiated. The 3rd president of the Republic of Kenya, His Excellency President Mwai Kibaki graced the ground breaking ceremony at the proposed site. The construction works at the College were immediately commenced with the completion of construction and operationalization date for the college set for the 25th of May 2011. During this period, the project employed 700 workers thus contributing to employment creation in Bungoma County.

After inauguration, leaders from Bungoma County requested His Excellency President Mwai Kibaki to declare the newly constructed facilities for Kibabii Diploma Teachers' College to be converted to Kibabii University College. This request was accepted and formalized by Legal Notice No. 115 of August 2011 that established Kibabii University College as a constituent College of Masinde Muliro University of Science and Technology.

The journey to becoming a fully-fledged university was completed on 14th November 2015 when Kibabii received Charter from His Excellency President Uhuru Kenyatta.



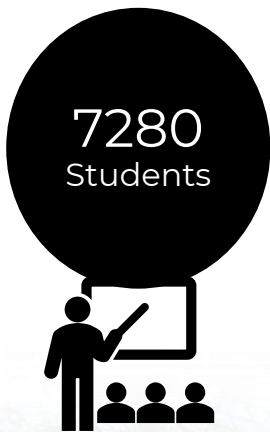
Our Identity; Logo and Corporate Colors

The features appearing on the University Logo have the following meanings attached to them:-





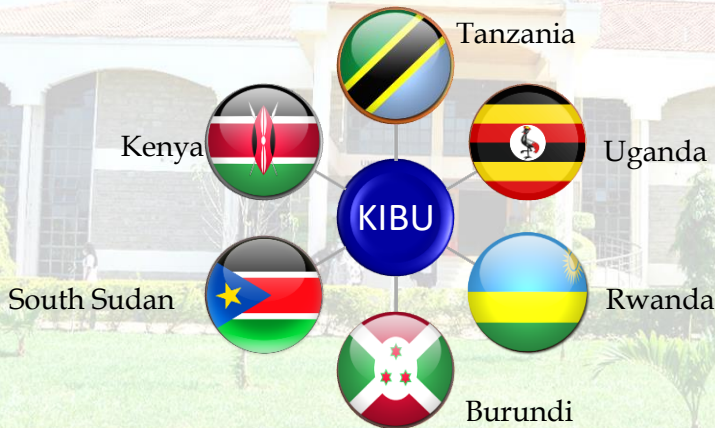
KIBU at a Glance



Academic Programmes



Nationalities Represented





Principal Activities

The mandate of the University, as contained in the Kibabii University Charter (2015) are/is to;

- a) Provide directly, or in collaboration with other institutions of higher learning, facilities for university education including technological, scientific, professional education and research;
- b) Advance knowledge and its practical application by research, innovation and other means;
- c) Disseminate the outcomes of research by various means, and commercially exploit the results of such research;
- d) Participate in technological innovation as well as in the discovery, creation, transmission and enhancement of knowledge, and to stimulate the intellectual life in the economic, social, cultural, scientific, and technological development;
- e) Contribute to industrial and technological development of society in collaboration and partnership with industry and other organizations;
- f) Develop quality and relevant programmes for degrees, diplomas and certificates;
- g) Establish colleges, faculties, schools, centres, institutes, departments, and other resources and administrative units as may be appropriate;
- h) Inculcate and promote a culture of innovation, critical inquiry and creativity in art, science, technology, engineering, and education, amongst staff, students, and society;
- i) Develop an institution of excellence in teaching, training, scholarship, entrepreneurship, research, consultancy, community service, among other educational services and products, with emphasis on technology and its development, impact and application to society;
- j) Provide a multi-level system of education and training that is relevant to the needs of the community covering a wide range of fields and levels with provision for recognition of prior learning and flexibility of transition between educational levels;
- k) Provide high quality facilities for educational, research, residential, commercial, cultural, social, recreational, sporting, and other activities;
- l) Facilitate student mobility between programmes of study at different universities;
- m) Participate in commercial ventures and activities that promote the objectives of the institution;
- n) Foster the general welfare of staff, students, and the community;
- o) Provide opportunities for development and further training for the staff of the institution;
- p) Develop and provide educational, cultural, professional, technical and vocational services to the community, and in particular foster corporate social responsibility;
- q) Facilitate the development, provision, and expansion of services, programmes, and other products in ways that are easily accessible and which reflect the principles of equity and social justice;
- r) Conduct examinations, and grant such academic awards as may be provided for in the Statutes, and to syndicate examinations for awards at other institutions as may be approved by Senate;
- s) Determine who may teach, what may be taught, and how it may be taught in the University;
- t) Promote social-economic development in line with the country's development agenda; and
- u) Ensure University sustainability and adoption of the best practices in University management and institutionalization of systems of checks and balances.



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



Our Values

To undertake its mission and realize its vision, Kibabii University upholds the following six (6) Core values, which are anchored in the acronym EASIIA:-

To operationalize the core values, “KIBU aspires to produce scholars who embody Excellence, Accountability and Transparency, Social responsibility, Innovation, and are of Integrity while utilizing their Academic freedom in performing their duties”.

EXCELLENCE

The University shall ensure quality teaching, research and provision of excellence in teaching, research and provision of 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 any 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 encourage the spirit of free and critical thought, and reflective inquiry among students and staff.



Key Management

The University's governance and management is under the following key organs:

- University Council
- University Management Board
- Senate



Fiduciary Management

The key management personnel who held office during the financial year ended 30th June 2021 and who had direct fiduciary responsibility were:

DESIGNATION	NAME
Vice Chancellor	Prof. Isaac Ipara Odeo
Deputy Vice Chancellor (Administration, Finance and Development)	Prof. Donald Namasaka Siamba
Deputy Vice Chancellor (Planning, Partnerships, Research and Innovation)	Prof. Dr.-Ing. Benedict M. Mutua
Ag. Deputy Vice Chancellor (Academics and Students Affairs)	Prof. Stanley Ngome Mutsotso
Registrar (Academic Affairs)	Prof. Ernest Sangai Mohochi
Registrar (Administration & HR)	Dr. Ruth Atidah Mitalo
Registrar (Planning, Partnerships, Research and Innovation)	Prof. Barack Abonyo
Dean of Students	Dr. Alice Chemutai Mutai
Director, ICT	Dr. Anselemo Peters Ikoha
Finance Officer	CPA Dr. Benjamin Musina Oduori
Deputy University Librarian	Ms. Nduku Charles Kilei
Procurement Officer	Ms. Jessica Wanyonyi
Legal Officer	Ms. Jacqueline Wanjala
In-charge Health Services Department	Mr. Johnstone Eshirera



FIDUCIARY OVERSIGHT ARRANGEMENTS

Audit, Risk and Compliance Committee activities

The University Council has established a Committee which provides oversight on the University's financial and other key strategic areas as outlined on page 35 of this report. The University also has an Internal Audit Department that reports to the Council Committee.

Parliamentary Committee activities

The Vice Chancellor is accountable to the National Assembly for the University's financial management. The Constitution of Kenya, 2010 135(3) subject to clause (4), requires that the accounts of all governments and State organs be audited by the Auditor-General. Upon Audit, the Annual reports and financial statements are submitted to the National Assembly to ascertain whether the finances of the University were prudently managed.

HEADQUARTERS

Kibabii University
Off Bungoma-Chwele Road
P.O. Box 1699 – 50200,
BUNGOMA

CONTACTS

Telephone: (254)
0708-0859934/0734-831729
E-mail: enquiries@kibu.ac.ke/vc@kibu.ac.ke
Website: www.kibu.ac.ke

BANKERS

Kenya Commercial Bank
Bungoma Branch
P. O. Box 380, 50200

BUNGOMA

Absa Bank Kenya PLC
Bungoma Branch
P. O. Box 91, 50200

BUNGOMA

Standard Chartered Bank Kenya Limited
Bungoma Branch
P. O. Box 2531, 50200

BUNGOMA

Equity Bank Limited
Bungoma Branch
P. O. Box 2450 - 50200

BUNGOMA

National Bank of Kenya Limited
Bungoma Branch
P. O. Box 25 - 50200

BUNGOMA

Family Bank Limited
Bungoma Branch
P. O. Box 1068 – 50200

BUNGOMA

Cooperative Bank of Kenya Limited
Bungoma Branch
P. O. 1964 - 50200

BUNGOMA

INDEPENDENT AUDITORS

Auditor General
Office of the Auditor General
Anniversary Towers, University Way
P.O. Box 30084
GPO 00100 Nairobi, Kenya

PRINCIPAL LEGAL ADVISOR

The Attorney General
State Law Office and Department of Justice
Harambee Avenue
P.O. Box 40112
City Square 00200
Nairobi, Kenya



UNIVERSITY COUNCIL



Dr. Ernest Mwangi Njoroge,
CHAIRMAN OF COUNCIL

Joined in 2017 as the Chairman of Council. Holds a Bachelor of Veterinary Medicine (UON); a MSc. Clinical Studies, Medicine (UON); an MBA Strategic Management (Africa Nazarene University); and a PhD Clinical Studies, Epidemiology (UON). He has over 24 years of teaching, management and leadership experience working with University of Nairobi, NGOs, European Union, and USAID Kenya and East Africa.



Mr. Francis Asunah,
INDEPENDENT MEMBER

Date of Birth, 29th December, 1963,

Joined in 2017 as a member of Council and Chairman, Governance and Human Resource Committee of the University Council. He is also the Council representative in the University Staff Pensions Board of Trustees. He holds a Bachelor of Science, Geology (UoN) and Master of Engineering, Hydrology and Water Resources (IHE Delft, The Netherlands). Mr. Asunah has broad expertise of over 33 years in areas of Hydrology (MHSK), Geology (MGSK/ RGeol), Water resources engineering (CMIEK), Corporate Governance, Arbitration & Alternative Dispute Resolution (ADR) and Environmental management in both public and private sectors. Currently, he is a Technical Advisor at Rural Water & Sanitation Organization (WATERSAN) and the Vice – Chairman of the Centre for Corporate Governance (CCG) Alumni Network; and an Accredited Mediator of the High Court of Kenya. He was recently appointed as a Director and elected as the Kenya Country Representative to the Institute of Chartered Mediators and Conciliators (EA)



Mr. Hussein Abdi Farah,
INDEPENDENT MEMBER

Date of Birth, 28th August 1960,

Joined in 2017 as a Council member. He is Chairman Awards and Sealing Committee of Council. Mr. Farah holds a Certificate in Medical Laboratory Technology (MTC, Kakamega), Diploma in Medical Laboratory Technology (KMTC, Nairobi), MSc. in Medical Microbiology (LSHTM, UK), and Postgraduate Diploma in Medical Microbiology (LSHTM, UK). He is a seasoned Microbiologist. His experience spans over 20 years. Currently, he is the Chief Executive Officer at Fiveways Medical & Diagnostic (K) Limited.



UNIVERSITY COUNCIL



CPA Vincent Mosei Nyabiosi,
INDEPENDENT MEMBER

Date of Birth 28th September 1984,

Joined in 2017 as a Council member. He is the Chairman Audit, Risk and Compliance Committee of Council. Mr. Nyabiosi holds a Bachelor of Laws (Hons) (UoN), Diploma in Law (KSL), Master of Law, Public Finance & Financial Services Law (UoN), CPA and CPS. He has over 10 years' experience in Tax Management and as Lecturer at the Strathmore School of Law. Currently, he is Regional Tax Manager - East Africa at MIH East Africa Limited.



Mr. Michael Jasper Obonyo,
Rep Cabinet Secretary,
The National Treasury,

Date of Birth 7th April, 1970,

He joined in August, 2015 as a Council member. He is highly experienced in information communication matters in areas of public relations. He is currently Public Relations Officer in the Pensions Department, National Treasury. Mr. Obonyo holds a B.A. (Hons) UoN, Kenya (1992); a PGD (Mass Communication), Kenya Institute of Mass Communication (KIMC), Kenya (1998); and a Master of Arts in Communication Studies, UoN, Kenya (2011).



Eng. Mwaka Mungatana,
INDEPENDENT MEMBER

Date of Birth: 16th October, 1964

Eng. Mungatana joined in September, 2018. He is the Chairman Strategy, Finance and Development Committee of Council. He holds BSc (Hons) in Mechanical Engineering and MBA (Business Administration) from University of Nairobi, and currently pursuing PhD in Business Administration (Supply Chain Management) at Jomo Kenyatta University of Agriculture and Technology. He is a Corporate member of the Institute of Engineers of Kenya (IEK) and a Registered Engineer (EBK). He is currently the Chief Technical and Environmental Officer, Tsavo Power Company Ltd. He has previously worked for Kenya Pipeline Company Ltd, Kenya Breweries Company Ltd and Kenya Power and Lighting Company Ltd.



Mr. Tom Mboya Wambua,
INDEPENDENT MEMBER

Date of Birth: 1968

Mr. Mboya joined in December, 2018. He is a business man and a consultant in strategic management and risk management. He has interests in banking, insurance, distribution, real estate and security services. He holds an MBA degree, a Bachelor of Commerce both from the University of Nairobi and is currently pursuing a Ph.D. in Strategic Management at Jomo Kenyatta University. He is the Honorary Consular General for Iceland in Kenya. He is a founder and CEO of various companies. Previously, he worked for British American Tobacco Company, until 2009 when he ventured into private business. He has wide international business exposure.



Mr. Lukes Shiroya Kundu
Rep. PS,
State Department for University Education
and Research, Ministry of Education.

Date of Birth 15th September, 1965

Mr. Shiroya joined in August 2020. He holds a B.ED (Arts) – Moi University, Masters Degree in Education Management and Administration (Kenyatta University) and is currently undertaking PhD studies in Peace and Conflict Management (MMUST). Currently, he serves as the Deputy Director of Education at the State Department for University Education and Research, Ministry of Education. He has immense knowledge and experience in Quality Assurance and Standards.



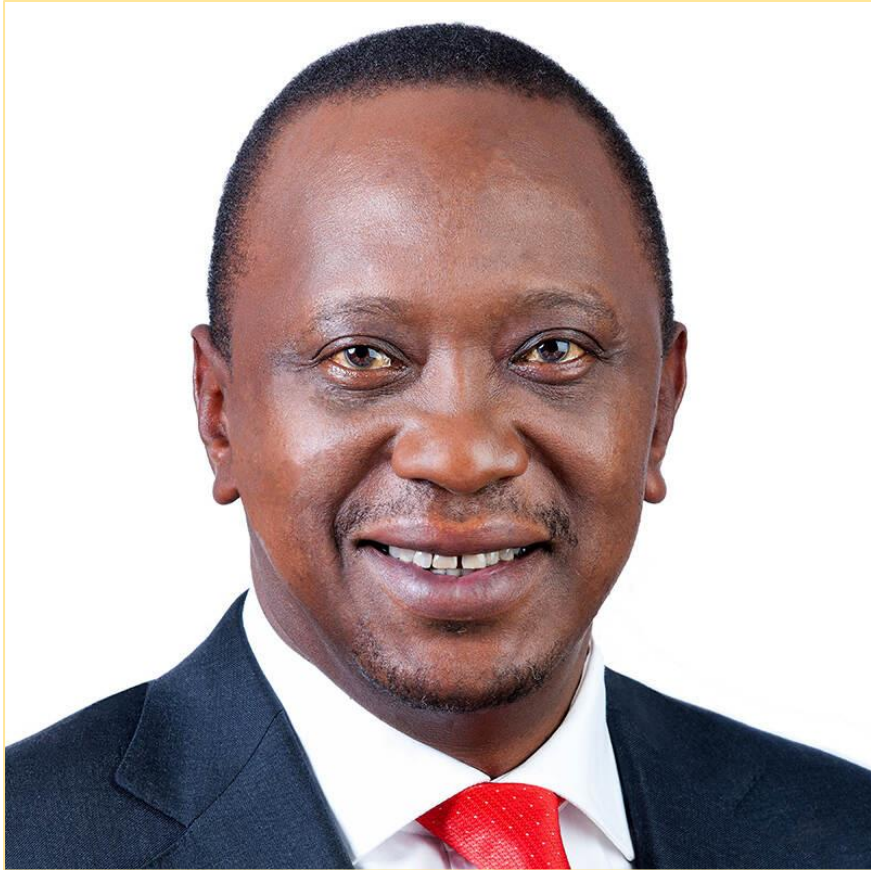
Prof. Isaac Ipara Odeo
SECRETARY

Date of Birth 19th May, 1955,

Joined in 2013 as the Chief Executive and Secretary of Council. Holds B.ED (Arts) (UON), M.ED (Kenyatta University), and PhD (Moi University). He is an educationist with over 30 years of teaching experience at institutions of Higher learning. Prof. Odeo has also held various leadership positions in the same institutions.

MANAGEMENT TEAM

THE CHANCELLOR



His Excellency Hon. Uhuru Kenyatta, C.G.H., BA (Amherst), D.Litt. (Hon) (Moi) President of the Republic of Kenya, and Commander-in-Chief of the Defence Forces, Chancellor of Kibabii University.

Date of Birth 26th October, 1961.

H.E. Hon. Uhuru Kenyatta has been the Chancellor of Kibabii University since 2015. He holds a Bachelor of Arts in Political Science and Economics from Amherst College, United States), D.Litt. (Hon) (Moi). President Uhuru Kenyatta was elected the 4th President of the Republic of Kenya on the 4th of March, 2013. In line with the country's vision of creating a globally competitive and prosperous nation, in 2015, Hon. Uhuru Kenyatta initiated The Presidential Digital Talent Programme (PDTP) whose focus was: To develop ICT freshly qualified graduates by equipping them with business principles for the management of ICT through a yearlong internship programmes. President Uhuru Kenyatta has set the Big Four Agenda which aims at providing universal health care, food security, affordable housing and enhance manufacturing. He has a wealth of experience in leadership, administration and management both in public and private sectors.

MANAGEMENT TEAM

CHAIRMAN OF COUNCIL



**Dr. Ernest Mwangi Njoroge,
CHAIRMAN OF COUNCIL**

Joined in 2017 as the Chairman of Council. Holds a Bachelor of Veterinary Medicine (UON); an MSc. Clinical Studies, Medicine (UON); an MBA Strategic Management (Africa Nazarene University); and a PhD Clinical Studies, Epidemiology (UON). He has over 24 years of teaching, management and leadership experience working with University of Nairobi, NGOs, European Union, and USAID Kenya and East Africa.



**Prof. Isaac Ipara Odeo,
Date of Birth 19th May, 1955, Vice Chancellor**

Joined in 2013 as the Chief Executive and Secretary of Council. Holds B.ED (Arts) (UON), M.ED (Kenyatta University), and PhD (Moi University). He is an educationist with over 30 years of teaching experience at institutions of Higher learning. Prof.Odeo has also held various leadership positions in the same institutions.

MANAGEMENT TEAM



Prof. Donald Namasaka Siamba
DVC (Administration, Finance and Development)
Date of Birth: 14th October, 1960

Joined in 2019 as a member of Management Board. Holds Bachelor of Veterinary Medicine (BVM) (UON); an M.Sc. Vet. Pathology & Microbiology. (UON); and a Ph.D. Zoology (Parasitology) (Moi University). He is an educationist with a wide research, teaching and administration experience of over 30 years at research institutions and institutions of higher learning. Prof. Siamba has also held various leadership positions at the same institutions.



Prof. Dr.-Ing. Benedict M. Mutua
Deputy Vice Chancellor (Planning,
Partnerships, Research and Innovation)
Date of Birth: 30th November, 1966,

Joined in 2016 as a member of the Management Board. He holds a B.Sc. (Eng.) (Egerton University); a MEng. Sc. The University of Melbourne Australia, Ph.D; and a Post Doc. (Universität für Bodenkultur-BOKU, Vienna Austria). He has over 25 years of teaching and research experience at the university level. He has held various leadership positions at Egerton University and has been involved in research projects, both at National and Global levels. He has special research interests in Water Resources Engineering and Applied Hydrology.



Prof. Stanley Ngome Mutsotso,
Acting Deputy Vice Chancellor
(Academic & Students Affairs)
Date of Birth: 30th March, 1969

Joined in 2013 as Associate Dean, Faculty of Education and Social Sciences. Holds BED (Arts), M.Phil and PhD (Moi University). Also obtained a professional Diploma in Public Relations and Personnel Management from the International Association of Business Executives after the Bachelor's degree. He is an educationist specializing in Educational Communication and Technology with 17 years of teaching, research and leadership experience at University level. Prof Mutsotso also served as a teacher and Education Officer in the Ministry of Education, Science and Technology for an accumulated period of 10 years.

MANAGEMENT TEAM

Prof. Ernest Sangai Mohochi,
Registrar (Academic Affairs)
Date of Birth: 12th January 1969



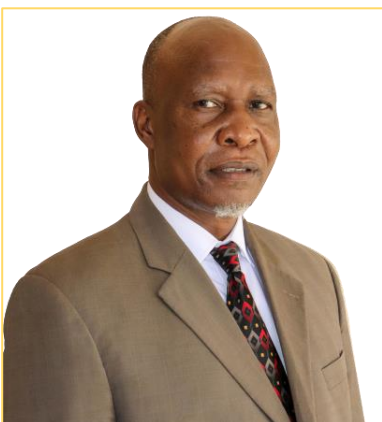
Joined in 2018 as Registrar (Academic Affairs). He holds a PhD (Kiswahili Studies), MA (Kiswahili Studies) and BA (Kiswahili and Sociology) from Egerton University. He also holds Single Subject Diplomas in Sales and Sales Management, and Marketing Management (ICM, London). Prof. Mohochi has served in different positions in the university set up including Head of Department and Dean of School. He has also served as chairperson of the following professional associations: CHAKITA (Kenya National Kiswahili Association), CHAKAMA (the East African Kiswahili Association), as well as its Kenyan chapter and Association of Kiswahili Departments in East African Universities. He has a working experience of 26 years involving teaching and leadership in Institutions of Higher Learning.

Dr. Ruth Atidah Mitalo
Registrar (Administration & HR)
Date of Birth: 15th August, 1980



Dr. Mitalo joined in January 2020 as Registrar (Administration & Human Resource). She holds a PhD in Human Resource Management - UoN, MBA (Human Resource Management) – UoN, BBA (Human Resource Management - First Class Honours) – KEMU, Certified Public Secretary of Kenya (CPS-K) and Diploma in Human Resource Management (Technical University of Kenya). She has over 19 year's administrative and Human Resource experience at institutions of higher learning. She is a member of the Institute of Human Resource Management (IHRM) and Institute of Certified Secretaries (ICS).

Prof. Barack Abonyo
Registrar (Planning, Partnerships, Research and Innovation)
Date of Birth: 8th January 1969



Joined in 2018 as Registrar (Partnerships, Planning & Innovation), Prof. Abonyo holds a Bachelor of Science (Kenyatta University), Master of Philosophy (Moi) and Ph.D. (East Carolina University). He has over 27 years of experience in teaching both at Institutions of Higher Learning and High School levels.

MANAGEMENT TEAM



Dr. Alice Chemutai Mutai
Dean of Students
Date of Birth: 22nd July, 1968

Joined in 2019 as Dean of Students. She holds a Bachelor of Education (Arts) (Moi University), Master of Philosophy (M.Phil) in Educational Guidance and Counselling, (Moi University), and Doctor of Philosophy in Counselling Psychology (PhD) (Egerton University). Dr. Chemutai is a member of the Kenya Universities Professional Counsellors Association (KUPCA). She has over 29 years' experience in both students affairs and library management in institutions of higher learning.



Dr. Anselmo Peters Ikoha,
Director ICT
Date of Birth 10th October, 1970

Joined in 2013 as a Lecturer in the Department of Information Technology. He holds a Bachelor of Education from Egerton University, a PGD in Computer based Information Systems from Sunderland UK, MSc in Computer based Information Systems from Sunderland UK and (PhD) from MMUST. He has over 20 years' experience in teaching and management of information systems. He is a member of Association of Computing Machinery ACM, UK.



CPA Dr. Benjamin Musina Oduori
Finance Officer
Date of Birth: 1st August, 1972

Joined in 2013 as Deputy Finance Officer. Dr. Oduori holds BBM (Accounting & Finance) (Moi), MBM (Accounting) PhD (Finance) (Moi), and CPA (K). He is a professional accountant with over 20 years' experience in auditing and assurance and finance at the institutions of higher learning. He is a member of ICPAK and ICIFA.

MANAGEMENT TEAM



Ms. Nduku Charles Kilei
Deputy University Librarian
Date of Birth: 11th August, 1973

Ms. Nduku joined in 2018 as Deputy University Librarian. She holds a Bachelor of Library and Information Science and a Master of Library Information Science from Kenyatta University. She previously worked for Jaramogi Oginga Odinga University of Science & Technology, South Eastern Kenya University, Kenya Methodist University and Gikumene Girls Secondary School libraries. She has over 20 years work experience in institutions of higher learning libraries.



Ms. Jescah N. Wanyonyi,
Procurement Officer
Date of Birth 29th June, 1970

Joined in 2018 as Head of Procurement Department. She holds a Bachelor of Science Purchasing and Supplies Management and MSc. Procurement and Logistics both from Jomo Kenyatta University of Agriculture and Technology. Ms. Wanyonyi has over 10 years' experience in procurement and supplies functions. She is also a member of the Institute of Purchasing and Supplies Management and Kenya Institute of Management.



Mr. Eshirera E.M. Johnstone,
Senior Clinical Officer
Date of Birth 29th October, 1970

Joined Kibabii University in 2012 as Deputy Senior Clinical Officer and Head of Department of Health services. Previously worked for Masinde Muliro University and Ministry of health respectively. Has both administrative and clinical experience of more than 18 years of service. Trained up to master's level in Community health at Great Lakes University, University of Liverpool (UK), Moi University and Kenya Medical Training College. Holds professional Diplomas in Community Health, Sexual and Reproductive Health in Developing Countries and Clinical Medicine and Surgery.

MANAGEMENT TEAM



Ms. Jacqueline A. Wanjala.
Legal Officer
Date of Birth 29th April 1968

Joined Kibabii University in August 2015 as legal officer. She Holds a Bachelor of Laws (LLB) University of Nairobi and Diploma in Law from Kenya School of Law (KSL). She is an Advocate of the High Court of Kenya, having been admitted in 1993. Miss Wanjala is a member of the Law Society of Kenya with 27 years of experience as an Advocate. She has 11 years experienced in the University Sector.



Kibabii University Management Board Team Building Activity in Kisumu



CHAIRMAN'S STATEMENT

Introduction

I am greatly honored to present the Annual Report for the 2020/2021 Financial Year. During this period, the University recorded major milestones. This happened against a backdrop of disruption in every sector of life caused by the COVID-19 pandemic. Although the higher education sector has not been spared, Kibabii University Management was well prepared and took advantage of the opportunity offered by the digital revolution to adjust to the new normal.

To this end, the University developed and reviewed key policies and documents including the Strategic Plan 2020-2022. This provided a framework for continued growth of the University. In addition, the University signed over twenty (20) Memoranda of Understanding (MoUs) and Memoranda of Agreement (MoAs) with strategic partners. Performance Contracting was cascaded to all members of staff while Performance Management was embraced and applied to identify areas for further training and skills improvement, increase in job satisfaction, motivation and teamwork among members of staff. The University also effectively discharged its Corporate Social Responsibility through enhancement of health and awareness measures to the community to prevent and mitigate the spread of COVID-19 pandemic.

In response to the directive from the President and the Ministry of Health on the containment of Coronavirus, a total of two hundred and thirty three (233) members of staff and Council members received the COVID-19 Vaccination.

Governance, Administration and Finance

The University Council has steered the University through the COVID-19 pandemic with great resilience and commitment ensuring that University functions including learning and teaching continued successfully. During the year, four (4) Members of Council were re-appointed for a second and final term of three (3) years.

I am pleased to note that Governance Audit was conducted to assess adherence to the Corporate Governance Principles and Practice in the University with a score of 86%. In addition, Legal Audit was conducted to establish the general compliance with Government of Kenya applicable Laws, Rules, Statutory and Regulatory obligations and Kibabii University Charter, Policies and Statutes, where the University attained a score of 90%. We have put in place measures to ensure the University attains 100% compliance.

During the year, the tenure of the Vice Chancellor and Deputy Vice Chancellor, Planning, Partnerships, Research and Innovation expired and the occupants of the office were re-appointed for a second and final term of five (5) years after registering very good performance.

The University successfully held its 5th Graduation Ceremony conducted virtually with minimal physical attendance where a total of 1638 students, disaggregated as 839 (51%) male and 799 (49%) female graduated. In addition, the first Honorary Doctor of Sciences (*Honoris Causa*) of Kibabii University was conferred to Dr. Kevit Subash Desai, Principal Secretary, State Department for East African Community, Kenya.

Net Assets

In the year under review, there was no significant growth in our asset base. The University's net worth stood at Ksh. 2,385,176,278 as at the end of the 2020/2021 Financial Year, a 5% decline from Ksh. 2,505,916,698 reported during the same period last Financial Year 2019/2020. This is attributed to COVID-19 Pandemic, where the University slowed down on the procurement of additional capital items while the depreciation expense grew as a result of additional assets being put to use during the financial year, majorly the Women students Hostel.

Capital Development Projects

I am pleased to note that the University has continued to implement the Master Plan and Strategic Plan and now has the necessary infrastructure for a serene and conducive teaching and learning environment. In this regard, the Proposed Sports Fields and the Proposed Ultra- Modern Students Centre are at a completion rate of 95% and 45% respectively. These projects are aimed at keeping the students engaged thus contributing to their physical and mental health in line with the Big 4 agenda and safely maintaining them within the University.



CHAIRMAN'S STATEMENT

The University commissioned the state of the art Data Centre which will host all the University servers for all systems and will also allow the University to hold data for other organizations in the Western part of Kenya, and therefore generate income for the University. In addition, a Video Conference facility, which was also commissioned will enhance the ability of the University to hold conferences remotely.

Conclusion

I wish to thank the Chancellor for the continued financial support and guidance of Kibabii University. I also express my appreciation to the Cabinet Secretary and Principal Secretary, and the entire team in the Ministry of Education for the continued financial and technical support to Kibabii University. The University Management Board has also provided unwavering support to the Council and responded well to the unprecedented challenges. I would also like to recognize the efforts of all our staff who have remained committed to delivering outstanding service to our customers and stakeholders over the past year.

Moving forward, we remain steadfast in delivering on our strategy and providing high quality teaching, research and extension services. The University Council will continue to ensure 100% support to the University Management as they adjust to reflect changes in the needs and behaviour of students and other stakeholders in response to COVID-19. I am confident that the University will deliver its mandate.

Dr. Ernest Mwangi Njoroge

CHAIRMAN OF COUNCIL



Dear Stakeholders,

I would like to take this opportunity to highlight the successes and challenges of the Financial Year 2020/2021. First, it is notable that the end of this Financial Year has been one of the most challenging in the economy and more so the education sector. The Covid-19 Pandemic impacted greatly on our operations, increasing expenses with little or no income from our main Income Generating Units. With the reopening of universities, however, we have continued to nurture our strategic directions towards regaining our footing and reaffirming our position in higher education circles in Kenya and the region.

There was a marked increase in enrolment during the 2020/2021 Academic year. The University recorded a 71% increase in student numbers. Included in this percentage were 1793 new government sponsored students received during the FY2020/21.

Kibabii University continues to take great strides towards accreditation of new programmes so as to ensure that we align ourselves to the ever-changing job market for our graduates. During the period, five (5) academic programmes were accredited by the Commission for University Education (CUE) while seven (7) others have been approved by Senate and forwarded for review and approval. One notable outcome of this deliberate commitment is the establishment of the School of Nursing during the 2020/21 Financial Year.

I am happy to note that a total of nine (9) new international students were admitted for studies in the 2020/2021 Academic Year raising the total number of International Students from the East African Community including South Sudan, Uganda, Burundi, Rwanda and Tanzania to fifteen (15).

Excellence has always been our trademark as reflected by the performance of our students who have continually produced impressive results at various competitions both nationally and internationally. Notably, Taekwondo team of five (5) students represented Kenya in Dakar, Senegal in the All Africa Taekwondo Competitions. Kibabii University contributed to the glory of the Republic of Kenya through one female student who qualified to represent Kenya in Heavy Weight Taekwondo (women) at the Tokyo Olympics 2020. This is testimony that we are not only focusing on intellectual experience but the development of the wholesome life of students.

Our research endeavor continues to mature. In the Financial year 2020/2021 over a hundred (100) funding proposals were submitted, out of which more than ten (10) received funding. Our increase in human capital with emphasis on recruitment of academic staff has realized an increase in the number of active researchers and will go a long way in achieving our research agenda.

As a university, we continue to grow our alumni in numbers, quality and diversity. During the year, the Kibabii University Alumni Association was formally launched. Among the major activities the Association has embarked on are the member recruitment drive, establishment of the Needy Students Endowment Fund and construction of a hospitality facility to generate income.



VICE CHANCELLOR'S REPORT

During the Financial Year 2020/21 the University enjoyed incredible support from stakeholders. My sincere gratitude, therefore, goes to Kibabii University Council, the entire Management Board, faculty, members of staff, the student fraternity, partners and Development partners for their continued commitment and collaboration. I am confident that against this background, the University shall prosper and become a beacon of success in the entire region.

A handwritten signature in black ink, appearing to read 'I. Odeo', with a long horizontal flourish extending to the right.

Prof. Isaac Ipara Odeo,
VICE CHANCELLOR



STATEMENT OF KIBABII UNIVERSITY'S PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY2020/2021

Kibabii University has six (6) Strategic Directions within its 2020-2022 Strategic Plan. The strategic directions are as follows:

- Direction 1:** Promote and Maintain Excellence in Teaching and Learning;
- Direction 2:** Support and Sustain Advancement in Research, Consultancy and Extension;
- Direction 3:** Enhance Administrative, Financial and Human Resource Management Systems;
- Direction 4:** Invest in Marketing, Public Relations and Linkages;
- Direction 5:** Expand, Maintain and Improve Physical Infrastructure and Structures; and
- Direction 6:** Provide Quality Health Care Systems.

The University develops its annual work plans based on the 6 directions. Assessment of the University's performance against its annual work plan is done on a quarterly basis. The University achieved its performance targets set for the FY 2020/2021 period under its (6) strategic directions, as indicated below:

Strategic Pillar/Theme/Issues	Objective	Key Performance Indicators	Activities	Achievements
Promote and Maintain Excellence in Teaching and Learning	To offer quality and market driven programmes in conformity with CUE and TVET Standards	<ul style="list-style-type: none"> - Approved Curriculum - Admitted Students 	<ul style="list-style-type: none"> - Review existing programmes to suit the needs of the dynamic job market - Introduce new academic programmes, departments and faculties/schools 	<ul style="list-style-type: none"> - 5 programmes accredited by CUE - 50 programmes acquired from TVETA CDACC
	To achieve a substantial increase in Student Enrolment and completion	<ul style="list-style-type: none"> - Growth in student enrolment - Improved completion rate 	<ul style="list-style-type: none"> - Advertising and Marketing of University programmes - Implementing the ERP Module of on-line application for admission of PSSP students - Purchasing and Installing Tracking System from the time of registration - Establishing Collaborations 	<ul style="list-style-type: none"> - Growth in student enrolment to 7280 from 7000 - Increased number of international students admitted to 9 from 6 - Five (5) Collaborations were established
	To integrate ICT in academic programmes	<ul style="list-style-type: none"> - ODeL infrastructure in place and increased uptake 	<ul style="list-style-type: none"> - Infrastructure Purchase and upgrade - Train lecturers and students 	<ul style="list-style-type: none"> - Set up ICT Hub - Virtual Lessons Implemented
	To equip laboratories	<ul style="list-style-type: none"> - Equipped laboratories 	<ul style="list-style-type: none"> - Develop nationally recognized labs. 	<ul style="list-style-type: none"> - 11 Laboratories were equipped during the FY



STATEMENT OF KIBABII UNIVERSITY'S PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY2020/2021

Strategic Pillar/Theme/Issues	Objective	Key Performance Indicators	Activities	Achievements
	Quality assurance for processes in the University	<ul style="list-style-type: none"> - High levels of satisfaction by customers and other stakeholders 	<ul style="list-style-type: none"> - Facilitate appraisal of staff and University service delivery to students and other stakeholders - Capacity development for staff 	<ul style="list-style-type: none"> - Satisfaction levels recorded by students in FY2020/21 was 85% - Five (5) members of staff were trained on Quality Assurance
	To strengthen students' welfare services	<ul style="list-style-type: none"> - Strengthened students welfare service 	<ul style="list-style-type: none"> - Intensify awareness on behaviour change during COVID-19 period - Identify and harness talents - Increase recreational facilities and co-curricular activities - Strengthen students' welfare Support System 	<ul style="list-style-type: none"> - Students were sensitized n Covid-19 - 4 (four) KIBU students excelled in sports at international level. Including participation in the Tokyo Olympics, 2021 - Construction of modern sports complex started - Fundraised for the KIBU Endowment fund
	To expand library Resources and Services	<ul style="list-style-type: none"> - Expanded Resources and Services 	<ul style="list-style-type: none"> - Increase number of library resources - Purchasing equipment and materials - establishment of editorial board and personnel 	<ul style="list-style-type: none"> - Acquisition of remote x - Subscribed to two new journals (IEEE & Research 4 - Acquired Jaws software for the blind and low vision



STATEMENT OF KIBABII UNIVERSITY'S PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY2020/2021

Support and Sustain Advancement in Research, Consultancy and Extension	To strengthen research in the University.	Increased research Output	<ul style="list-style-type: none"> - Develop and implement appropriate policy framework for partnerships, research, innovation and linkages. - Establish Directorate of Research and Innovation (DRI). - Provide funding for Research activities. - Promote dissemination of research findings 	<ul style="list-style-type: none"> - Five (5) Policies developed - Two (2) Books, One (1) book Chapter and Eighty Nine (89) Journals Articles published - Directorate of Research and Innovation established - One (1) Conference held and Twenty One (21) staff supported to attend external conferences and workshops
	Increase consultancies undertaken by the University	Registration Certificate	- Establishing Consultancy Firm.	- KIBUES established Firm.
	To enhance Extension and Community Outreach services.	No. of community outreach programmes Undertaken	- Promote Community Outreach services.	- Five (5) Community outreach programmes conducted (four (4) and one (1) community outreach services and training held respectively)
	To promote and preserve innovation.	No. of staff/ students supported No. of innovations patented	<ul style="list-style-type: none"> - Developing human and infrastructural capacity to support Innovation - Recognize and reward innovators in the University. - Support staff and students to file patent innovations. 	<ul style="list-style-type: none"> - Two (2) Innovation and Incubation Hubs established. Four (4) staff seconded to man the Hubs - Two (2) Training workshops on Innovation and IPRs conducted for staff and students - Three (3) students groups consisting of eight (8) students recognized and rewarded during the KIBU student Innovation Competition - Eight (8) Innovations are under incubation at the Hub
	To promote partnerships, linkages and collaboration.	No. of MOU/MOAs and MoFs signed	<ul style="list-style-type: none"> - Develop and sign new Memoranda of Understanding (MOU). - Initiate and implement collaborative activities 	<ul style="list-style-type: none"> - 10 MOUs signed within the year - 8 collaborative activities implemented



STATEMENT OF KIBABII UNIVERSITY'S PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY2020/2021

Enhance Administrative, Financial and Human Resource Management Systems	To strengthen the University's administrative quality management systems	- Quality of service	- Enhance Performance Management systems	- PC for FY 2020/21 signed, cascaded and evaluated - ISO 9001:2015 re-certification
	Improve efficiency of service provision	- % increase in compliance levels	- Implementation of the service charter - Automation of student and staff management processes	- 2 of processes were automated during the FY2020/21
	To promote good corporate governance	No. of signed PC Evaluation Reports	- Enhance corporate performance management	- Implemented a revised performance appraisal tool
	To increase the use of ICT in the University operations	-Percentage increase in automation -No. of staff sensitized	- Increase by 30% the student and academic staff computer ratio - Install public address systems in large lecture room - Increase projectors from the current fifteen to twenty five in lecture rooms - Sensitize and train staff on ICT systems	- Staff trained on IT systems
	To Enhance Safety and Security Of Students, Staff and stakeholders	Reports on the status of security at the University	- Enhance security guarding, access control and patrols - Enhance public relations between Security Staff and other University Stakeholders	- Security firm contracted to provide guarding services - Armed Police men deployed to the University
	Protection of Life and University property	No. of meetings held with community and other law enforcers	- Enhance Security in the University and its Environs - Procure additional security equipment's (walk through metal detectors ,handheld metal detectors, turnstiles, digital cameras) etc.	- New Security firm contracted to provide guarding services - Armed Police men deployed to the University
	To attract, develop and retain competent staff	-No. of policies developed -No. of staff trained -No. of CBAs negotiated -No. of CBA Implemented	- Develop/Review Human Resource Policies - Enhance Staff Training and Development - Formulate and implement Performance Management Policy - Establish a competitive reward and remuneration system - Enhance career development, upward mobility and capacity building of staff - Strengthen welfare of staff - Improve Industrial Relations - Rationalize workloads in relation to the University programs, students and support staff	- 13 policies developed - 177 of staff were trained - Implemented a new Career Progression Guidelines - 2017-2021 CBA implemented
	To enhance financial resource mobilization	-No. of grants received -% increase in integration with banks for revenue collection -Debt Management policy developed	- Develop innovative fund- raising initiatives - Enhance efficiency and effectiveness in revenue collection(100% integration with banks) - Develop and Implement a debt management Policy	- Ksh. 4,462,474 worth of grants received during the FY - 83% achieved with 5 out of 6 banks integrated - Draft report ready for review
	To enhance prudent financial management	- A comprehensive budget that is aligned to the strategic plan	- Budgeting; Adopt program based budgeting approach that is aligned to strategy - Prioritization of key University activities - Enhance cost leadership	Part time policy was approved and implemented during the year in review (class size) FY2020/21 budget was aligned to the strategic plan - Fy2020/21 budget prioritized critical activities of the University
To improve the University's financial and risk management framework	-% variance in budget vs actual -Monthly bank reconciliation -Fixed asset verification undertaken	- Enhance internal controls - Implement the risk management policy - Enhance accuracy, reliability and relevance of financial data and information	- Strict adherence to budgets and procurement plans - Internal audit - Monthly bank reconciliation and ledger analysis - Asset verification was conducted	



STATEMENT OF KIBABII UNIVERSITY'S PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY2020/2021

Invest in Marketing, Public Relations and Linkages	To promote KIBU's image through enhancement of its visibility	-No. of advertisements in print and electronic media -Equipped customer service desk -No. of teams participating in National/ International events	- Develop and disseminate advertisement on print and electronic media - Update the University website and social media platforms - Enhance Media Relations - Rebranding the University website - Engage in Sports as a Marketing and Communications tool	- University website redesigned - Website and social media pages updated
	To strengthen marketing of the University and its programmes	-Customer service week celebrated -No. of CSR activities Undertaken	- Aggressively publicize KIBU programmes to potential students - Promote Corporate Social Responsibility (CSR) of the University.	- 25 schools hosted/visited during the period - Customer Service Week was observed
Expand, Maintain and Improve Physical Infrastructure and Structures.	To expand and upgrade physical infrastructure through completion of planned construction	Project completion documents and handing over report	- Rehabilitation of university spring water and borehole - Construction of internal roads and paths - Increasing electrical standby generator Capacity	- Partial work done. - On going
	To expand recreational facilities	Project completion documentation	- Construction of Students Centre - Construct sports and recreational facilities	- 45% Completion - 95% Completion
	To enhance energy management and conservation	Energy management team in place	- Constitute energy management team	- Request made to management.
	Landscaping of the University	- Landscaped grounds - Storm water drainage systems in place	- Levelling of grounds & Planting of flowers and trees - Construction of storm water drainage systems	- On-going activity. - Constructed storm water at the sport fields' areas.
	Maintain the efficiency of physical facilities and infrastructure	- Well maintained physical facilities and infrastructure	- Carry out repairs and implement maintenance schedule	- Repairs and maintenance were successfully undertaken



STATEMENT OF KIBABII UNIVERSITY'S PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY2020/2021

Provide Quality Health Care Systems.	To Upgrade Kibabii University Health Centre from level 3A to level 4 hospital	NHIF Certificate	Accreditation of Kibabii University Health Unit by NHIF	- Request for accreditation submitted to NHIF
	To enhance Service Delivery	-Automated health services system -No. of students, staff and dependents facilitated to access quality health care services	- Automation of the University health unit - Medical insurance scheme for staff and dependents - Emergency Medical cover for KIBU students	- The Health Services Unit was partially automated
	To promote health within the community	- No. of persons accessing medical camps and mobile clinics	- Hold a medical camp annually - Conduct mobile clinic services	- Not done due to COVID-19 pandemic
	To enhance healthy learning and working environment	- Water testing reports -Food handlers examination reports -Fumigation reports	- Improve Environmental sanitation - Strengthen Disease surveillance and control - Enhance Food and water quality control - Enhance COVID-19 pandemic response measures	- Fumigation - Waste management - Water samples tested - Hand wash stations, sanitizer



CORPORATE GOVERNANCE STATEMENT

The University Council, presided by the Chairman is a body established to govern the University. The Council is appointed in accordance with the Universities Act, 2012 (No. 42 of 2012) by the Cabinet Secretary in charge of Ministry of Education. The Council provides strategic direction, exercises control and remains accountable through effective leadership, enterprise, integrity and good judgment. It is diverse in its composition, independent but flexible, pragmatic, objective and focused on balanced and sustainable performance of the University. The Council retains responsibility for establishing and maintaining the institution's overall control of financial, operational and compliance issues as well as implementing strategies for the long term success of the Institution.

The membership of the Council includes:

1. 6 independent Members appointed by the Cabinet Secretary in charge of Education
2. One (1) member representing the Principal Secretary in charge of the State Department for University Education and Research, Ministry of Education
3. One (1) Member representing the National Treasury
4. The Vice Chancellor as an ex-officio Member.

Appointment and Removal of Council Members

- i. Every appointment is by name and by notice in the Kenya Gazette but ceases if the Council member: Serves the appointing authority with a written notice of resignation; or is absent, without the permission of the Chairperson, from the three consecutive meetings; or is convicted of an offence and sentenced to imprisonment for a term exceeding six months or to a fine exceeding twenty thousand shillings; or is incapacitated by prolonged physical or mental illness from performing his duties as a member of the Council; or conducts himself in a manner deemed by the appointing authority to be inconsistent with membership of the Council.
- ii. Any removal of a Council member under (i) above, shall be through formal revocation.

During the year in review, four Members of University Council were re-appointed for second and final three year term and one new member, Mr. Lukes Shiroya Kundu was appointed to replace Dr. Joyce Ngunjiri, the then representative of the Principal Secretary State Department for University Education and Research.

Council Charter

The Council has a Charter that defines the Council's roles and responsibilities as well as functions and structures in a way that supports the members in carrying out their strategic oversight function. It provides the Council members with an opportunity to think creatively and critically about how their strategic and operational plans align with the organization's strategic direction and expectations, with respect to governance. It helps the Council in directing the organization to maximize the long term value of services provided for all stakeholders.

The Charter is reviewed semi-annually and is available to all members of the Council for application and is posted on the Kibabii University's website for the information of stakeholders.



CORPORATE GOVERNANCE STATEMENT

The members of Council have committed themselves to the service of Kibabii University and to uphold the tenets of good corporate governance by being innovative, transparent, accountable, persons of integrity, socially responsive, as well as promote excellence and exercise fairness in all their activities

Ethics and Conduct

The Council adheres to the Code of Conduct and Ethics for State Corporations (SCs) which focuses on ethical conduct and integrity at the workplace.

It defines the University Councils' commitment to the highest standards of behaviour so as to contribute to the achievement of the national development goals. The Code sets out expectations for individual behaviour necessary to meet these standards and includes requirements and guidance to help carry out their roles with integrity and in compliance with the law. By exemplifying the ethical behaviours and corporate values described in the Code, the University Council is expected to uphold Article 10 of the Constitution of Kenya on National Values and Principles of Governance and Chapter 6 on Leadership and Integrity.

Conflict of Interest Policy & Disclosures

A conflict of interest may arise where a Council member or close family member such as a spouse, child, parent or sibling has private interests that could improperly influence the performance of the Council member's official duties and responsibilities. Conflict may also arise where a Council member uses their office for personal gain.

Council members are required to avoid conflict of interest and deal at arms-length in any matter that relates to the University. However, a Council member who identifies an area of conflict shall be required to disclose any actual or potential conflict of interest to the Council. In so reporting, the Council member is required to provide all relevant information, including information which relates to their immediate family members by blood or marriage which is related to the area of conflict. When declared, the Council member shall abstain from decisions where the conflict exists.

The Council Secretariat keeps a record of conflicts of interest declared, for accountability purposes, and as a rule of good practice on appointment and on regular intervals or at any time when circumstances change, all members shall in good faith disclose to the Council for recording, any other business or interest likely to create a potential conflict of interest.

Council Remuneration

Council members are remunerated for their services in accordance with State Corporations Act provisions and/or guidance from the State Corporations Advisory Committee. In line with best practice, the remuneration includes Honoraria for the Chair of Council and attendance allowances for all members.

Council Succession

The Kibabii University Council has put in place a succession plan for both the Council and Management, which is reviewed regularly.

Council Performance

The Council conducts an annual evaluation to appraise its performance. The Council evaluation provides an opportunity for Council members to identify strengths, collective skill gaps and individual areas of improvement. The Council also reviews the performance of each Committee against the agreed Terms of Reference. It also evaluates the performance of the Vice Chancellor.



CORPORATE GOVERNANCE STATEMENT

Governance Audit

The Council is required to ensure that a governance audit of the organization is undertaken on an annual basis. The purpose of the governance audit is to ensure that the organization conforms to the highest standards of good governance. The governance audit covers the following parameters among others: Leadership and strategic management; Transparency and Disclosure; Compliance with Laws and Regulations; Communication with stakeholders; Council independence and governance; Council systems and procedures; Consistent shareholder and stakeholders' value enhancement; and Corporate Social Responsibility and investment.

As per Section 1.13 of the Code of Governance for State Corporations (Mwongozo), 2015, a Governance Audit was conducted during the FY2020/21

The scope of the Audit included all University processes and activities. From the audit it was concluded that although the University had to a greater extent complied with the necessary requirements, there were a few areas where compliance was yet to be achieved. The auditors found out that the level of compliance of the University on Governance issues was 86%. It was in the Auditors opinion that the University had to a large extend complied with governance requirements.

Council Induction and Continuous Professional Development

During the FY2020/2021, One Council member, Mr. Lukes Shiroya was inducted. The Audit, Risk and Compliance Committee facilitated to attend a training themed *"In Pursuit of Wholesome Growth, Effective Governance and Integrity of Audit Committees"* organized by the Institute of Certified Public Accountants of Kenya.

Our Council's Composition

Diversity

The University Council has (9) members, all male, who combined give various inputs borrowing from their areas of expertise in the fields of Clinical studies, Epidemiology, Geology, Hydrology, Mediation, Arbitration, Environmental Management, Law, Strategic Management, Governance, Laboratory Technology, Medical Microbiology, Public Finance, Taxation, Communication and Human Resource Management.

Council Responsibilities

The University Council undertakes the following responsibilities;

1. The Council is the governing body of the University through which the University acts and undertakes the following;
 - a) Administers the property and funds of the University in a manner and for the purposes which promotes the interest of the University; but the Council does not charge or dispose of immovable property of the University except in accordance with the procedures laid down by the Government of Kenya;
 - b) Receives, on behalf of the University, donations, endowments, gifts, grants or other moneys and make disbursements there from to the University or other bodies or persons;
 - c) Provides for the welfare of the staff and students of the University;
 - d) May enter into association with other universities, or other institutions of learning, whether within Kenya or otherwise, as the Council may deem necessary and appropriate; and
 - e) May, after consultation with the Academic Board, make regulations governing the conduct and discipline of the students of the University.



CORPORATE GOVERNANCE STATEMENT

2. All documents, other than those required by law to be under seal, made on behalf of the Council, and all decisions of the Council may be signed under the hand of the Chairman, the Vice Chancellor or any other members of the Council generally or specifically authorized by the Council in that behalf.
3. Ensures that a proper management structure is in place and that the structure functions to maintain corporate integrity, reputation and responsibility.
4. Monitors and evaluates the implementation of strategies, policies, and management criteria and plans of the University.
5. Constantly reviews the viability and financial sustainability of the University, and does so once every year.
6. Ensures that the University complies with all the relevant laws, regulations, governance practices, accounting and auditing standards.

University's Council Programme/Almanac

Kibabii University Council has a minimum of four (4) meetings as provided by the State Corporations Act and capped at a maximum of six (6) for each financial year. The University has four (4) committees that assist in the smooth running of its affairs. The committees also have a minimum of four (4) meetings per year. The Council receives regular updates from each of the committees.





COMMITTEES OF COUNCIL

To effectively discharge its mandate, the Council establishes Committees with specific terms of reference.

The Council Committees facilitate decision-making to assist the Council in the execution of its duties, powers and authority, however delegation of authority to the Committees does not in any way mitigate or dissipate the discharge by the Council of its duties and responsibilities. Council Committees have been established with formal written terms of reference and observe the same rules of conduct and procedures as the Council.

The Council has established the following Standing Committees:-

1. Audit, Risk and Compliance Committee;
2. Governance and Human Resource Committee;
3. Strategy, Finance and Development Committee; and
4. Awards and Sealing Committee.

Other than the stated Committees, an Ad-hoc Committees may be established as need arises.

The Council membership and meeting attendance during the Financial Year 2020/2021 is as indicated below;

NO.	NAME	1 ST QUARTER	2 ND QUARTER		3 RD QUARTER		4 TH QUARTER
		DATE	DATE	DATE	DATE	DATE	DATE
		30 th July, 2020	4 th Nov. 2020	10 th Dec. 2020	22 nd Jan. 2021	25 th March 2021	18 th June 2021
1	Dr. Ernest M. Njoroge	✓	✓	✓	✓	✓	✓
2	Mr. Hussein A. Farah	✓	-	✓	✓	✓	✓
3	Mr. Francis Asunah	✓	-	✓	✓	✓	-
4	CPA Vincent Moseti Nyabiosi	✓	-	✓	✓	✓	✓
5	Mr. Tom M. Wambua	✓	-	✓	✓	✓	✓
6	Eng. Mwaka Mungatana	✓	✓	✓	✓	✓	✓
7	Mr. Michael J. Obonyo	✓	✓	-	✓	✓	✓
8	Dr. Joyce W. Ngure	✓	<i>Has been replaced by Mr. Lukes Shiroya</i>	-	-	-	-
9	Mr. Lukes Shiroya	<i>Had not been appointed</i>	✓	✓	✓	✓	✓
10	Prof. Isaac I. Odeo	✓	✓	✓	✓	✓	✓



COMMITTEES OF COUNCIL

GOVERNANCE AND HUMAN RESOURCE COMMITTEE

This Committee is charged with the responsibility of reviewing and providing advisory opinion on University Statutes; making recommendations to Council on staff welfare related issues; recommend to Council improvement in the job grading classification as the Committee may consider appropriate and provide, oversight in matters of human resource, including salaries, disciplinary matters and appointments and promotions of Professors, Associate Professors and equivalent Administrative and Library Grades.

Membership and meeting attendance during the FY2020/2021 is as below listed:

NO.	NAME	1 ST QUARTER		2 ND QUARTER	3 RD QUARTER	4 TH QUARTER	
		DATE	DATE	DATE	DATE	DATE	DATE
		2 nd July, 2020	19 th July, 2020	14 th Nov, 2020	14 th Jan. 2021	23 rd April 2021	26 th May 2021
1	Mr. Francis Asunah	✓	✓	✓	✓	✓	✓
2	Mr. Tom M. Wambua	✓	✓	✓	✓	✓	✓
3	Eng. Mwaka Mungatana	✓	✓	✓	✓	✓	✓
4	Mr. Michael J. Obonyo	✓	✓	✓	✓	✓	✓
5	Dr. Joyce W. Ngure	✓	✓	Replaced by Mr. Shiroya	-	-	-
6	Mr. Lukes Shiroya	-	-	✓	✓	✓	✓
7	Prof. Isaac I. Odeo	✓	✓	✓	✓	✓	✓

AUDIT, RISK AND COMPLIANCE COMMITTEE

This committee's mandate is to review and provide advisory opinions on Internal and External Auditors' reports and make recommendations for the improvement of the internal controls. The committee also monitors and evaluates management's response to and implementation of internal control recommendations. This include, internal Audit reports, PIC recommendations, external audit reports, Risk management, PFM systems and special assignments. This committee also provides advice on Quality and Performance Monitoring.

Membership and meeting attendance during the FY2020/2021 is as below listed:

NO.	NAME	1 ST QUARTER	2 ND QUARTER	3 RD QUARTER	4 TH QUARTER		
		DATE	DATE	DATE	DATE	DATE	DATE
		N/A	9 th Dec. 2020	15 th Jan. 2021	16 th April, 2021	24 th April, 2021	12 th June, 2021
1	CPA Vincent Mosei Nyabiosi	-	✓	✓	✓	✓	✓
2	Mr. Hussein Abdi Farah	-	✓	✓	✓	✓	✓
3	Mr. Michael J. Obonyo	-	✓	✓	✓	✓	✓
4	Mr. Lukes Shiroya	-	✓	✓	✓	✓	✓



COMMITTEES OF COUNCIL

AWARDS AND SEALING COMMITTEE

The mandate of the committee is to; Receive and consider graduation list for award of Certificates, Diplomas and conferment of Degrees and make recommendations to the Council; Receive and Consider the graduation booklet and make recommendations to the Council; Ensure that the processing of Certificates and Transcripts is done diligently and with integrity ; Receive and consider proposals to Council and nominations for the award of Degrees; Recommend to Council award of Honorary Degrees.; Authorize on behalf of the Council the application of the University seal to documents.

Membership and meeting attendance for the FY2020/2021 is as listed below:

NO.	NAME	1 ST QUARTER	2 ND QUARTER	3 RD QUARTER		4 TH QUARTER
		DATE	DATE	DATE	DATE	DATE
			9 th December, 2020	6 th March, 2021	25 th March, 2021	17 th June, 2021
1	Mr. Hussein Abdi Farah	-	✓	✓	✓	✓
2	Mr. Francis Asunah	-	✓	✓	✓	-
3	CPA Vincent Moseti Nyabiosi	-	✓	✓	✓	✓
4	Mr. Michael J. Obonyo	-	✓	✓	✓	✓
5	Mr. Lukes Shiroya	-	✓	✓	✓	✓
6	Prof. Isaac I. Odeo	-	✓	✓	✓	✓

STRATEGY, FINANCE AND DEVELOPMENT COMMITTEE

The mandate of the committee is to oversee infrastructure development and maintenance, review in year and annual financial reports and budgets and make recommendations to Council and act on behalf of council in reviewing the University strategic plan

Membership and meeting attendance for the FY2020/2021 is as below:

NO.	NAME	1 ST QUARTER		2 ND QUARTER	3 RD QUARTER	4 TH QUARTER	
		DATE	DATE	DATE	DATE	DATE	DATE
		29 th July, 2020	21 st August, 2020	20 th Nov., 2020	13 th Jan. 2021	15 th April, 2021	26 th May, 2021
1	Eng. Mwaka Mungatana	✓	✓	✓	✓	✓	✓
2	Mr. Francis Asunah	✓	✓	✓	✓	✓	✓
3	Mr. Tom M. Wambua	✓	✓	✓	✓	✓	✓
4	Mr. Michael J. Obonyo	✓	✓	✓	✓	✓	✓
5	Dr. Joyce Ngure	✓	✓	- <i>Replaced by Mr. Lukes Shiroya</i>			
6	Mr. Lukes Shiroya	-	-	✓	✓	✓	✓
7	Prof. Isaac I. Odeo	✓	✓	✓	✓	✓	✓



FY 2020/21 COUNCIL'S ACHIEVEMENTS

- i) Approval of Quarterly Reports and Financial Statements;
- ii) Approval of Budget Estimates for Financial Year 2020/2021;
- iii) Performance Contract for the Financial Year 2020/2021;
- iv) Approval of Strategic Plan 2020-2022;
- v) Approved Annual Procurement Plan 2020/2021;
- vi) Council Almanac for FY 2021/2022;
- vii) Successful recruitment of the Finance Officer;
- viii) Successful 5th Graduation Ceremony held in March, 2021;
- ix) Approval of the following Policies and procedure manuals;
 - a. Communication Strategy Policy,
 - b. Open Distance and Electronic Learning Policy,
 - c. Partnerships and Collaborations Policy,
 - d. Part-time Teaching Management Policy,
 - e. Knowledge Management Policy,
 - f. Kibabii University Career Conversion Policy,
 - g. Kibabii University Code of Conduct and Ethics,
 - h. Kibabii University Transport Policy,
 - i. Customer Feedback Policy,
 - j. Wardenship Policy, and
 - k. Human Resource Policy documents including;
 - Career Progression Guidelines.
 - Human Resource Planning and Succession Management Policy.
 - Human Resource Policies and Procedure Manual.
 - KIBU Organizational Structure.
 - Report on Optimal Staffing.
- x) Procured Medical Insurance for the members of University Council and Group Personal Accident Insurance for members of staff; and
- xi) Registration of Consultancy firm under the name 'Kibabii University Enterprises Services (KIBUES)' to provide a platform for generating income for the University and enable staff and students to participate in consultancies and other commercial ventures.



MANAGEMENT DISCUSSION AND ANALYSIS

Never before has our Annual Report reflected on such a challenging, unprecedented year. During the Financial year 2020/21, significant changes were introduced, both in response to the Covid-19 pandemic, and as part of our longer term planning which will ensure a bright, exciting future for the University.

The University committed to focus on the following strategic directions for the two year period between 2020 and 2022:



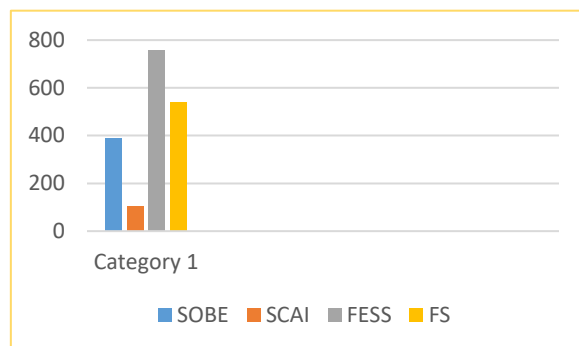
A man wearing a blue graduation cap and gown is speaking at a podium. The cap has a gold tassel. He is wearing glasses and has a microphone in front of him. The background is blurred, showing a flag and other people in graduation attire.

**STRATEGIC DIRECTION ONE:
PROMOTE AND MAINTAIN EXCELLENCE
IN TEACHING AND LEARNING**

Student Enrolment and Virtual Reporting For 2020/2021 Academic Year Freshmen

The University recorded a 71% increase in student numbers. 1793 new government sponsored students were received during the FY2020/21 as tabulated below.

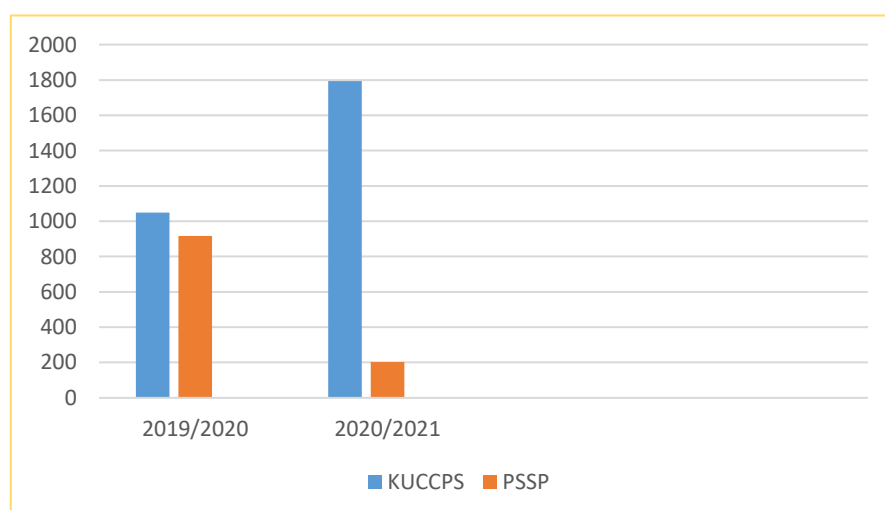
SN	Faculty/School	Number of Students
1	School of Business and Economics	389
2	School of Computing and Informatics	106
3	Faculty of Education & Social Sciences	758
4	Faculty of Science	540
		1793



For the first time in the history of the University, Admission, reporting and orientation of the freshmen was successfully conducted virtually.

Below is a comparison of Government Sponsored Student Admissions and Privately Sponsored student (Undergraduate & Graduate) new student enrolment between FY2020/2021 and FY2019/2020 intake:

Academic Year	KUCCPS	PSSP
2019/2020	1049	916
2020/2021	1793	202



Left: Comparison Government and Privately Sponsored Student Admissions

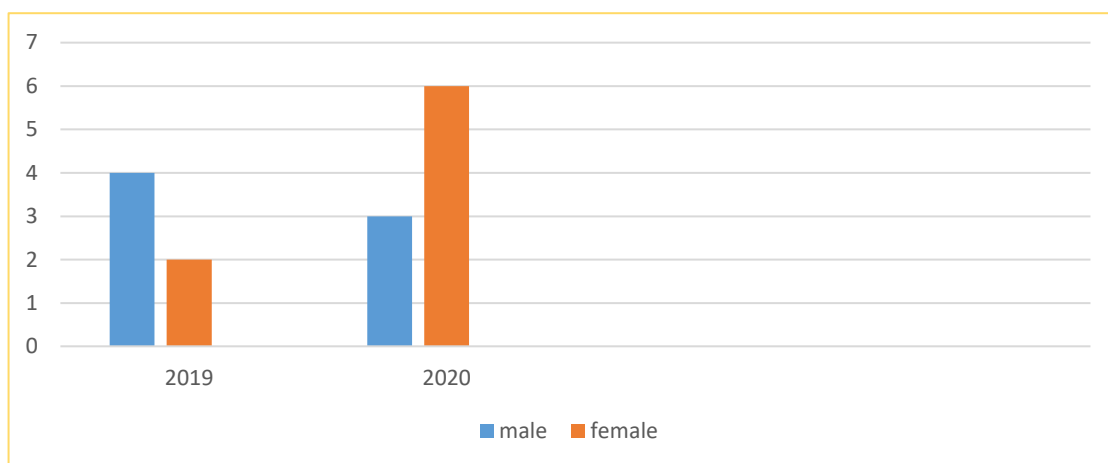
KIBU admits Cohort II of International Students

The University also received 9 students (Cohort II), including one who is self-sponsored from across East Africa under the Inter University Council for East Africa Scholarship programme. The main aim of the Inter-University Council for East Africa Scholarship is to foster integration and leadership among students from the member Countries.

STRATEGIC DIRECTION ONE:

Nationality	Male	Female
South Sudan	1	2
Rwanda	1	2
Burundi	2	0
Uganda	0	1
Tanzania	0	1
Total	4	5

The bar graph below shows the trend in growth of enrolment from cohort I to cohort II

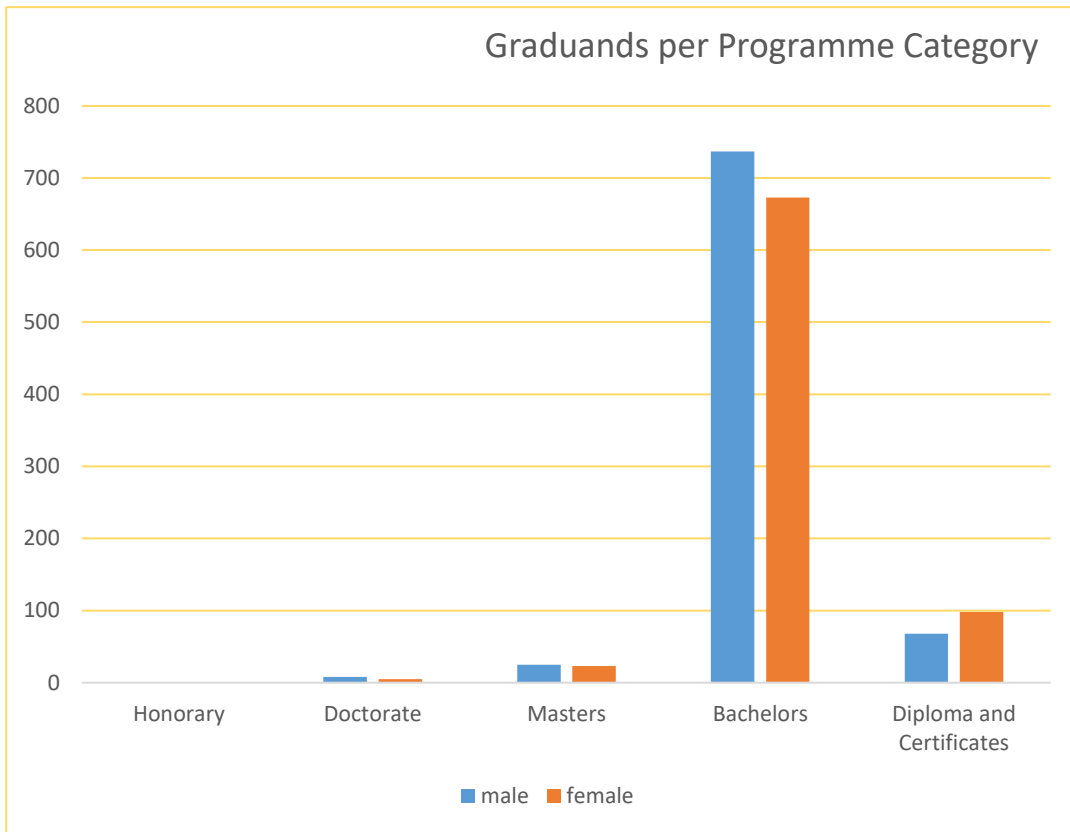


Kibabii University 5th Graduation Ceremony

The University held its 5th Graduation Ceremony during the period under review. The event which was held virtually for the first time qualified a total of 1638 students, 51% male and 49% female. This included one honorary Doctor of Sciences (*Honoris Causa*), as tabulated below:

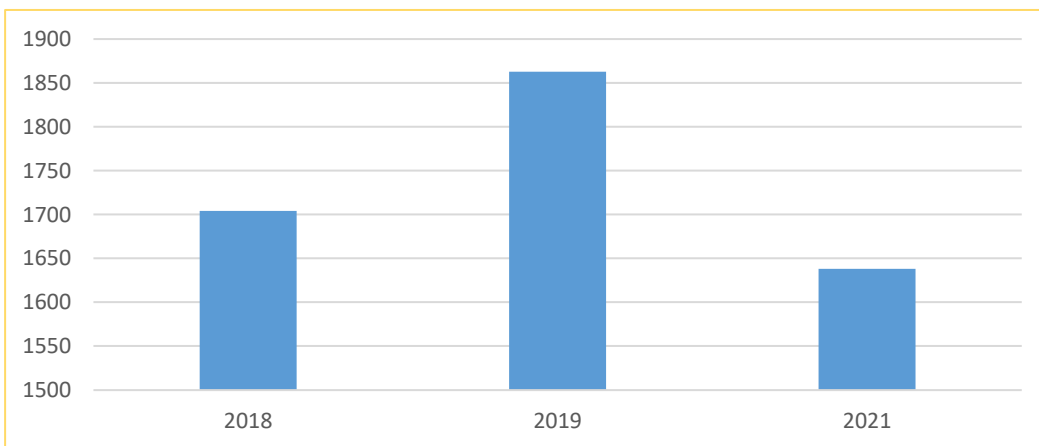
Sn.	Level	Gender		Total
		Male	Female	
1	Honorary	1	0	1
2	Doctorate	8	5	13
3	Masters	25	23	48
4	Bachelors	737	673	1410
5	Diploma	62	84	146
6	Certificate	6	14	20
Grand Total		839	799	1638

STRATEGIC DIRECTION ONE:



The trend of graduation for the past three years:

Year	No. of graduate
2018	1704
2019	1863
2021	1638



Award of Honorary Degree

For the first time since the award of Charter, the University awarded an honorary Doctor of Sciences (*Honoris Causa*). This was awarded to Dr. Kevit Subash Desai CBS, MBS, FIET, MIEEE. The award was informed by the need to recognize his outstanding achievement, and distinguished contribution to the advancement of humanity and particularly his commitment to the promotion of innovation among the youth, automation and drive technologies, technology skills transfer, systems integration and the pivotal role he has played in facilitating linkages between academia and industry as well as public private partnerships and co-operation.



Above: Dr. Kevit Desai giving his acceptance speech during the 5th Graduation Ceremony

Establishment of a New School- The School of Nursing

During the FY2020/21 the University established the School of Nursing, and recruited key personnel including the Founding Dean. Following the accreditation of the Bachelor of Science in Nursing programme by the Commission for University Education, the University expects to receive 50 students as the first Cohort under the programme in the next Academic year 2021/22.

Technical and Vocational Training

Following an assessment by TVETA Board for registration and licensing as a TVET Institute, the University was recommended for accreditation to offer TVETA programmes. The University acquired 50 Occupational Standards and Curricula from TVETA CDACC spread across the various Schools/Faculties as follows: SCAI – 14, FESS – 5, SOBE – 20 and FS – 11.

Blended Teaching and Learning - Open, Distance and Electronic Learning amidst the COVID-19 Pandemic

The University being dynamic in nature, switched to blended learning after the outbreak of Covid-19. The University established the required infrastructure, trained staff to administer the platform and acquired the necessary software and licences. Trainings for staff as well as the students were conducted on the use of ODeL for teaching and learning. The University set up an ICT Hub that aided in the implementation of ODEL. The hub comprises of a data centre, mobile computing, video conferencing lab, CISCO Certification lab, and a forensic lab.

The University also installed and customized a learning management module (Moodle) to suit the needs of the University. The Video Conferencing laboratory helped lecturers to have interactive sessions with students. Lecturers and students have been trained on the use of the system.

Purchase of Laboratory Equipment

In pursuit of its vision of being a global and dynamic University of excellence in Science, Technology and Innovation, Kibabii University has endeavored to continuously equip and modernize its laboratories as a way of working towards the promotion and maintenance of excellence in teaching and learning. The University procured equipment for her eleven (11) laboratories in the 2020/21 financial Year. This will go a long way in improving the students' learning experience as well as further enhancing the quality of graduates produced for the local and international labour market.

STRATEGIC DIRECTION ONE:

Our Alumni

We take a keen interest in post graduate follow up for all our graduates. In this regard, during the year 2020/21 the University sought to strengthen its Alumni association in order to keep the association active and for ease of tracking and follow up of our alumni. To achieve this;

- The University facilitated the Alumni to Draft a Kibabii University Alumni Association (KIBUAA) constitution which was approved by the University council in November (2020).
- The University held the first alumni association election on the 14th May 2021 and leaders sworn to office on 14th June, 2021.
- Tracer Study: The University constituted a team to conduct a tracer study of our 7000 graduates so far. The aim is to get feedback on employability, training gaps, strengths and employers' feedback on the competence of KIBU graduates.

SCAI Alumni Shine at Presidential Digital Talent Program- Cohort IV

We are happy to report that during the FY2020/21 Fifteen (15) of our 2017 and 2018 Classes Alumni graduated from the Presidential Digital Talent Program (PDTP) with one of the KIBU Alumni being the president of the graduating class.

PDTP is a program run by ICT Authority, a parastatal in the Ministry of ICT, Innovation and youth affairs. It is collaboration between the public and private sectors that takes fresh and qualified ICT graduates through an internship programme designed to build their ICT capabilities, ready for the ICT market.

New Programmes Developed

The Commission for University Education (CUE) approved the five (5) programmes during the year and the University Senate developed programmes that would be forwarded to the CUE for accreditation. Below shows programmes accredited and those approved by the KIBU Senate.

S/N	Programmes Accredited by CUE	S/N	Programmes Approved by KIBU Senate
1	Doctor of Philosophy in Kiswahili Studies	1	Doctor of Philosophy in Business Administration
2	Master of Arts in Kiswahili Studies	2	Master of Science in Microbiology
3	Master of Science in Digital Forensics	3	Master of Science in Environmental Science
4	Master of Science in Computer Science	4	Master of Education in Early Childhood Education
5	Bachelor of Science in Nursing	5	Master of Education in Education Psychology
		6	Master of Science in Renewable Energy
		7	Master of Science in Supplies and Logistics

STUDENT EXPERIENCE

Sports

The University continues to provide a conducive environment for students to explore, nurture and advance their talents in sports. During the year in review, two members of the University Taekwondo team Faith Ogallo and Everlyne Aluoch were among the Kenya Taekwondo Federation that represented the country in the African Championships in Dakar Senegal. The two gave Kenya Bronze medals in their respective categories with Faith Ogallo qualifying for the Tokyo Olympics.

KIBU's 6th Career Week

To enhance the student experience, the University hosts Open, Cultural and Careers week annually. This year's event was Unique. It did not have the usual activities such as cultural exhibitions, dance and the beauty pageant due to adherence to Ministry of Health guidelines on containment of the spread of Covid-19. Instead, the University concentrated on Career mentorship with various speakers addressing the students on varied topics including soft skills, entrepreneurship and business coaching, mitigating mental illness during the Covid-19 pandemic, resume and cover letter development, interview tips, office etiquette and grooming, self-development and career progression among others. In addition, during the careers week, an Entrepreneurial and Innovation team was established to identify, coach and support growth of business ideas and innovations.

KIBU Student Leaders Attend a Non-Electoral Violence Conference in Mombasa

Student leaders attended the 5th National Students Leaders Conference held at the Kenya School of Government, Mombasa. The event themed "Youth, Governance, Political Participation and Transformational Thinking" was geared towards enhancing their leadership skills, countering electoral violence, Political thinking and prepare them for their role as student and future leaders.

Meeting with the Landlords

The Kibabii University administration in collaboration with the Student Affairs Department held a landlords sensitization workshop on 22nd July 2021 to educate landlords on prevention and management of Covid-9. The workshop was held in preparation for the reopening of the University where it was resolved that preparations be done by the landlords as guided by the Ministry of Health regulations on Covid-19.

On-line Counselling Services

Students Affairs Department proposed to offer Online Counselling Services owing to the Covid-19 pandemic and the closure of all public institutions. A committee was formed to spearhead the activity. The service was being developed to cater for students learning online from their homes and who could be seeking counselling services.

On-Line Booking of Hostels

The Students Affairs department in liaison with private hostel owners held a consultative meeting on 24th September, 2020 to sensitize the landlords on students' online hostels booking system. The landlords accepted the system but asked for more time for all the stakeholders to be involved.

Training for Student Leaders

The University organized a training for the 3rd Students Governing Council at the Kenya School of Government in Nairobi between 30th and 31st October, 2020. The training was meant to furnish elected student leaders with good leadership skills and prepare them for the task of serving the students' community. The theme for the training was "Redefining the Leadership Narrative and Culture through Transformational Leaders"

Student Leaders Benchmarking Tour

The 2020/2021 student leaders enjoyed the privileges of attending a benchmarking event from 5th May, 2021 to 9th May, 2021. The following Universities were visited: Moi University, University of Eldoret, Uzima University and the Great Lakes University in Kisumu. During the meetings, dialogue as a means of conflict resolution between the University administration and students' body was emphasized.

THE UNIVERSITY LIBRARY RESOURCES


Key Achievements in FY2020/21

- Off Campus connectivity for students to access e-resources- Remote X
- Real time customer support on our online public access catalogue
- Actualization of MOU between Kibabii University, Rongo University and African Book Project for 14 libraries within Bungoma. Kibabii Talent Academy received their donation at the piloting stage.
- Acquisition of Jaws' software for the blind and low vision.

KIBU Receives Book Donations

During the year in review the University received book donations worth Kshs.0.78m from Rattansi Education Foundation. The books were selected according to the needs of the University Library users.

The books, locally published, covered the areas of Linguistics, Kiswahili, nursing, Business Engineering and Children's short stories. This will enhance the University library capacity and contribute to KIBU's strategic direction of promoting and maintaining excellence in Teaching and Learning.



**STRATEGIC DIRECTION TWO:
SUPPORT AND SUSTAIN ADVANCEMENT IN RESEARCH
CONSULTANCY AND EXTENSION**

STRATEGIC DIRECTION TWO:

One of the major functions of Kibabii University is to participate in the research, transmission and preservation and enhancement of knowledge and to stimulate the intellect participation of students in the economic, social, cultural, scientific and technological development of Kenya. In addressing this function, the University in its Strategic Plan 2020-2022 seeks to advance in Research and Innovation through strategic partnerships as one of its strategic directions. This demonstrates the importance placed on research and innovation activities at the University.

Despite normal operations of the University being hampered by the COVID-19 pandemic, the University made significant milestones during the FY2020/21;

Policy Development and Review

In order to streamline its Research, Innovation, Partnerships and Linkages functions, the University developed new and reviewed existing policies. The following new policies were developed:

- i. Technology Enabled Learning (TEL) Policy;
- ii. Linkages and International Affairs Policy;
- iii. Conferences, Workshops and Seminars Policy;
- iv. Reward and Recognition Policy;
- v. Grants Management Policy;
- vi. Extension and Community Outreach Policy;
- vii. Data Access, Retention and Ownership Policy;
- viii. Kibabii University Foundation Policy;
- ix. Organizational Performance Policy; and
- x. Research Ethics Policy.

Research and Innovation

Research Proposals Developed

Kibabii University continues to strengthen the culture of research and innovation by participating in multi-disciplinary and multi-institutional research proposal development where a total of nine (9) proposals were submitted to various agencies for funding in 2020/2021 FY.

Research Proposals Developed and Submitted for Development Partner Funding

S/No.	Title of Research Proposal	Development Partner Agency	Amount
1	Strengthening In -Service Teacher Mentorship and Support through School Based In-service Teacher Training (SITT) Model in Tanzania, Kenya and Zambia” attracted funding to a tune	International Development Research Centre (IDRC)	CA\$ 1,090,843.20
2	Mainstreaming of institutional policies to enhance gender parity in science, technology, engineering and mathematics (stem) in research institutions and universities in east African region	International Development Research Centre (IDRC)	CAD 1, 250, 000.00
3	Creating a conducive environment to bridge the gender gap in science technology engineering and mathematics (stem) education in east African universities	International Development Research Centre (IDRC)	CAD 1, 250, 000.00

STRATEGIC DIRECTION TWO:

4	Establishment of a centre for Analysis of Anti-Cancer African Medicinal Plants (CAAMP)	NRF/UMRs PharmaDev and MIVEGEC	Not specified
5	Enhancing public health care facilities preparedness in the provision of hepatocellular carcinoma (HCC) and hepatic tumour services	NRF/UMRs PharmaDev and MIVEGEC	Not specified
6	Enhancing Gender Responsive Procurement for Inclusivity and Women Empowerment	ACU (Gender Programme)	£ 1,000.00
7	Building Girls Resilience for Education Beyond the COVID-19 Pandemic in Kenya	TETRA TECH International Development (GEC II)	£100,000.00
8	Enhancing Gender Responsive Procurement Training in Kenya	Feminist Review Trust, UK	£12,764.00
9	Strengthening Equitable Access to Quality Higher Education in the Pandemic Environment in Kenya	PSGR	£178,000.00

Funded Research Projects

KIBU runs twelve (12) Development Partner funded projects won in the last five years. In 2020/2021 FY, four (4) multi-disciplinary and multi-institutional research proposals spearheaded by KIBU staff attracted Development Partner funding.

Development Partner Funded Projects at KIBU in the last Five Years

S/No.	Project Title	Development Partner Agency	PI	Amount
1	Strengthening In -Service Teacher Mentorship and Support through School Based In-service Teacher Training in Tanzania, Kenya and Zambia (SITT Model) Project	IDRC-CRDI	Prof. Maiyo Julius	CAD (C) 1,197,202
2	African Higher Education Leadership in Advancing Inclusive Innovation for Development (AHEAD) Project. Ref. No. 585919-EPP-1-2017-1-RO-EPPKA2-CBHE-JP	EU	Prof. Mutua Benedict	EURO (€) 706,326
3	Transforming Energy Access – Learning Partnership (TEA-LP) Project	DfiD/CARBON TRUST	Mr. Kennedy Munyole	USD (\$) 70,000
4	Kibabii University Information Communication and Technology Hub (KICTH) Infrastructure Project	NRF - KENYA	Prof. Franklin Wabwoba	KES 64,600,000

STRATEGIC DIRECTION TWO:

5	DIES National Multiplication Trainings (NMT) Project	DAAD	Prof. Julius Maiyo	USD (\$) 30,379
6	Technology Enabled Learning (TeL) Project	COMMONWEALTH OF LEARNING	Dr. Alice Nambiro	CAD (C) 4,778
7	Enhancing Gender Responsive Procurement for Inclusivity and Women Empowerment	ASSOCIATION OF COMMON WEALTH UNIVERSITIES (ACU)	Dr. Munir Manini	POUNDS (£) 1,000
8	Greening Agriculture Value Chain for Sustainable Post-Harvest Losses Management in East African Community	UNESCO	Dr. Munir Manini	USD (\$) 5,000
9	Analysis of Spatial Distribution, Cooperation and Contribution of Non State Actors to County Disaster Risk Management Capacity in Kenya.	NRF-KENYA	Mr. Steve Ogallo	USD (\$) 80,000
10	EAC Scholarship Programme to Host Masters Scholarship (MBA with IT/ MSc HRM)	IUCEA/KFW GERMANY	Prof. Franklin Wabwoba/ Dr. Kadian Wanyama	USD (\$) 120,000
11	Development of Induction Training Course Material for Newly Appointed Academic Heads of Academic Departments at Universities through Top Rate Webinar Application	UNESCO	Prof. Julius Maiyo	USD (\$) 5,000
12	Strengthening Equitable Access to Quality Higher Education in the Pandemic Environment in Kenya	PARTNERSHIP FOR AFRICAN SOCIAL AND GOVERNANCE RESEARCH (PASGR)	Dr. Leunita Makila	POUNDS (£) 178,000

INNOVATIONS

Venture 4 Change Project

Kibabii University participates in the Venture for Change (V4C) Project. This is a Boehringer Ingelheim's social entrepreneurial initiative where the Development Partner, Making More Health (MMH), partners with local Universities and NGO's to foster social entrepreneurial solutions to food safety and food security challenges in low income communities. A total of twenty one (21) KIBU undergraduate students drawn from various schools/faculties are participating in the project, and have undergone a one month six module online training on various topics in business innovation and entrepreneurship before staging a boot camp and final idea competition later in the next reporting period. This is a collaborative project with Boehringer Ingelheim (Germany), Moi University, University of Eldoret and AMPATH Project.

AHEAD Project Students Innovation Competition 2020

The University organized for an "Innovation Challenge 2020" as part of European Union funded African Higher Education Leadership in Advancing Inclusive Innovation for Development (AHEAD) Project. The theme of the Innovation Challenge 2020 was "Sustainable Innovation and Kenya's Big Four National Agenda". The challenge provided an opportunity for young innovators (students) to showcase their innovations and to interact with the wider industry mentors, who would help nurture their innovative ideas into powerful business models. The focus areas for the competition were; Food Security and Nutrition, Universal Health Coverage, and Affordable Housing in line with the Big Four Agenda of the Government.

The final competition was won by Joshua Odhiambo Owiti (Registration Number BRB/0030/17) from the Faculty of Science. The title of the project was "Production of Charcoal Briquettes using Waste Papers".

Virtual Entrepreneurial Boot Camp

Kibabii University participated in the Virtual Entrepreneurial Boot Camp that was organized by Moi University. The University pitched three

(3) Innovations where one (1) of the captivating innovation from KIBU was selected for incubation at the Moi University Business Incubation Centre.

Innovation Incubation at KIBU

The University with funding from the National Research Fund (NRF - Kenya) under Infrastructure Support Programme established Kibabii University Information Communication and Technology Hub (KICTH) at a cost of KES. 67 M. The hub consists of the following state of the art laboratories in furtherance of research and innovation at the University:

- i. Forensics Laboratory
- ii. E-learning and Video Conferencing Facility
- iii. Mobile Computing Laboratory
- iv. Incubation Centre

The two hubs have positioned Kibabii University as a Centre of Excellence in ICT, Research and Innovation in the region. During the financial year 2020/21 the following Innovation Projects by Staff and Students are under incubation at KIBU Innovation Hub

- i. Mobile Based Poultry Disease Detection System
- ii. Electrogenic Microbial Fuel Cell
- iii. The Eagle Poultry Farm
- iv. The 365 Business Plan Canvas
- v. Production of Mosquito Repellent Charcoal Briquettes using Waste Papers
- vi. An Automated Sewerage Monitoring and Alert System
- vii. Exceptional Citizens Android Application
- viii. Solar powered Vegetable Drier

International Conferences and Workshops

Dissemination of research and innovation findings for academic and/or community uptake is key in academia. During the 2020/2021 FY KIBU staff participated a range of conferences and workshops as tabulated below;

STRATEGIC DIRECTION TWO:

Staff Participation in Conferences and Workshops

Conference/Workshop theme	Organizer/Date	Number of Staff involved
“Innovative Technology Transfer for Universal Health Care (UHC); Food Security; Affordable Housing and Manufacturing for Sustainable Development”	MMUST 19 th - 21 st May 2021	1
“Integrating Pedagogy and Technology to Ensure Quality, Equity and Sustainability”.	MMUST 25 th -- 27 th November, 2020	4
“Enhancing Change Project Management for Economic Sustainability in Higher Education Institutions in Kenya”	KIBU/MMUST MNT II 9 th to 13 th November, 2020	4
“Innovating with Digital Learning for Quality Education: The Experience of Kibabii University in Kenya”	Future of Education 29 th - 30 th October 2020	6
“Promoting Innovation to Build Resilience against Climate Change Shocks”	MMUST, FAO, IGAD and CILSS 19 th - 23 rd October, 2020	1
“Path towards Collaboration between Researchers in and out of Africa”	University of Birmingham Africa Researchers Network (UoB ARN) 17 th September 2020	5

STRATEGIC DIRECTION TWO:

5th KIBU International Conference

The University held its 5th International Conference during the period under review. The two-day virtual conference themed “Mitigating the Post Covid-19 Impact on the Realization of Sustainable Development Goals” attracted a total of 93 successful abstracts spread across the five (5) sub-themes as tabulated below:

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

Partnerships, Collaborations and Linkages

The University recognizes the role of partnerships and collaborations in the realization of its mandate. Over the last five years, KIBU has built a pool of very dependable partners and collaborators to facilitate teaching, training, research and innovation, and community outreach. In the 2020/2021 FY, the University signed the following ten (10) mutually beneficial strategic local and international collaborative agreements.

S/No.	Name of Partner(s)	Nature/Area of Collaboration	Date of Signed
1.	IDRC; HELVETAS Swiss Interco-operation; University of Zambia (UNZA); and Dar es Saalam University College of Education (DUCE)	Collaborative Research	18/5/2021
2.	Boehringer Ingelheim and MMH (Germany); Moi University; University of Eldoret; and AMPATH Project	Social Innovation	26/4/2021
3.	Commonwealth of Learning (CoL)	Technology Enabled Learning (TeL) Phase II	2/3/2021
4.	County Government of Kakamega, Kenya	Students Attachment and Staff Healthcare Referral and Consultancy	09/12/2020
5.	Diversity for Education Institute (DEI); and MMUST	Collaborative Research and Consultancy	20/11/2020
6.	UNESCO, MMUST, KALRO	Collaborative Research	6/11/2020
7.	Integral University, Lucknow (India)	Student/Staff Exchange and Collaborative Research	03/11/2020
8.	Association of Commonwealth Universities	Collaborative Research	2/11/2020
9.	Suresh Gyan Vihar University (SGVU), India	Student/Staff Exchange and Collaborative Research	20/10/2020
10.	County Government of Kakamega, Kenya	Students Attachment and Staff Healthcare Referral and Consultancy	09/12/2020

STRATEGIC DIRECTION TWO:

Implemented Collaborative Activities (Tabulate)

During 2020/2021 FY, the University jointly its partners/collaborators carried out the following activities:

S/no	Partner/Collaborator	Activity
1	Commonwealth of Learning (COL)	Facilitated a two-day joint training for Deans/Directors, CODs and Coordinators on Technology Enabled Learning (TEL). COL also trained KIBU academic staff on Blended Course design in Moodle. Both trainings was funded and facilitated by COL
2	The National Museum of Kenya, University of Nairobi, Karatina University	Jointly with KIBU submitted a collaborative research proposal to NRF on up scaling Bio-Vectoring Technology (Bvt) as a Novel tool for Transforming Science into Economic gain in Kenya
3	Integral University Lucknow, India	Facilitated a two day training for the ODeL Directorate staff on Integral University Learning Management System (LMS). The team also held a live interactive Online Training Session on Python Programming to KIBU SCAI academic staff and Technologists/Technicians as a collaborative piloting activity
4	Kenya Agricultural and Livestock Research Organization (KALRO)	Jointly with KIBU and MMUST teams developed and submitted one research proposal to UNESCO for funding
5	Makerere University (Uganda), University of Zambia (Zambia), Helvetus (Switzerland)	jointly with KIBU drafted and submitted a proposal to International Development Research Centre (IDRC) on mainstreaming of institutional policies to enhance gender parity in science, technology, engineering and mathematics (STEM) in research institutions and universities in East African region
6	Ruaha Catholic University, Tanzania	Jointly with KIBU developed and submitted a research proposal to International Development Research Centre (IDRC) on creating a conducive environment to bridge the gender gap in science technology engineering and mathematics (stem) education in East African universities
7	Africa Centre for Security, Governance and Research, Kenya	In collaboration with KIBU drafted and submitted a proposal to International Development Research Centre (IDRC) on mainstreaming of institutional policies to enhance gender parity in science, technology, engineering and mathematics (STEM) in research institutions and universities in East African region,
8	Integral University, India	Facilitated an online training on Open, Distance and Electronic Learning (ODEL) to KIBU academic staff

Establishment of Centres of Excellence

KIBU won a competitive opportunity to be a Centre of Excellence in ICT and Engineering, and Trade and Industrialization for the Lake Region Economical Bloc (LREB). This was after the independent assessors from the bloc gave it a clean bill of health to host the two programmes for the region.

Registration of University Consultancy Firm

The University registered a Consultancy firm under the name “**Kibabii University Enterprises Services (KIBUES)**”. Registration of KIBUES is a milestone for the University as staff and students will have a platform on which to participate in consultancies and other commercials ventures.

KIBU STAFF PUBLICATIONS FOR 2020/2021 FY

S/N	Title	Publication Description	Year of Publication	Name of Publisher/ Journal	Author's Name
1	Criminal Justice System	Book	2021	ShriaHub.com	Wang'ombe, S. O.
2	Identify and Grow your Child's Talents	Book	2021	Amazon.com	Wafula, R.
3	Theories and Concepts of Educational Planning and Economics	Book	2021	Amazon.com	Maiyo, J. K. et al.,
4	Genderized Perspectives on Contraceptive Use: An Exploratory Study of Persons Living with HIV in Rural Kenya	Journal	Jul-05	International Journal of Research and Innovation in Social Science (IJRISS) Volume V, Issue I, January 2021 ISSN 2454-6186	Obino, P. O. et al.,
5	Entrepreneurial Money Management Practices and Competitive Outcomes of Small and Medium Enterprises	Journal Article	2021	International Journal of Management & Entrepreneurship Research, Volume 3, Issue 2, February, 2021	Atandi F. G.
6	Role of Entrepreneur's Competence on Growth of Small and Medium Enterprises	Journal Article	2021	International Journal of Management & Entrepreneurship Research, Volume 3, Issue 2, February, 2021	Atandi F. G.
7	Influence of Entrepreneurial Working Environment on Employee Productivity Among Small and Medium Enterprises	Journal Article	2021	International Journal of Management & Entrepreneurship Research, Volume 3, Issue 2, February, 2021	Atandi F. G.
8	Binary Logistic Regression Analysis of Factors Associated With Unrest among Public Secondary Schools Students in Kenya	Journal Article	2021	World Journal of Innovation Research (WJIR) ISSN: 2454-8236, Volume-10, Issue-3, March 2021 Pages 01-05	Manasi, E. et al.,
9	Influence of Decentralization on Service Delivery in the County Governments of Kenya	Journal Article	2021	American Journal of Humanities and Social Science (AJHSS) Volume 16, 2021	Wanyonyi, K. W. et al.,
10	Moderating of Effects of Government Regulations on the Relationship Between Strategic Planning practices and Financial Performances of SMEs in JUBA, SOUTH SUDAN	Journal Article	2021	Journal of Interantional Business, Innovation and Strategic Management. (Volume 5, Issue 1, 2021, ISSN)Online): 2617-1805)	Thoma M. C. et al.,

STRATEGIC DIRECTION TWO:

11	Effects of Performance Management Systems on Employee Performance in State Corporations in Kenya: A Study of Kenya Meat Commission	Journal Article	2021	Journal of Human Resource Management (ISSN 2663 127X) Vol. 2, Iss. 1 (2021), pp 1 - 15, February 8, 2021.	Wanyonyi W. K. et al.,
12	Modelling Gases Transfer Between Placenta and Fetus Across the Umbilical Cord	Journal Article	2021	IRE 1702624 ICONIC RESEARCH AND ENGINEERING JOURNALS	Kwach B. O.
13	Microwave assisted synthesis of oleic acid modified magnetite nanoparticles for benzene adsorption		2021	Environmental Nanotechnology, Monitoring & Management	Ouma Linda, et al.,
14	Annual Effective Dose From Radon-222 Concentration Levels in Underground Water in Bungoma South Sub-County, Kenya	Journal Article	2021	Journal of Advances in Education and Philosophy	Makokha, J. W. et al.,
15	The Role of Creative Arts in the Fight against COVID-19 in Kenya	Journal Article	2021	EAS Journal of Humanities and Cultural Studies	Mohochi E. S. et al.,
16	Coercive Isomorphism and Financial Reporting Qualities of Listed Banks in Kenya: Moderating Role of Top Management	Journal Article	2021	SEISENSE Business Review	Musina, B. O. et al.,
17	Social Media Platforms Usage for Entrepreneurship Sustainability: A Study of Selected Rural Women Entrepreneurs of Small Businesses	Journal Article	2021	International Journal of Computer Science and Information Technologies, Vol. 12 (2), 2021,34-41	Ongare R. M. et al.,
18	Internet usage for women entrepreneurship sustainability: A study of selected rural woman entrepreneurs of small businesses	Journal Article	2021	International Journal of Computer Science Trends and Technologies (IJCT) Vol. 9 Issue 2, Mar-Apr 2021	Ongare R. M. et al.,
19	Framework for adoption of E-Payment systems for small and Medium-Sized Enterprises in Kenya	Journal Article	2021	International Journal of Computer Trends and Technologies	Ngetich, K. J. et al.,
20	An assessment of Kenyan level four hospitals technological infrastructure for telemedicine adoption	Journal Article	2021	World Journal of Innovative Research (WJIR)	Juma K. et al.,
21	Symmetric 1- Designs from Maximal Subgroup of Degree 1771 Related to Mathieu Group M24	Journal Article	2021	Iconic Research and Engineering Journal	Chikamai, L.
22	Spatio-Temporal Variation In Forage Production in A Key Resource Area in Succulent Karoo Rangeland, South Africa	Journal Article	2021	Journal of Ecology. Vol. 8 No. 1 2021	Konje M.
23	Rainfall and soils, not grazing intensity, determine the composition and productivity of annual plants in a biodiverse arid winter rainfall region	Journal Article	2021	Journal of Natural Sciences Research	Konje, M.
24	Maelezo kinzani ya vipengele vya sarufi ya kiswahili katika vitabu shule za upili Kenya	Journal Article	2021	East African Journal of Swahili Studies	Wanjala W. F. et al.,
25	Mathematical Modelling and optimal Control for Controlling Pneumonia HIV Co-infection	Journal Article	2021	The International Journal of Innovative Research and Development	Wafula K. N. et al.,
26	Drought Estimation-and-Projection Using Standardized Supply-Demand-Water Index and Artificial Neural Networks for Upper Tana River Basin in Kenya. Published by IGI Global Publishers	Book Chapter	2020	A Book Chapter in Applied Geospatial Resources; Chapter 4: 311-327.	Mutua, B. M. et al.,

STRATEGIC DIRECTION TWO:

27	Mielekeo ya Lugha na Ruwaza za Matumizi ya Lugha ya Walimu wa Kiswahili wa Shule za Msingi katika Kaunti ya Siaya	Journal Article	2020	Mwanga wa Lugha: Jarida la Idara ya Kiswahili na Lugha Nyingine za Kiafrika, Chuo Kikuu cha Moi, Juz. 5, Na. 1. April 2020.	Odeo, I. I.
28	Challenges encountered by learners with visual impairment in integrated classroom in Bungoma County Kenya	Journal Article	2020	International Journal of Academic Research in Public Policy and Governance. Vol 7, No.1 pg. 39-50. ISSN: 2312-4040	Mutsotso, S. N. et al.,
29	Effects of HIV and AIDS strategic interventions used at the workplace at TSC Headquarter on productivity of TSC staff	Journal Article	2020	International journal of management studies and social science research. Vol 2 Issue 2. ISSN:2582-0265	Mutsotso, S. N. et al.,
30	Stakeholders participation in improving access to and success in education: The Kenyan Experience	Journal Article	2020	Journal of Academic Research in Public Policy and Governance. ISSN 2312-4040 pages 84-94.	Mutsotso, S. N.
31	Physical Resource Mobilisation and Internal Efficiency of Technical Training Institutions in Bungoma County	Journal Article	2020	African Multidisciplinary Journal of Research (Amjr). Special Issue, January 2020. Issn 2518-2986 (38 - 53)	Maiyo, J. K. et al.,
32	Redefining the Management of the Kenya Film Industry: A Collective Approach	Journal Article	2020	International Journal of Recent Research and Applied Studies	Simiyu, K. N.
33	Cloud Computing Accessibility Evaluation Tool: a tool for assessing level of ICT Integration in Education	Journal Article	2020	American Journal of Engineering Research (AJER).	Etene, Y. et al.,
34	Effects of HIV and AIDS Strategic interventions used at the workplace at TSC Headquarter on productivity of TSC staff	Journal Article	2020	International Journal of Management Studies and Social Science Research IJMSSSR- ISSN: 2582-0265	Maiyo, J. K. et al.,
35	Estimation of Multiple Traits in an M-Stage Group Testing Model	Journal Article	2020	Journal of Applied Mathematical Sciences	Sirrenge, J. L.
36	An M-Stage Hierarchical Group Testing Model for Estimating Multiple Traits in a Population	Journal Article	2020	IOSR Journal of Mathematics	Sirrenge, J. L.
37	Stakeholders participation in improving access to and success in education: The Kenyan Experience	Journal Article	2020	Journal of Academic Research in Public Policy and Governance. ISSN 2312-4040 pages 84-94.	Mutsotso, S. N.
38	Quality of Water in Schools and Student Participation in Education in Bungoma County, Kenya	Journal Article	2020	Journal of Education 2(5) May, 2020	Obino, P. O. et al.,
39	Physical Resource Mobilisation and Internal Efficiency of Technical Training Institutions in Bungoma County	Journal Article	2020	African Multidisciplinary Journal of Research (Amjr). Special Issue, January 2020. Issn 2518-2986 (38 - 53)	Maiyo, J. K. et al.,
40	Redefining the Management of the Kenya Film Industry: A Collective Approach	Journal Article	2020	International Journal of Recent Research and Applied Studies	Simiyu, K. N.
41	Cloud Computing Accessibility Evaluation Tool: a tool for assessing level of ICT Integration in Education	Journal Article	2020	American Journal of Engineering Research (AJER).	Etene, Y. et al.,

STRATEGIC DIRECTION TWO:

42	Effects of Occupational Environment on Employee Performance in Sugar Industries in Western Kenya	Journal Article	2020	Macrothink Institute. International Journal of Human Resource Studies ISSN 2162-3058 2020, Vol. 10, No. 3	Munir, M. M. et al.,
43	Estimation of Multiple Traits in an M-Stage Group Testing Model	Journal Article	2020	Journal of Applied Mathematical Sciences	Sirengo, J. L.
44	An M-Stage Hierarchical Group Testing Model for Estimating Multiple Traits in a Population	Journal Article	2020	IOSR Journal of Mathematics	Sirengo, J. L.
45	Modelling User Experience with Universities Websites Based on Webometric Ranking User Analysis	Journal Article	2020	International Journal of Computer Trends and Technology(IJCTT)-Volume 68 Issue 4- April 2020	Mukanda, A. et al.,
46	ICT for Sustainable Development without Digital Divide in Africa	Journal Article	2020	International Journal of Computer Trends and Technology(IJCTT)-Volume 68 Issue 4- April 2020	Wabwoba, F. et al.,
47	Modelling a Unified Virtual Market Platform Using Ontologies and User Characteristics	Journal Article	2020	International Journal of Computer Trends and Technology(IJCTT)-Volume 68 Issue 6- year of publication 2020	Muyobo, K. D. et al.,
48	Women Characters in Enhancing food Security in Betrayal in the City and the Return of Mgofo by Imbuga Francis	Journal Article	2020	African Journal of Education and Social Sciences, Volume 5 February, 2020	Wekesa, N. I. et al.,
49	Dramaturgies of Female Representation: A Study of selected Kenyan Dramas	Journal Article	2020	African Journal of Education and Social Sciences	Namayi, C. et al.,
50	The Relationship between Capitation Grant and Textbook Student Ration in Public Secondary Schools in Bungoma South Sub-County, Kenya	Journal Article	2020	African Journal of Education and Social Sciences	Maiyo, J. K. et al.,
51	Teacher mentoring: A Synonym for Teacher Professional Instruction and Guidance	Journal Article	2020	African Journal of Education and Social Sciences	Simiyu I. et al.,
52	Gender and the Postcolonial Dysfunction in Nuruddin Farah's From a Crooked Rib (1970) and Knots (2007)	Journal Article	2020	African Journal of Education and Social Sciences	Wanyonyi W. M. et al.,
53	An Assessment of the Socio-Economic Changes Engendered by Ainabkoi Settlement Scheme in Eldoret East Sub-District, Kenya	Journal Article	2020	African Journal of Education and Social Sciences	Boit, J. K.
54	Teacher Education and Development in Africa: A Modern Perspective	Journal Article	2020	Journal of International Cooperation and Development	Masibo E. N. et al.,
55	Perceptions of Lecturers on Students-Course Evaluations in Universities in Kenya: A Case Study of Kibabii University	Journal Article	2020	African Multidisciplinary Journal of Research (Amjr). Special Issue, January 2020. Issn 2518-2986 (38 - 53)	Maiyo, J. K.

STRATEGIC DIRECTION TWO:

56	Influence of Teachers' Pedagogical Skills on Provision of Quality Education in Cheptais Sub-County, Bungoma County, Kenya	Journal Article	2020	Stratford Peer Reviewed Journals and Book Publishing journal of Education Vol 3//Issue 1//Page 8-21//April 2020	Maiyo, J. K. et al.,
57	Online Agricultural Extension Based on Internet Communication Principles	Journal Article	2020	International Journal of Scientific Research in Science, Engineering and Technology	Gichuki, D. K. et al.,
58	Child-Centred Methods Used in Teaching and Learning of Psychomotor and Creative Activities in Public Pre-Primary Centres in West Pokot County, Kenya	Journal Article	2020	European Journal of Education Studies	Andiema N. C.
59	Assessment of University Examination Practices in Kenya : Setting, Moderation and Marking	Journal Article	2020	International Journal of Management and Leadership Studies (IJMLS) Volume 3, Issue 1	Manasil, E. et al.,
60	Audit Fees and Financial Performance of Deposit Taking Saccos in North RIFT, Kenya	Journal Article	2020	International Journal of Innovation and Economic Development Volume 6, Issue 5, December 2020, Pages 15-27	Fwamba R. et al.,
61	Contextual Enablers and Hindrances of Girl Child Participation in STEM Education in a Kenyan County: A Case Study		2020	TIKM Publishing	Beru K. F. et al.,
62	Probing the Interaction Effects of Metal Ions in $Mn_xFe_{(3-x)}O_4$ On Arsenite Oxidation and Adsorption	Journal Article	2020	Royal Society of Chemistry	Ouma L. et al.,
63	Effect of Potassium dosage on Selected Growth Parameters and Yield Response Modelling on Potatoes Grown in Molo, Kenya		2020	Journal of Scientific Agriculture 2020,4:0101-0107	Maingi F. et al.,
64	Physical -Chemical Characterization of Soils in Selected Potato Growing Areas of Molo, Nakuru County Kenya	Journal Article	2020	SSRG International Journal of Agriculture & Environmental Science (SSRG-IJAES) Volume 7 Issue 4 - July - Aug 2020	Maingi F. et al.,
65	The Relationship Between Budget Adequacy and Student Enrolment in TVET Institutions in Bungoma County, Kenya	Journal Article	2020	Journal of Advances in Education and Philosophy	Wasike J. N. et al.,
66	Radiological Assessment of the Activity Concentrations of ^{40}K , ^{232}Th , ^{238}U and Exposure Levels in the Rosterman Gold Mine of Lurambi Area, Western, Kenya	Journal Article	2020	International Journal of Research and Scientific Innovation (IJRSI)	Wanyama C. K. et al.,
67	A Radiological Survey in Tailings: A Case Study of Rostermine Gold Mine, Western Kenya	Journal Article	2020	Scientific Research	Makokha, J. W. et al.,
68	Effects of Occupational Environment on Employee Performance in Sugar Industries in Western Kenya	Journal Article	2020	International Journal of Human Resource Studies	Simiyu S. B. et al.,
69	Market Interest Rate and Profitability of listed Commercial Banks in Kenya	Journal Article	2020	International Journal of Multidisciplinary and Current Research	Munir, M.M. et al.,
70	Fighting HIV/AIDS Through Performing Song: Benga Oral Poetry in Homabay and Rangwe Sub-Counties in Homabay County, Western Kenya	Journal Article	2020	International Journal of Liberal Arts and Social Science	Orina F. et al.,

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71	Antibiotic susceptibility patterns of pathogenic bacteria recovered from unprocessed bovine milk produced in Ndivisi Ward, Bungoma County	Journal Article	2020	Emergent Life Sciences Research	Siamba N. D. et al.,
72	Teacher effects on High School Academic Achievement scores: A Case Study of Busia County, Kenya	Journal Article	2020	International Journal of Management and Leadership Studies (IJMLS) Volume 3, Issue 1	Maiyo K. J.
73	Implementation evaluation metrics for ERP Solution: A Case study of Kibabii University		2020	Research Gate	Mbuguah S. M. et al.,
74	Determinants for the adoption of internet of things (IOT) for flood and drought disaster management in Kenya	Journal Article	2020	International Scientific Journal Theoretical & Applied Science	Wabwoba, F. et al.,
75	Transforming service delivery in government through integration of web 3.0 and social media technologies: A case for developing countries	Journal Article	2020	Computer Science and Information Technology 8(3): 57-65, 2020	Mwai J. K. et al.,
76	Language attitudes and kiswahili language learning in primary schools in Kenya	Journal Article	2020	Journal of Education and Practice	Wamalwa E. et al.,
77	Land use changes and impacts on livelihoods of the communities adjacent to Mt. Elgon Forest ecosystem	Journal Article	2020	Journal of Geography, Environment and Earth Science International	Masai N. et al.,
78	Assessment of land use and land cover changes in Kenya's Mt. Elgon forest ecosystem	Journal Article	2020	African Journal of Ecology	Masai N. et al.,
79	Effects of leadership styles in Pentecostal evangelistic fellowship of Africa on growth and development	Journal Article	2020	International Journal of Recent Innovations in Academic Research	Matisi M. N.
80	Influence of Political factors on voter abstention in by-elections in Kenya	Journal Article	2020	International Journal of Humanities and Social Studies	Maasi K. W. et al.,
81	Influence of Strategic Planning on Academic Performance of Public Secondary Schools in Bungoma County, Kenya		2020	The International Journal of Humanities and Social Studies	Barasa J. et al.,
82	Influence of parenting behaviour on student academic performance in public day secondary schools in Bumula Sub-County in Kenya	Journal Article	2020	The International Journal of Humanities and Social Studies	Likoko S. et al.,
83	Online Agricultural Extension Based on Internet Communication Principles	Journal Article	2020	International Journal of Scientific Research in Science, Engineering and Technology	Gichuki, D. K. et al.,
84	Employee work life balance and organizational performance of the county Government in Kenya	Abstract	2020	International Journal of Business Management	Abuya, J. O. et al.,
85	Debt financing and financial efficacy of listed manufacturing companies in Kenya	Journal Article	2020	The International Journal of Business and Management	Ilugari M. N. et al.,
86	Effects of internal energy on specific heat of cuprates using s-Wave and d-Wave Hybrid Model	Journal Article	2020	International Journal of Research and Innovation in applied Sciences (IJRIAS)	Wanyonyi A. M. et al.,

STRATEGIC DIRECTION TWO:

87	Activity Concentration Levels of Natural Radionuclides in the Sediment Samples from Rosterman Gols Mine, Lurambi Sub-County, Kakamega County, Kenya	Journal Article	2020	International Journal of Research and Innovation in Applied Science (IJRIAS)	Wanyama C. K. et al.,
88	Subversion of Hegemonic Gender Perspective as a Means to Postcolonial Authenticity in Ngugi's Petals of Blood and Ogbu's The Moon Also Sets	Journal Article	2020		Musungu, J. et al.,
89	Utility of Government Initiatives in Technical, Vocational and Training Institutions on Student Enrolment in Bungoma County, Kenya	Journal Article		European Journal of Education Studies	Wasike J. N. et al.,
90	Teachers Effects on High School Academic Achievement Scores: A Case Study of Busia County, Kenya	Journal Article		International Journal of Management and Leadership Studies (IJMLS)	Maiyo J. K. et. Al.,
91	Administrative support and Turnover Intentions among the Among the Academic staff in Public Universities in Kenya	Journal Article		International Journal of Science and Research (IJSR)	Likoko S. et al.,





STRATEGIC DIRECTION THREE: ENHANCE ADMINISTRATIVE, FINANCIAL AND HUMAN RESOURCE MANAGEMENT SYSTEMS

Introduction

KIBU considers efficient and prudent financial, administrative and human resources management as key to the realization of the Strategic Directions. Good financial management ensures maximum application of resources to intended areas, thereby contributing to the attainment of objectives.

However, good financial management is only possible where there are good administrative management practices. Once performance outputs and performance standards have been set, the quality assurance system should be able to function as a sensor, comparator and corrector. The University endeavours to establish and adhere to Quality Management System. We share some highlights of strides made by the University towards achievement of this objectives during the 2020/2021FY;

Administrative Management Systems

Strategic Plan 2020-2022

We remain firmly focused to our Vision and place a great importance in planning. The year 2019/2020 marked the final year of the University's first 5 year strategic plan. We evaluated our performance which informed a revision of the plan to guide the University in the medium term. The two year plan covering the period 2020-2022 was approved for implementation during 2020/21 and continues to guide the University in ensuring its objectives are met and efficiency and effectiveness in management and service delivery is increased.

Performance Contracting

The University signs a performance contract every year which is aligned to its strategic plan and the government Agenda. This Contract is then cascaded to members of staff or purposes of implementation. At the end of every financial year an evaluation is conducted to measure the University's performance against agreed targets. The evaluation for the year 2019/2020 was done during the reporting period where the University had a composite score of 2.694 (Very good). Some of the areas where the University performed very well included maintaining pending bills at below 1%, integration of ICT in learning, Promotion of Research & Development while corruption prevention and disability mainstreaming was noted as areas for improvement.

Quality Assurance

The University undertook the following activities with the aim of ensuring quality services and products:

ISO Quality Management System

Kibabii University has standardized its operation based on the ISO 9001:2015 in order to enhance efficiency, effectiveness and customer satisfaction in all its operations. In conformity to the QMS standard, the University underwent a re-certification audit in August 2020 by SGS Kenya the certification body where it was recommended for re-certification.

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. During the FY2020/21 the University successfully conducted internal audits, external audit, sensitization and training on ISO standards, training of lead auditors and management reviews.

STRATEGIC DIRECTION THREE:

KEY ACTIVITIES/MILESTONES IN 2020/2021FY

QMS External Quality Audit based on ISO 9001:2015 Standard (Surveillance Audit)	The main objective of the QMS External Quality Audit was to verify if Kibabii University processes conforms to the ISO 9001:2015 standard and the laid down operating procedures. From this audit, the University complied to a good extent with most QMS procedures and requirements of the ISO 9001:2015 Standard.
Training of Quality Management System Lead Auditors	One lead auditor was trained. The ISO 9001:2015 quality management systems auditor/lead auditor training from SGS aims to develop the skills to audit quality management systems
ISO awareness training for CoDs	successful ISO awareness training on University QMS based on ISO 9001:2015
ISO awareness training for new staff	The sensitization covered the following; quality assurance procedures, quality assurance system, KIBU quality assurance internal controls, University service delivery charter and ISO standards and procedures
1st Internal Audit	The objective were to i)to determine conformity to ISO 9001:2015 standard; ii) to determine conformity to Standard operating procedures and Quality Management System (QMS) and to identify areas of improvement of the QMS. The University achieved a score of 84.5% which implied that the University complied to a very good extent with most QMS procedures and requirements of the ISO 9001:2015 standard.
2nd Internal Audit	The objective was to confirm conformity to stated QMS Procedures, processes and standard and address areas of improvement. From this audit, the University achieved 83.6% which implied that the University complied to a very good extent with most QMS procedures and requirements of the ISO 9001:2015 standard.
Management Review	During FY2020/21 Top management periodically reviewed the Quality Management System to ensure its continuing suitability, adequacy, and effectiveness while addressing the possible need for changes to quality policy, objectives, targets and other elements of the QMS.
ISO/IEC 27001:2013- Information Security Management System	The University is in the process of certifying its Information Security Management System to the ISO/IEC 27001:2013 International Standard for its scope of activities, processes and services within the knowledge provision Service. This will enable them adopt the best information security practices needed to secure institution information To effectively implement this management system, the institution appointed a team of its staff members to champion the process. This team (also known as ISMS Champions) is mandated to guide the organization in establishing, documenting, implementing and maintaining an effective Information Security Management System

STRATEGIC DIRECTION THREE:

- Audit of the new Students Virtual Registration and Orientation Process: The students were impressed with the school environment and were proud to be part of the KIBU community.
- Course Evaluation by students: We successfully transitioned to online course evaluation.
- Class Representative Forum: To collect feedback on the progress of teaching and learning for academic year 2020/21
- Auditing of Marks for the Graduating Class. The audit concluded that students proposed to graduate met the requirements.
- Training of Class Representatives on Leadership Skills: We continue to mentor and promote leadership skills among class representatives to equip them with skills to help them become effective in their leadership role as class representatives.

Training on Quality Assurance

During FY2020/21, The University supported staff in the Directorate of Quality Assurance to attend a series of trainings on quality assurance conducted by Association of African Universities. The trainings covered the following:-

- i. Quality Assurance in Higher & Tertiary Education Learner-Centred Teaching;
- ii. Quality Assurance in Research & Project Grants Proposals Writing;
- iii. Quality Assurance in Publications & Intellectual Property (Copyrights & Patents); and
- iv. Quality Assurance in Research Supervision.

Institutional Quality Audit

The Commission for University Education mandated by Section 5(1) of the Universities Act, 2012 undertook the Regular Institutional Quality Audit at Kibabii University to establish the extent to which its policies, strategies, programmes and resources are utilized for quality assurance purposes.

The objective of the audit was to determine how specific parameters in students admission, teaching, research, community engagement, human resources and facilities are complied with and whether the University had the capacity to achieve its target. The University performed well and retained its accreditation status.

Human Resource

We appreciate the importance of our human resource in achieving our strategic objectives and ensure that their welfare is prioritized through capacity development, provision of a good working environment and offering competitive remuneration.

The following sections highlight the progress made by the University in enhancing its human resource management systems;

Diversity and Inclusion

The University strives to ensure that it tap into the benefits associated with diversity and inclusion. This is illustrated by the composition of our staff establishment during the year 2020/21 as represented in the graphs below;

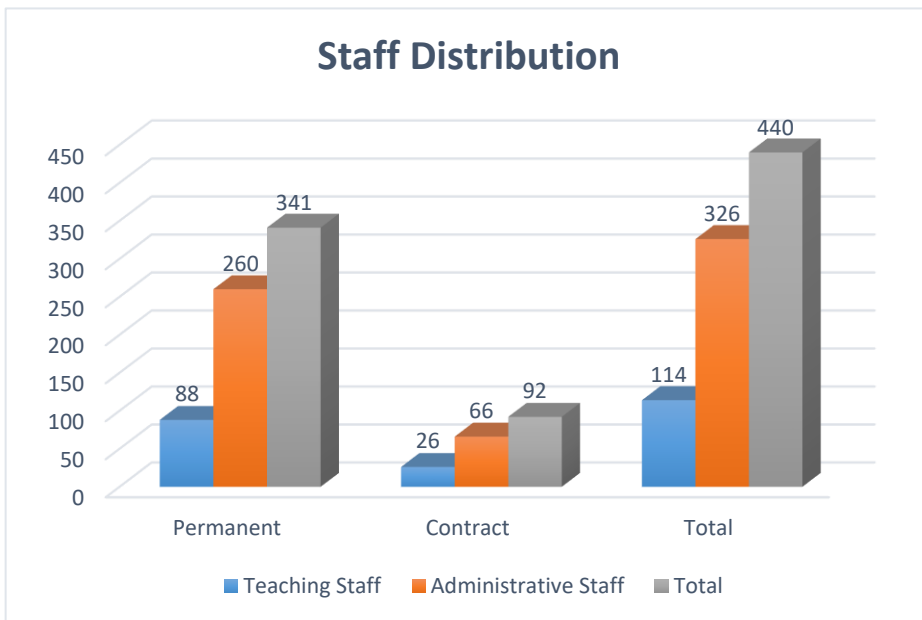


Fig Showing Staff Distribution

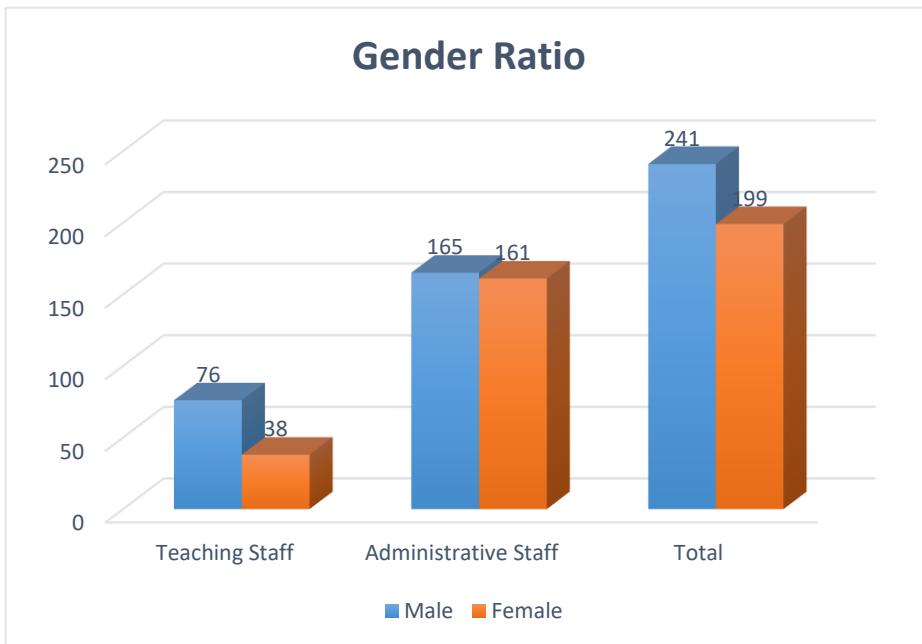


Fig Showing Gender Ratios

STRATEGIC DIRECTION THREE:

- Two (2) staff living with disability (PLWD) were in employment for the period ending 2020/2021.
- The University is registered with Directorate of Occupational Safety and Health. It has since constituted an Occupational Safety and Health Committee.

Recruitment and Selection

During 2020/2021 Financial Year, four (4) academic staff were recruited into the service of Kibabii University and one (1) internal staff who had attained required qualifications was promoted to fill staffing gaps as per scheme of service. The University is working towards meeting the CUE requirements on the ratio of Academic to Administrative staff and developed a policy on Career conversion that was approved during the year in review to enable University attain the required ratio.

Staff Retention

In an effort to motivate, retain productive employees, reduce employee turnover and increase output, the University implemented the Reward and Recognition Policy. The University also has non-financial rewards such as recognition, training, development and increased job responsibility. The reward system has increased the employee's willingness to work in the University leading to enhanced productivity.

Employee Satisfaction Survey

The University strives to get the best out of its Human resource and recognizes that a satisfied employee will deliver the best service for the University. The University periodically assesses the level of employee satisfaction. From a survey conducted during the year in review, the level of employee job satisfaction was found to be moderate with an Employee Satisfaction Index of 72%.

The survey report sought to assess job satisfaction, employee engagement and the challenges in work performance that came along with Covid-19 pandemic. The Survey informed both current and future human resource strategies on enhancing employee satisfaction in the University and policy review.

Performance Management

The University is committed to provision of quality services at all times, to achieve this; Annual Performance Appraisal for staff was conducted. This is done to; identify areas for further training, improve performance and increase job satisfaction, motivation and teamwork among members of staff.

A total of four hundred and twelve (412) members out of four hundred and thirty one (431) members of staff were appraised. Those not appraised included three (3) top Management Officers who had been appraised earlier and five (5) staff who were on unpaid leave. Those who performed below the required mark were put under the Performance Improvement Plan. The performance rated on a scale of 5-1 where 5 is excellent and 1 poor was as indicated in the table 2 below:

S/No.	Performance Score Rating	No. of Staff
1.	Excellent	1
2.	Very Good	328
3.	Good	82
4.	Fair	1
5.	Poor	0
	TOTAL	412

STRATEGIC DIRECTION THREE:

As a result of this exercise, during the year in review, the University facilitated staff to undertake training as indicated below;

Nature of the Training	No. of Staff Trained	Sponsoring Body/Training Institution
Tax Education	32	Kenya Revenue Authority
Retirement Planning Seminar	75	Retirement Benefits Authority
Dies National Multiplication Training	4	DAAD
Emerging Issues in Labour Relations Regulations & legal Instruments	2	FKE
Job Evaluation Training	6	Kenya School of Government
Artificial Intelligence	6	UNESCO and Huawei
Management of Internationalization	1	DAAD
Staff Induction	49	Kibabii University

Institutional Research Ethics Committee Training

Kibabii University participated in Institutional Research Ethics Committee (IREC) Training organized by NACOSTI to equip members of IREC from various academic, research and biomedical institutions with information and skills on how to address ethical issues in research.

Training on the Commission for University Education (CUE) Management Information System: In line with the government's efforts to implement an e-government strategy, CUE has developed an interactive Management information System (MIS) to enhance the efficiency of CUE's processes and service delivery. In this regard, the University facilitated three members of its staff to be trained by CUE on this system.

Staff Separation

During the period 2019/2020, the total number of staff in the University was 396 while in 2020/2021 there were 440 members of staff. Staff turnover in 2019/2020 was 2.27 while in 2020/2021 was 1.62%. The rate of staff turnover decreased from 2.27% to 1.62% with a variance of 0.65%.

Reasons for Leaving	No. of staff	
	2019/2020	2020/2021
Resigned	9	6
Retirement	0	1
Total	9	7

Table: Summary of staff exit for the financial years 2019/2020 and 2020/2021



STRATEGIC DIRECTION FOUR:

INVEST IN STRATEGIC MARKETING AND PUBLIC RELATIONS

Introduction

Strategic Marketing and Public relations are important aspects of the University in ensuring that the University links her output with the industry and the international community. In the Strategic Plan period the University intends to provide directly, or in collaboration with other institutions of higher learning, facilities for University education including technological, scientific, professional education and research, contribute to industrial and technological development of society in collaboration and partnership with industry and other organizations, and participate in commercial ventures and activities that promote the objectives of the institution.

The following are highlights of Public relations and Marketing activities during the FY2020/2021;

KIBU Cements Partnership with County Government of Bungoma

As Kibabii University seeks to grow exponentially in its infrastructural capacity, staff, faculty and student population, it is the responsibility of the University Council to continually engage key stakeholders in delivering its mandate. Bungoma County Government, a key stakeholder played host to the University Council during the year in review.

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

Rebranding of University Website

In an effort to make Kibabii University website more interactive, appealing, meet international standards, and enhance communication to the current and potential stakeholders, the University engaged a website rebranding process. The exercise involved change of the design, template, extension of subdomains, updating of images as well as updating the logo and corporate colors and the overall appearance. The exercise was aimed at attracting attention, sustaining interest of visitors, giving a wider platform for the University to communicate and to improve the webometric ranking in the long run.

Publication of Monthly Newsletter

The University continued to engage its stakeholders by use of an official Digital Newsletter done on a monthly basis. During 2020/2021 period, twelve (12) issues were published and circulated. The issues covered University events and happenings as well as topical issues like Covid-19, research and conferences.

Social Media Communications

The University believes that exploring digital media usage would immensely help to enhance customer relations and customer service, improve the brand visibility, and facilitate information sharing and accessibility. In addition the use of social media is very attractive and popular among students who are the University's key stakeholders and will also contribute to reduction of the cost of marketing and customer service delivery.

During the period, the University used Facebook, Twitter, WhatsApp and YouTube as the major modes of social media communication. Most University events were aired on livestream and meetings were held virtually.

STRATEGIC DIRECTION FOUR:

Revamping the Customer Care Desk

In order to accord our customers the best services, the University established a customer care desk in December, 2019, which has continued to advance its operations. So far, the section has demonstrated high professional etiquette and service delivery which has contributed to favourable feedback from customers. This has been achieved by addressing customer complaints and feedback promptly while identifying problems and taking appropriate corrective action.

With this rising vibrancy, in the year 2020/2021, the reception was able to address an average of 100 enquiries per day through phone calls, social media, emails and face to face interaction. This has been supported by the introduction of a digital customer feedback register as well as the use of social media to collate feedback.

Customer Service Week Celebrations

Customer Service Week was started in 1984 by the International Customer Service Association in an effort to recognize employees who deliver great service. In 1992 the U.S. Congress proclaimed Customer Service Week a nationally recognized event, celebrated annually during the first full week in October.

Kibabii University marked the 2020 Customer Service Week between 5th -11th October, 2020 where surprise gifts and snacks were shared to staff, students and customers who visited the customer care desk.





STRATEGIC DIRECTION FIVE:

EXPANSION, MAINTENANCE AND IMPROVEMENT OF PHYSICAL FACILITIES AND INFRASTRUCTURE



STRATEGIC DIRECTION FIVE:

To ensure excellence in teaching, learning, consultancy, research and extension KIBU has continued to expand, maintain and improve its physical facilities and infrastructure. Some of the milestones recorded in expansion of physical infrastructure during the year under review were;

Proposed Ultra- Modern Students' Centre

Establishment of a Students' Centre is one of the strategies that have been identified globally as a means of managing students within institutions of higher learning. This project will provide an avenue for engaging the growing number of students and safely maintaining them within the University. It offers a comprehensive facility to house students recreational and socialization needs. It will provide an atmosphere for a common life and cultivated social program for the varied population of the students, faculty and Alumni of the University. It will be a focus of University community life where students and staff would have an ample opportunity to interact and also incubate ideas that would go a long way in enhancing innovations. The project implementation commenced during 2nd quarter of FY2020/2021 and was at 45% completion as at the end of the FY2020/21

Proposed Sports Fields

This project is aimed at keeping the students engaged and will allow them to channel their energies in constructive activities, the sports fields will also be utilized for learning purposes and as an income generation Unit for the University. It will also position the University at a strategic advantage over other Universities within the region thereby attracting more students. The project is financed by the Government of Kenya. The project was at 95% completion, at the close of the reporting period.

KIBU Commissions Data Centre and Video Conferencing Facility

The project that was funded by the National Research fund (NRF), was commissioned during the year in review. The State of art Data Centre will host the University Servers for all systems as well as qualify the University to hold data for other organizations in the region and enhance capacity for KIBU's Open, Distance and E-learning Programme.



STRATEGIC DIRECTION SIX:

PROVISION OF QUALITY HEALTH CARE SYSTEMS

STRATEGIC DIRECTION SIX:

Quality health has a great impact on delivery of services and contribution to national development. In realization of the above, Universal Health Care forms part of the government's "Big 4" Agenda, It is against this backdrop that Kibabii University made an effort to strategically provide quality healthcare systems to address existing, emerging and re-emerging health related issues that may directly or indirectly affect productivity of its staff and students.

The following is a highlight of the key activities undertaken to address these issues during the FY2020/21:

KIBU Health and Wellness Week

The Kibabii University Epidemic and Disaster Management Committee, Student Affairs and the Health Services Departments, in conjunction with Bungoma County Ministry of Health, the Kenya Red Cross and Life Care Hospitals organized a Wellness Week for staff and students. The event set a platform for the commissioning of new HIV and AIDS Peer educators who were trained by I Choose Life – Africa (ICL).

The Kenya Red Cross, Bungoma Branch also donated sanitary towels to needy students during the week. Other activities undertaken included COVID-19 Sensitization, HIV Testing and Services (HTS) Services, Diabetes Screening, Hypertension Screening, blood donation, HIV advocacy and education. A total of 425 staff and students (236 males and 189 females) benefited from the program.

COVID-19 Training Workshop for KIBU Health Workers

During the year, Kibabii University Health Services Department and the Ministry of Health (MOH) held a COVID-19 training workshop in partnership with Bungoma County.

The training objectives were to:

- i. Acquire knowledge and skills to prevent transmission of COVID-19;
- ii. Acquire knowledge and skills on management and control of COVID 19;
- iii. Plan and conduct COVID-19 surveillance;
- iv. Acquire knowledge and skills on rational use of PPE's;
- v. Prescribe how to setup and manage quarantine and isolation facilities; and
- vi. Conduct health care workers risk assessment.

The Workshop was interactive and incorporated practical sessions on the use PPEs and collection of COVID-19 samples. This will go a long way in ensuring the University is in a position to prevent and handle any incidences of the disease that may occur.

Vaccination Against COVID-19

The University sensitized staff and students on the importance of vaccination encouraged them to take the vaccine. In addition, the University made arrangements for vaccination within the University premises. Through this initiative, two hundred and twenty nine (229) members of staff were vaccinated.

The background of the page features a close-up, slightly blurred image of a white calculator and a blue pen resting on a document. The document contains handwritten numbers and symbols, including '10', '55', 'NN', and '00', suggesting a financial or accounting context. A solid blue horizontal bar is positioned across the middle of the page, containing the main title in white text.

FINANCIAL PERFORMANCE

FINANCIAL PERFORMANCE

The 2020/21 FY results were adversely impacted by the Covid-19 pandemic, resulting in reductions in tuition and related fees and receipts from student accommodation.

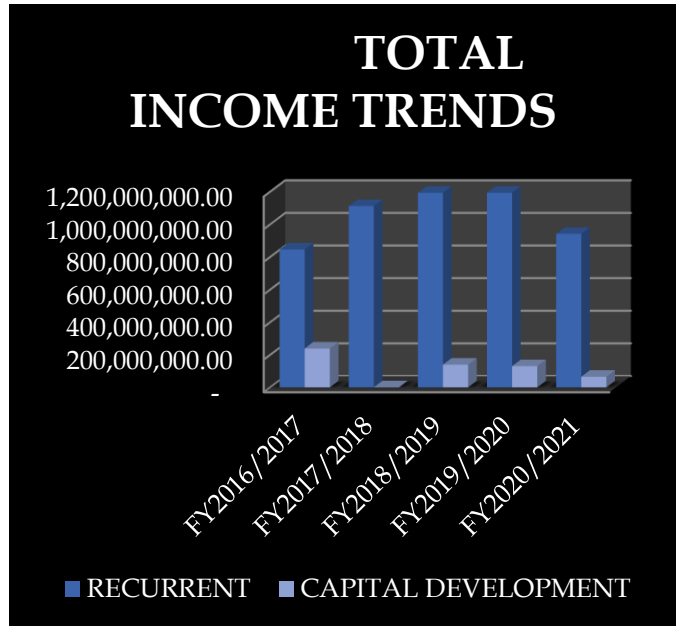
The University incurred a deficit for the year amounting to Kshs. 186m compared to a Surplus of Kshs. 0.87m recorded in 2019/20 FY.

Income and expenditure

Income

Income declined by Kshs. 252m (21%) during 2020/21 FY. This is primarily due to the inclusion of kshs.46m donation in kind being recognized when received in 2019/20 FY and there being no similar donation in 2020/21 FY. In addition, University income was lower as the first national Covid-19 lockdown imposed by the Kenyan government meant that the semester dates were adversely affected with the University losing out on income from one semester. On resumption of face to face teaching and learning, the University refunded residential fees for Students who had initially paid in order to comply with the social distancing guideline by the Ministry of Health.

Following is a graphical representation of the University's sources of income during the 2020/21 FY as well as a trend of the University's total income over the last five years.



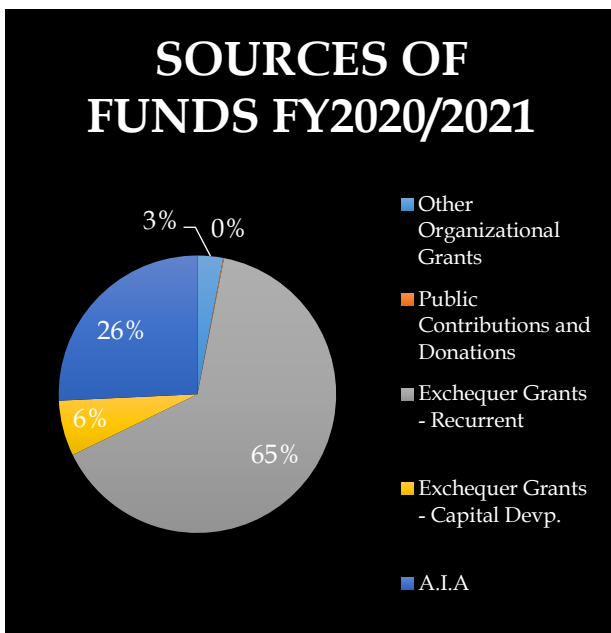
Expenditure

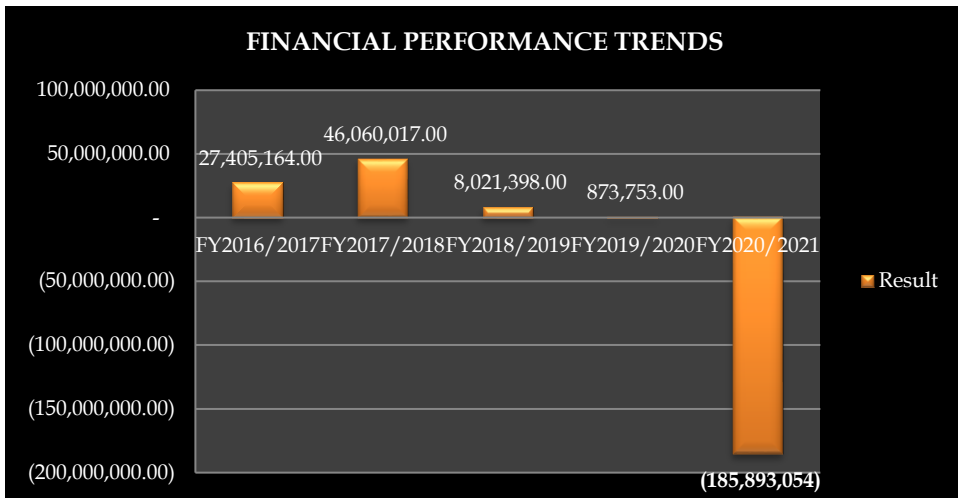
Overall expenditure decreased by Kshs. 65m (5%) in 2020/21 FY. This reduction in expenditure resulted from the implementation of a business critical expenditure only policy as a result of Covid-19. Other operating expenditures also reduced, as the University introduced a cost reduction scheme as a result of the pandemic.

Result

During the year in review, the University recorded a deficit of Kshs. 186 million a 214% drop from a surplus of Kshs. 0.87million reported in the last financial year. This is majorly attributed to the Covid-19 pandemic which disrupted the academic year adversely affecting the University revenues

Below is the University financial performance trend over the last 5 years;



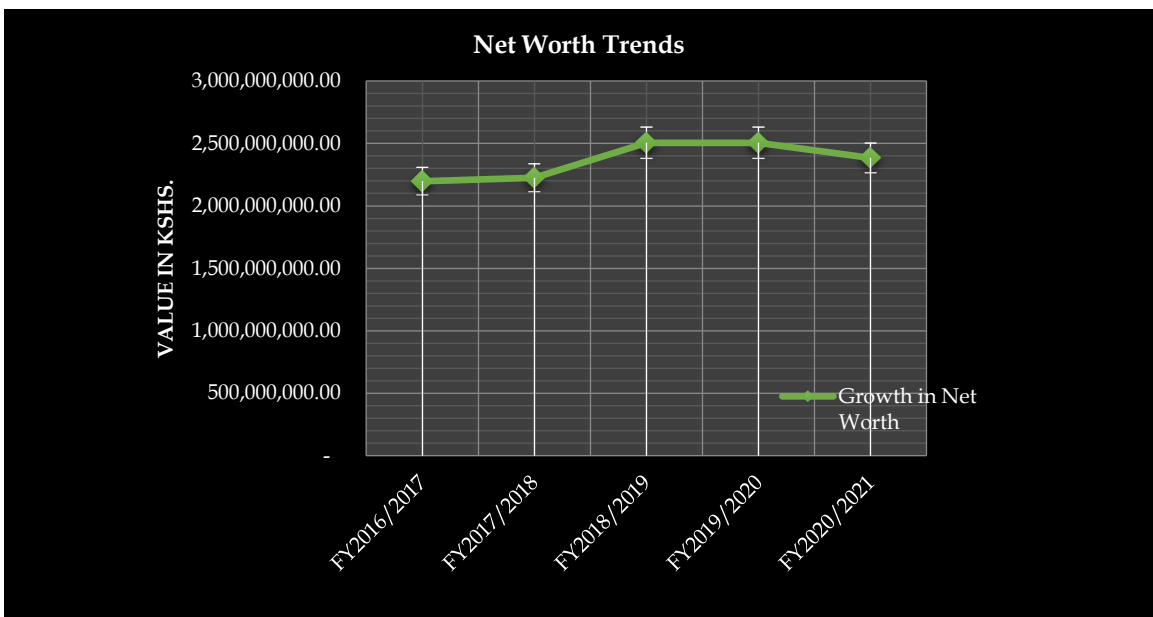


Balance sheet

Overall the net assets/total reserves fell by Kshs. 120m, from Kshs. 2.505b to Kshs. 2.385b, reflecting the deficit for the year. Tangible fixed assets net of depreciation at 30th June 2021 amounted to Kshs. 2.234m. The major items of fixed asset expenditure during the year were, the Proposed Student Centre, Proposed Sports Fields, Laboratory Equipment and the Kibabii University Information Technology Hub.

The decline in net worth is attributed to the fact that as the University slowed down on the procurement of additional capital items while the depreciation expense grew as a result of additional assets being put to use during the financial year, majorly the Women students Hostel. The huge deficit reported during the year further reduced into the University's revenue reserves.

Below is a five year trend of the University's net worth;



Cashflow

Free cash flow, which is operating cash, has deteriorated in 2020/21 FY due to a reduction in cash receipts as University services were curtailed due to the impacts of Covid-19. The majority of the University payments were staff-related and these have continued throughout the year. The University, in order to bring expenditure into line with reduced levels of income, implemented a business critical spend only policy. Cash flows from investing activities amount to Kshs.114m outflow in 2020/21 FY, compared to Kshs.149m outflow in 2019/20 FY. Financing cash flows fell from Kshs. 130m to a Kshs.65m outflow.

Compliance with Statutory Requirements

In the year under review, Kibabii University complied with all the statutory obligations.

Projects being implemented by the University

The University was implementing the following projects during the year under review, a detailed breakdown of the completion status per project is provided under appendix II of these financial statements;

i) Kibabii University Information Communication and Technology Hub (KICTH)

This project, which consists of state of the art forensics, E-learning and video conferencing, Mobile computing, and Incubation laboratories was funded by the National Research Fund.

The Hub is accessible to a large number of staff, students and other external stakeholders and will help nurture and mature innovative business ideas for purpose of commercialization. The hub will position Kibabii University as a Centre of Excellence in ICT, Research and Innovation in the region. The project was at 90% completion, at the close of the reporting period.

ii) Proposed Sports Fields

This project is aimed at keeping the students engaged and will allow them to channel their energies in constructive activities, the sports fields will also be utilized for learning purposes and as an income generation Unit for the University. It will also position the University at a strategic advantage over other Universities within the region thereby attracting more students. The project is financed by the Government of Kenya. The project was at 95% completion, at the close of the reporting period.

iii) Proposed Ultra- Modern Students' Centre

Establishment of a Business and Students' Centre is one of the strategies that have been identified globally as a means of managing students within institutions of higher learning. This project will provide an avenue for engaging the growing number of students and safely maintaining them within the University. It offers a comprehensive facility to house students recreational and socialization needs. It will provide an atmosphere for a common life and cultivated social program for the varied population of the students, faculty and Alumni of the University. It will be a focus of University community life where students and staff would have an ample opportunity to interact and also incubate ideas that would go a long way in enhancing innovations. The project implementation commenced during 2nd quarter of FY2020/2021 and was at 45% completion as at the end of the quarter in review.

iv) Purchase of Laboratory Equipment

In pursuit of its vision of being a global and dynamic University of excellence in Science, Technology and Innovation, Kibabii University plans to equip and modernize its laboratories as a way of working towards the promotion and

FINANCIAL PERFORMANCE

maintenance of excellence in teaching and learning. The University has procured equipment (which have been partially delivered) for her eleven (11) laboratories at a cost of Ksh.42 million in the 2020/2021 financial Year. This will go a long way in improving the students' learning experience as well as further enhancing the quality of graduates produced for the local and international labour market. The project is financed by the Government of Kenya and was at 90% completion as at the end of the reporting period.

Major Risks Facing the University

Kibabii University strives to fulfil its mandate as per legal instruments of establishment. To effectively do this, the University has formulated six quality objectives, namely; to promote and maintain excellence in teaching and learning; to support and sustain advancement in consultancy, research and extension; to enhance administrative, financial and human resource management systems; to invest in marketing, public relations and linkages; to expand, maintain and improve physical facilities and infrastructure; and to develop and implement policies on health services. The University continuously faces risks that pose a threat to the achievement of these objectives. The threats stem from a wide variety of sources including natural disasters, financial uncertainty, legal liabilities, strategic management errors, reputation issues, political interference and security. The University has put in place mechanisms to continuously identify the risks and provide measures to eradicate or reduce their negative effects as presented below.

Specific Risk	Cause	Mitigation
Disruption of University operations	World pandemic e.g. COVID-19	<ul style="list-style-type: none"> • Awareness creation • Phased reopening • Acquisition of Emergency response equipment • Response Committees • Adherence to the government protocols on pandemics
External Political Interference	<ul style="list-style-type: none"> • Patronage by the political leaders • Vested interests in the recruitment and procurement • Misguided perception on the University • High expectation from the local community 	<ul style="list-style-type: none"> • Create awareness on the role of University • Engagement with political leaders. • Participation in community service • Enhancement of Corporate Social Responsibility • Adherence to University policies
Insecurity	<ul style="list-style-type: none"> • Serial attacks • Community apathy • Inadequate investigations and prosecution • Rise in cartels and goons • Increase in the number of points selling alcohol and drugs • Socio-economic status of the students 	<ul style="list-style-type: none"> • Engagement of armed security personnel • Creation of a police patrol base • Intelligence gathering from community • Regular security work plans • Enhancement of disciplinary procedures on rogue students • Participation in community service
Loss/Misuse of data	<ul style="list-style-type: none"> • Overreliance on paperwork • Poor storage of documents • Cyber crime • Social engineering • Lack of integrity and professionalism 	<ul style="list-style-type: none"> • Migration to paperless documentation • Assurance on sufficient data backup for all important information • Sensitization of staff • Oath of secrecy • Punishment on non-compliance
Corruption	<ul style="list-style-type: none"> • Vested interests in recruitment and procurement • Lack of integrity and professionalism • Delayed payments 	<ul style="list-style-type: none"> • Whistleblowing • Corruption prevention awareness • Enforcement on compliance with policies. • Disciplinary action to the corrupt in accordance with the relevant laws. • Strengthening of internal controls. • Automation of processes



ENVIRONMENTAL AND SUSTAINABILITY REPORTING

ENVIRONMENTAL AND SUSTAINABILITY REPORTING

The University exists to transform lives. This is our purpose; the driving force behind everything we do. It's what guides us to deliver our strategy, putting the customer/Citizen first, delivering relevant goods and services, and improving operational excellence. Below is an outline of the University's policies and activities that promote sustainability.

i) Sustainability strategy and profile

The Covid- 19 pandemic has brought with it varied challenges including loss of employment and therefore incomes. This has had a negative impact on the university as a good number of our students struggle to afford tuition fees and cater for their upkeep. For this reason, together with the frequent learning institution closures and lock down imposed by the government of Kenya to check the spread of the disease, the University revenues have been adversely affected. This, if not mitigated will impact negatively on the University's ability to achieve its objectives on a continuous basis. Well aware of this, during the year 2020/21, we put in place policies to cushion ourselves from this and other dynamics that might affect our ability to continue as a going concern. These include;

- **Austerity measures** including approval of a part time payment policy that sets minimum student numbers for class loading, Conducting University affairs including Teaching and learning, meetings and communications Virtually.
- **Equipping our staff** with skills and Knowledge to enable them participate competitively in writing proposals and bidding for grants as a way of diversifying our funding sources.
- **Endowment Fund:** Establishment of an endowment Fund towards supporting the needy students appropriate their career dreams in a sustainable manner.
- **Development of market driven programmes** that attract students and enhance employability of our alumni
- **Mentorship:** Mentorship of over 40 schools from different counties with 4 top ranking ones; The Office of Career Services together with mentorship club hosted and visited for mentorship over 40 schools drawn from different counties as a community outreach and marketing of the university programs. Among these schools were top performers as illustrated below;
 - Kapsabet Boys (Nandi county) **1st position nationally**
 - St. Brigids Girls school kiminini (Trans Nzoia county) **7th position nationally.**
 - Friends School Kamusinga (Bungoma County) **13th position nationally.**
 - Kabianga High School (Kericho County) **41st position nationally.**

This is aimed at increasing the University's visibility and attracts students to select Kibabii as their University of Choice.

COVID-19- Mitigation

To mitigate against the adverse effects of Covid-19, the University has put in place the following measures to ensure business continuity:

- a) Constituted Committee to handle COVID-19 related issues;
- b) Mechanisms to conduct online teaching and learning as well as administrative functions including meetings;
- c) Encouraged staff to take leave and arrangements made for those in essential sections to work from home;

ENVIRONMENTAL AND SUSTAINABILITY REPORTING

- d) Provision of hand sanitizers in all offices, soap in all the washrooms and water points, continuous flow of water, masks for staff in Health Services Department and frequent sensitization on compliance with the advice from the Ministry of Health on prevention measures;
- e) Fumigation of the University premises; and
- f) Donations to National COVID-19 kitty, County Government and local community.

ii) Environmental Performance

KIBU understand very well the importance of environmental conservation as the main pillar for sustainable development which supports the society and the economy. Following are the efforts made by the University during the year in review to ensure that the environment is conserved;

- **Tree planting Drive in Partnership with Equity bank Kenya Limited-** Forests are critical in climate change mitigation and adaptation. According to the Kenya Forests Service, despite all mitigation efforts, Kenya continues to lose about 12,000 hectares of trees each year through deforestation. It is against this background that His Excellency President Uhuru Kenyatta gave a directive to the Ministry of Environment and Forestry to draw a roadmap to achieve 10% forest cover by 2022. During the year under review, Kibabii University demonstrated her commitment by planting tree seedlings to achieve the said threshold including five thousand seedlings (5000) donated by Equity Bank.
- **Waste disposal** – emissions from the University oxidation ponds is tested on a regular basis to ensure that the effluence that is discharged into the river is safe for both humans and animals; additionally the University has placed at strategic locations in the University, and waste collection bins. We also have an incinerator which is used to dispose off of harmful waste.
- **Clean Energy** – the University has ensured that solar panels are included in the design of projects it is currently implementing as well as planned projects.

iii) Employee Welfare

KIBU Values her employees as a key stakeholder and has put in place policies to guide her dealings with employee's right from recruitment. During the year ended 30th June, 2021, the following policies were approved to guide operations in regards to human resource at the University: KIBU Human Resource Policies and Procedures Manual, 2020, KIBU Career Progression Guidelines, 2020, KIBU Optimal Staffing Levels, 2020 , KIBU Organizational Structure, KIBU Succession Planning Policy, Knowledge Management Policy, Part-time Management Policy, KIBU Career Conversion Policy, KIBU Transport Policy, Reward and Recognition Policy and KIBU Staff Code of Conduct.

During the year in review the University undertook the following activities to better the welfare of employees;

- **Industrial Relations;** implementation of the 2017-2021 Collective Bargaining Agreement and Completion of 2017-2021 Local Chapter CBAs for all the three Unions (UASU, KUSU, and KUDHEIHA)
- **KIBU - NACADA Partnership** in Containing Alcohol and Drug Abuse sensitization workshop on containing alcohol and drug abuse at the workplace.
- **Disability Mainstreaming** - Two members of Kibabii University staff were facilitated to undertake Kenya Sign Language from the Kenya Institute of Special Education. The two who

were co- sponsored by the National Council for Persons Living with Disabilities and Kibabii University will go a long way in enabling the University achieve its disability mainstreaming objectives.

KIBU Conducts a Disaster Preparedness and Management Workshop

Kibabii University organized a Disaster Management and Preparedness Workshop. The Workshop which was coordinated by the Department of Security and Safety is a one of the series of sensitization events carried out by the University. It was facilitated by Bungoma County Police Inspector and Bungoma County Fire and Rescue Officer. The main agenda of the Workshop was to create awareness to the University’s members of staff on the types of disasters, how to prepare for the disasters and how to manage one in case of occurrence.

The University is registered with Directorate of Occupational Safety and Health. It has since constituted an Occupational Safety and Health Committee.

iv) Market Place Practices-

a) Responsible competition practice.

The University is keen to ensure Responsible Competition practices by putting in place strategies that ensure the context in which it operates, takes explicit account of its social, economic, and environmental impacts. The University is a declared corruption free area and has inculcated a culture of integrity in its employees. The University ensures fair competition and respect for competitors.

b) Responsible Supply chain and supplier relations

KIBU endeavors to maintain the highest standards of ethics and instill a culture of integrity among our members of staff. KIBU adheres to the provisions of the Constitution of Kenya 2010, the PPDA Act, and the PFM Act. KIBU carries all its activities and dealings in a transparent manner. This has fostered good supplier and other stakeholder relations

KIBU continues to ensure that special groups are awarded at least 30% of its total procurements. In this regard, during the year 2020/21, the following was achieved.

Supplier relations achievements during the FY2020/2021:

	Category	Allocation for Special Group.	Total No. of Contracts awarded to special groups 2020/2021 FY.	PC Set Targets	Actual Achievement
1	Special Group	30% of total Procurement Budget.	171	30%	39.1%
2	PWDs	6% of total allocation of 30%.	42 PWDs	2%	0.98%
3	Local Citizens	40% of total procurement Budget	215	47.81	70.71%

NOTES

1. Few suppliers are prequalified under PWD category
2. Financial challenges faced by suppliers caused low interest to advertised tenders

C) Responsible Marketing and Advertisement

KIBU has consistently ensured that it is responsible in marketing its products which it mainly through mainstream as well as social media. The University in undertaking its advertisement and marketing activities focuses on what it offers and does not try to discredit its competitors' products and services. The University in bidding for grants also maintains high standards of honesty and does not in any way solicit for grants or customers through canvassing.

c) Product Stewardship

The University is ISO 9001:2015 certified and prides itself in provision of quality services to its stakeholders and setting consistent standards. Stakeholder feedback is used for continuous improvement. To this end, KIBU's products and services are vetted and subjected to externalization to ensure that our students and other customers receive quality services and value for money e.g. externalization of examination, stakeholder and industry involvement in the development of curriculum and programs, standard of quality stamp by KEBS for products e.g. hand sanitizers, soap etc.

V) CORPORATE SOCIAL RESPONSIBILITY /COMMUNITY ENGAGEMENTS

Corporate Social Responsibility Activities during FY2019/2020

Community Engagements

Corporate Social Responsibility (CSR)

- **World Blood Donor Day**

During the year in review, in a blood donation drive to mark World Blood Donor Day, the University community donated a total of 72 pints of blood. In recognition of this, the University was awarded for being the leading contributor of blood in Bungoma County. Going forward, the event will be held on a quarterly basis in the County to raise enough blood to support the ever-increasing demand.

- **Annual Community Outreach Workshop**

Kibabii University hosted the annual Community Outreach Workshop during the fourth quarter of FY2020/2021. The Workshop was themed; Food security, Safety enhancement Governance, Environmental protection and Procurement process. The annual workshop brought together community opinion leaders with the aim of shaping and improving the relationship between the University and the community. The workshop gave a platform for scholars from various specialties in the University to sensitize the community on different topical areas including Food Security and Post-Harvest Management, National Cohesion among others.

- **KIBU's Donation to the Muslim Community in Bungoma County**

KIBU operates on the mantra that says "to whom much is given, much is expected." KIBU prides itself in giving back to the community and this comes with a great sense of obligation. The fact that KIBU is able to transfer some of the benefit to the community is fulfilling and is a great way of strengthening our own personal values and be true to established ethical beliefs. Kibabii University strives to have a positive impact on the surrounding communities especially during these trying Covid-19 pandemic times.

During the year in review, KIBU reached out to the needy Muslim Community living around Mjini Estates in Bungoma County. Through this visit, the University donated 600Kg of cooking flour to fifty families. The University used this opportunity to encourage the families to embrace education and take advantage of scholarship opportunities for bright but needy students to access education at the University.

REPORT OF THE UNIVERSITY COUNCIL

The University Council submit their report together with the audited financial statements for the year ended June 30, 2021 which show the state of the University's affairs.

Principal activities

The principal activities of the University continue to be provision of higher education, research and extension services.

Results

The results of the University for the Year ended June 30, 2021 are set out on page 98.

University Council

The members of the University Council who served during the year are shown on page 11-13.

Auditors

The Auditor General is responsible for the statutory audit of the University for the year ended June 30, 2021 in accordance with Article 229 of the Constitution of Kenya and the Public Audit Act 2015.

By Order of the Council



Prof. Isaac Ipara Odeo

SECRETARY TO THE UNIVERSITY COUNCIL

Date: 24/09/2021

STATEMENT OF UNIVERSITY COUNCIL’S RESPONSIBILITIES

Section 81 of the Public Finance Management Act, 2012, section 14 of the State Corporations Act, and section 47 of the University’s Act, 2012 require the University Council to prepare financial statements in respect of the University, which give a true and fair view of the state of affairs of the University at the end of the financial year and the operating results of the University for that year. The Council is also responsible for ensuring that the University keeps proper accounting records which disclose with reasonable accuracy the financial position of the University. The Council is also responsible for safeguarding the assets of the University.

The Council is responsible for the preparation and presentation of the University’s financial statements, which give a true and fair view of the state of affairs of the University for and as at the end of the financial year ended on June 30, 2021. This responsibility includes: maintaining adequate financial management arrangements and ensuring that these continue to be effective throughout the reporting period; maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the University; designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements, and ensuring that they are free from material misstatements, whether due to error or fraud; safeguarding the assets of the University; selecting and applying appropriate accounting policies; and Making accounting estimates that are reasonable in the circumstances.

The University Council accept responsibility for the University’s financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgements and estimates, in conformity with International Public Sector Accounting Standards (IPSAS), and in the manner required by the PFM Act, 2012 and the University’s Act. The Council is of the opinion that the University’s financial statements give a true and fair view of the state of The University’s transactions during the financial year ended June 30, 2021, and of its financial position as at that date. The Council further confirms the completeness of the accounting records maintained for the University, which have been relied upon in the preparation of the University’s financial statements as well as the adequacy of the systems of internal financial control.

Nothing has come to the attention of the Council to indicate that the University will not remain a going concern for at least the next twelve months from the date of this statement.

Approval of the financial statements

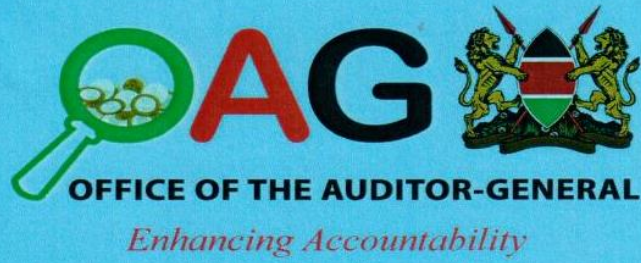
The University’s financial statements were approved by the Council on 24/09/2021 and signed on its behalf by:



CHAIRMAN OF COUNCIL



VICE CHANCELLOR



REPORT

OF

THE AUDITOR-GENERAL

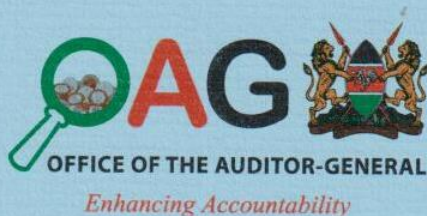
ON

KIBABII UNIVERSITY

**FOR THE YEAR ENDED
30 JUNE, 2021**

REPUBLIC OF KENYA

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HEADQUARTERS
Anniversary Towers
Monrovia Street
P.O. Box 30084-00100
NAIROBI

REPORT OF THE AUDITOR-GENERAL ON KIBABII UNIVERSITY FOR THE YEAR ENDED 30 JUNE, 2021

PREAMBLE

I draw your attention to the contents of my report which is in three parts:

- A. Report on the Financial Statements that considers whether the financial statements are fairly presented in accordance with the applicable financial reporting framework, accounting standards and the relevant laws and regulations that have a direct effect on the financial statements.
- B. Report on Lawfulness and Effectiveness in Use of Public Resources which considers compliance with applicable laws, regulations, policies, gazette notices, circulars, guidelines and manuals and whether public resources are applied in a prudent, efficient, economic, transparent and accountable manner to ensure Government achieves value for money and that such funds are applied for intended purpose.
- C. Report on Effectiveness of Internal Controls, Risk Management and Governance which considers how the entity has instituted checks and balances to guide internal operations. This responds to the effectiveness of the governance structure, the risk management environment, and the internal controls developed and implemented by those charged with governance for orderly, efficient and effective operations of the entity.

An unmodified opinion does not necessarily mean that an entity has complied with all relevant laws and regulations, and that its internal controls, risk management and governance systems are properly designed and were working effectively in the financial year under review.

The three parts of the report are aimed at addressing the statutory roles and responsibilities of the Auditor-General as provided by Article 229 of the Constitution, the Public Finance Management Act, 2012, and the Public Audit Act, 2015. The three parts of the report, when read together constitute the report of the Auditor-General.

REPORT ON THE FINANCIAL STATEMENTS

Qualified Opinion

I have audited the accompanying financial statements of Kibabii University set out on pages 91 to 130, which comprise of the statement of financial position as at 30 June, 2021, and the statement of financial performance, statement of changes in net

Report of the Auditor-General on Kibabii University for the year ended 30 June, 2021

assets, statement of cash flows and statement of comparison of budget and actual amounts for the year then ended, and a summary of significant accounting policies and other explanatory information in accordance with the provisions of Article 229 of the Constitution of Kenya and Section 35 of the Public Audit Act, 2015. I have obtained all the information and explanations which, to the best of my knowledge and belief, were necessary for the purpose of the audit.

In my opinion, except for the effect of the matters described in the Basis for Qualified Opinion section of my report, the financial statements present fairly, in all material respects, the financial position of Kibabii University as at 30 June, 2021, and of its financial performance and its cash flows for the year then ended, in accordance with International Public Sector Accounting Standards (Accrual Basis) and comply with the Public Finance Management Act, 2012, and the Universities Act, 2012.

Basis for Qualified Opinion

Unsupported Refundable Deposits from Customers

The statement of financial position and as disclosed in Note 29 to the financial statements reflects a balance of Kshs.12,097,400 for refundable deposits by customers which, includes a balance of Kshs.1,689,550 for unallocated deposits. Although the amount was explained by the Management as deposits in the University's various bank accounts, the nature and purpose of the amounts was not explained. Further, supporting documents were not provided for audit.

In the circumstances, the accuracy and completeness of deposit balance of Kshs.1,689,550 could not be confirmed.

The audit was conducted in accordance with International Standards of Supreme Audit Institutions (ISSAIs). I am independent of the Kibabii University Management in accordance with ISSAI 130 on Code of Ethics. I have fulfilled other ethical responsibilities in accordance with the ISSAI and in accordance with other ethical requirements applicable to performing audits of financial statements in Kenya. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgment, are of most significance in the audit of the financial statements. There were no key audit matters to report in the year under review.

Other Matter

Unresolved Prior Year Matters

In the audit report of the previous year, several paragraphs were raised under the Report on Financial Statements, Report on Lawfulness and Effectiveness in Use of Public

Report of the Auditor-General on Kibabii University for the year ended 30 June, 2021

Resources, and Report on Effectiveness of Internal Controls, Risk Management and Governance. However, Management has not resolved the issues as required or given any explanation for failure to adhere to the provisions of the Public Sector Accounting Standards Board template.

In the circumstances, Management was in breach of the law.

REPORT ON LAWFULNESS AND EFFECTIVENESS IN USE OF PUBLIC RESOURCES

Conclusion

As required by Article 229(6) of the Constitution, based on the audit procedures performed, except for the matters described in the Basis for Conclusion on Lawfulness and Effectiveness in Use of Public Resources section of my report, I confirm that, nothing else has come to my attention to cause me to believe that public resources have not been applied lawfully and in an effective way.

Basis for Conclusion

1. Non-Compliance with Law on Ethnic Composition

During the year under review, the total number of employees of the University was three hundred and thirty-four (334) both teaching and non-teaching staff out of which two hundred and fifty-one (251) or 75 % of the total number were members from same ethnic community. This is contrary to Section 7(1) and (2) of the National Cohesion and Integration Act, 2008 which states that, “all public offices shall seek to represent the diversity of the people of Kenya in the employment of staff and that no public institution shall have more than one-third of its staff establishment from the same ethnic community”.

In the circumstances, Management was in breach of the law.

2. Construction of University Student Centre

The Management contracted a local construction Company to construct a students centre, at a contract sum of Kshs.73,285,225 and contract duration of 52 weeks, commencing on 9 October, 2020 and scheduled for completion on 8 October, 2021. The contract period was thereafter extended for sixteen (16) more weeks, with the new completion date of 29 January, 2022.

However, physical site inspection on 5 April, 2022, revealed that the project was 85% complete and a total amount of Kshs.36,249,425 (about 49%) had been paid, yet the project was still behind schedule, despite extension of the contract period.

In the circumstances, Management may not obtain value for money from the project.

3. Unauthorized over Expenditure

The statement of comparison of budget and actual amounts indicates that the University expended Kshs.1,127,463,094 against an approved budget of Kshs.1,009,485,174 resulting to an over expenditure of Kshs.17,977,920. Management has not explained the over expenditure of Kshs.117,977,920 contrary to Regulation 43(b) of the Public Finance Management (National Government) Regulations, 2015 which states that accounting officer shall ensure that public funds entrusted to their care are properly safe guarded and are applied for purposes for only which the funds were appropriated by the National Assembly.

In the circumstances, Management was in breach of the law.

The audit was conducted in accordance with ISSAI 4000. The standard requires that I comply with ethical requirements and plan and perform the audit to obtain assurance about whether the activities, financial transactions and information reflected in the financial statements are in compliance, in all material respects, with the authorities that govern them. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

REPORT ON EFFECTIVENESS OF INTERNAL CONTROLS, RISK MANAGEMENT AND GOVERNANCE

Conclusion

As required by Section 7(1)(a) of the Public Audit Act, 2015, based on the audit procedures performed, I confirm that, nothing has come to my attention to cause me to believe that internal controls, risk management and overall governance were not effective.

Basis for Conclusion

The audit was conducted in accordance with ISSAI 2315 and ISSAI 2330. The standards require that I plan and perform the audit to obtain assurance about whether effective processes and systems of internal control, risk management and overall governance were operating effectively, in all material respects. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

Responsibilities of Management and the University Council

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Public Sector Accounting Standards (Accrual Basis) and for maintaining effective internal controls as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error and for its assessment of the effectiveness of internal controls, risk management and overall governance.

In preparing the financial statements, Management is responsible for assessing the University's ability to continue to sustain its services, disclosing, as applicable, matters related to sustainability of services and using the applicable basis of accounting unless

the Management is aware of the intention to terminate the University or to cease operations.

Management is also responsible for the submission of the financial statements to the Auditor-General in accordance with the provisions of Section 47 of the Public Audit Act, 2015.

In addition to the responsibility for the preparation and presentation of the financial statements described above, Management is also responsible for ensuring that the activities, financial transactions and information reflected in the financial statements are in compliance with the authorities which govern them, and that public resources are applied in an effective way.

The University Council is responsible for overseeing the financial reporting process, reviewing the effectiveness of how Management monitors compliance with relevant legislative and regulatory requirements, ensuring that effective processes and systems are in place to address key roles and responsibilities in relation to governance and risk management, and ensuring the adequacy and effectiveness of the control environment.

Auditor-General's Responsibilities for the Audit

The audit objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion in accordance with the provisions of Section 48 of the Public Audit Act, 2015, and submit the audit report in compliance with Article 229(7) of the Constitution. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement and weakness when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

In addition to the audit of the financial statements, a compliance audit is planned and performed to express a conclusion about whether, in all material respects, the activities, financial transactions and information reflected in the financial statements are in compliance with the authorities that govern them and that public resources are applied in an effective way, in accordance with the provisions of Article 229(6) of the Constitution and submit the audit report in compliance with Article 229(7) of the Constitution.

Further, in planning and performing the audit of the financial statements and audit of compliance, I consider internal controls in order to give an assurance on the effectiveness of internal controls, risk management and governance processes and systems in accordance with the provisions of Section 7(1)(a) of the Public Audit Act, 2015, and submit the audit report in compliance with Article 229(7) of the Constitution. My consideration of the internal control would not necessarily disclose all matters in the internal control that might be material weaknesses under the ISSAIs. A material weakness is a condition in which the design or operation of one or more of the internal control components does not reduce to a relatively low level the risk that misstatements caused by error or fraud in

Report of the Auditor-General on Kibabii University for the year ended 30 June, 2021

amounts that would be material in relation to the financial statements being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions.

Because of its inherent limitations, internal controls may not prevent or detect misstatements and instances of non-compliance. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the University's policies and procedures may deteriorate.

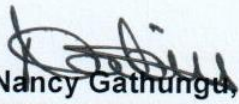
As part of an audit conducted in accordance with ISSAIs, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Management.
- Conclude on the appropriateness of the Management's use of the applicable basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University's ability to continue to sustain its services. If I conclude that a material uncertainty exists, I am required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my audit report. However, future events or conditions may cause the University to cease to continue to sustain its services.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information and business activities of the University to express an opinion on the financial statements.
- Perform such other procedures as I consider necessary in the circumstances.

I communicate with Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that are identified during the audit.

Report of the Auditor-General on Kibabii University for the year ended 30 June, 2021

I also provide Management with a statement that I have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.


CPA Nancy Gathungu, CBS
AUDITOR-GENERAL

Nairobi

15 September, 2022

Report of the Auditor-General on Kibabii University for the year ended 30 June, 2021

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE, 2021

	Notes	2020-2021	2019-2020
		Kshs.	Kshs.
Revenue from Non-Exchange Transactions			
Transfers from Other Government entities	6	651,413,590	662,454,370
Other Organizational Grants	7	30,027,417	29,852,944
Public Contributions and Donations	8	941,000	46,100,000
		682,382,007	738,407,314
Revenue from Exchange Transactions			
Rendering of Services - Tuition Fees	9	140,499,775	275,795,495
Rendering of Services - Administrative Fees	10	94,114,325	112,716,762
Sale of Goods	11	21,758,065	23,766,216
Rental Revenue	12	2,509,690	2,498,360
Other Incomes	13	270,716	40,370,524
Total revenue from Exchange Transactions		259,152,571	455,147,357
Total Revenue		941,534,578	1,193,554,671
Expenses			
Use of Goods and Services	14	139,647,510	180,600,277
Employee costs	15	874,988,593	881,784,372
Remuneration of Council Members	16	14,447,976	18,546,064
Depreciation and Amortization Expense	17	85,338,765	93,481,560
Repairs and Maintenance	18	5,291,657	11,813,200
Grants and Subsidies	19	5,557,001	3,954,729
PR & Marketing Costs	20	2,191,592	2,487,942
Total Expenses		1,127,463,094	1,192,668,144
Other gains/(losses)			
Unrealised Gain/(loss) on foreign exchange transactions	21	35,462	(12,774)
Surplus before tax		(185,893,054)	873,753
Taxation		-	
Surplus/(deficit) for the period/year		(185,893,054)	873,753
Remission to National Treasury		-	
Net Surplus for the year		(185,893,054)	873,753

The notes set out on pages 104 to 136 form an integral part of these Financial Statements.

The Financial Statements set out on pages 98 to 136 were signed on behalf of the University Council by:



ACCOUNTING OFFICER
 Prof. Isaac Ipara Odeo
 DATE: 24/09/2021



HEAD OF FINANCE
 CPA Dr. Benjamin Oduori
 ICPAK MEMBER NO: 7492
 DATE: 24/09/2021



CHAIRMAN OF COUNCIL
 Dr. Ernest Mwangi Njoroge
 DATE: 24/09/2021

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE, 2021

	Notes	2020-2021	2019-2020
		Kshs.	Kshs.
Assets			
Current Assets			
Cash and Cash Equivalents	22	251,145,824	288,372,660
Receivables from Exchange Transactions	23	246,921,636	256,862,020
Receivables from Non-Exchange Transactions	24	-	52,098,040
Inventories	25	9,857,622	6,098,479
		507,925,082	603,431,199
Non-current assets			
Property, Plant and Equipment	26	2,234,604,464	2,204,477,885
Intangible Assets	27	27,144	27,144
		2,234,631,608	2,204,505,029
Total Assets		2,742,556,690	2,807,936,228
Liabilities			
Current Liabilities			
Trade and Other Payables from Exchange Transactions	28	136,537,692	101,076,330R
Refundable Deposits from Customers	29	12,097,400	8,601,901R
Deferred Income	30	14,372,049	39,678,125
Employee benefit obligation	31	152,175,810	75,297,222
Payments Received in advance	32	41,697,461	24,767,912
Provisions	33	500,000	52,598,040
		357,380,412	302,019,530
Total Liabilities		357,380,412	302,019,530
Net Assets		2,385,176,278	2,505,916,698
Capital Reserves		812,904,867	790,997,455
Revaluation Reserve		1,434,485,296	1,434,485,296
Revenue Reserves		137,786,115	280,433,947
Capital Fund		2,385,176,278	2,505,916,698
Total Net Assets and Liabilities		2,742,556,690	2,807,936,228

R-Restated opening balances

The Financial Statements set out on pages 98 to 136 were signed on behalf of the University Council by:



ACCOUNTING OFFICER
 Prof. Isaac Ipara Odeo
 DATE: 24/09/2021



HEAD OF FINANCE
 CPA Dr. Benjamin Oduori
 ICPAK MEMBER NO: 7492
 DATE: 24/09/2021



CHAIRMAN OF COUNCIL
 Dr. Ernest Mwangi Njoroge
 DATE: 24/09/2021

FINANCIAL STATEMENTS

STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 30 JUNE 2021

	Capital Reserves	Revaluation Reserves	Revenue Reserves	Total
At July 1, 2019	701,378,872	1,434,485,296	238,754,018	2,374,618,186
Total comprehensive income	-	-	873,753	873,753
Capital/Development grants received during the year	130,424,759	-	-	130,424,759
Transfer of depreciation/amortisation from capital fund to retained earnings	(40,806,176)	-	40,806,176	-
At June 30, 2020	790,997,455	1,434,485,296	280,433,947	2,505,916,698
At July 1, 2020	790,997,455	1,434,485,296	280,433,947	2,505,916,698
Total comprehensive income	-	-	(185,893,054)	(185,893,054)
Capital/Development grants received during the year	65,152,634	-	-	65,152,634
Transfer of depreciation/amortisation from capital fund to retained earnings	(43,245,222)	-	43,245,222	-
At June 30, 2021	812,904,867	1,434,485,296	137,786,115	2,385,176,278

TRANSFER OF DEPRECIATION FROM CAPITAL FUND TO RETAINED EARNINGS

Development grants from national government or other development partners should be accounted for in accordance with IPSAS 23 – Revenue from non-exchange transactions. As described under IPSAS 23: 14 -16, such transfers/grants have stipulations which can be either conditions or restrictions on the transferred assets on which the entity is expected to use or consume the future economic benefits or service potential embodied in an asset for a particular purpose. The transfers from National Government have conditions, i.e., they can only be used for development purposes and hence should be accounted for as provided for under IPSAS 23: Paragraph 17 and 44 which states that the entity should recognize the assets and a liability. The liability is then recognized in the income statement over the useful life of development assets acquired using the development grants. This will happen after the asset is completed. While the asset is still in progress, no recognition should be done in the income statement. Hence the transfer from capital fund to Revenue Reserves.

FINANCIAL STATEMENTS

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE, 2021

	Notes	FY2020/2021	FY2019/2020
		Kshs.	Kshs.
Cash Flows from Operating Activities			
Receipts			
Transfers from Other Government entities	6 (c)	703,511,630	661,079,646
Other Organizational Grants	7(b)	4,756,804	7,671,709
Public Contributions and Donations	8(b)	161,000	100,000
Rendering of Services- Tuition Fees	9(b)	167,640,424	270,162,670
Rendering of Services - Administrative Fees	10(b)	97,954,075	112,311,862
Sale of Goods	11	21,758,065	23,766,216
Rental Revenue	12	2,509,690	2,498,360
Total Receipts		998,291,688	1,077,590,463
Payments			
Use of Goods and Services	14(b)	108,289,542	144,787,543R
Employee Costs	15(b)	850,208,045	843,810,124
Remuneration of Council Members	16	14,447,976	18,546,064
Repairs and Maintenance	18	5,291,657	11,813,200
Grants and Subsidies	19	5,557,001	3,954,729R
PR & Marketing Costs	20	2,191,592	2,487,942
Total Payments		985,985,813	1,025,399,602
Net Cash Flows from Operating Activities	34	12,305,875	52,190,861
Cash Flows from Investing Activities			
Purchase of Property, Plant, Equipment and Intangible Assets		(114,685,345)	(149,850,032)
Net Cash Flows used in Investing Activities		(114,685,345)	(149,850,032)
Cash Flows from Financing Activities			
Capital Development Grants		65,152,634	130,424,759
Net Cash Flows used in Financing Activities		65,152,634	130,424,759
Net increase/(decrease) in Cash and Cash Equivalents		(37,226,836)	32,765,588
		(37,226,836)	32,765,588
Cash and Cash Equivalents at 1 July, 2020/Beginning of Quarter	22	288,372,660	255,607,072
Cash and Cash Equivalents at 30 June, 2021	22	251,145,824	288,372,660R

R- Restatement of the figure for FY2019/2020

1. Rendering of services- Administrative fees had been erroneously named use of goods and services in the FY2019/2020. This error has been corrected in this Financial Statements
2. Grants and subsidies were previously included in use of goods and services, these are now reported separately and a separation was done to the prior year figures for comparison purposes.
3. An adjustment of Kshs. 344,251 done in the FY2019/2020 Financial statements to introduce a liability and increase cash and cash equivalents was erroneously not updated in the statement of cash flows. This error has been corrected in this financial statements.

The Financial Statements set out on pages 98 to 136 were signed on behalf of the University Council by:



ACCOUNTING OFFICER
Prof. Isaac Ipara Odeo
DATE: 24/09/2021



HEAD OF FINANCE
CPA Dr. Benjamin Oduori
ICPAK MEMBER NO: 7492
DATE: 24/09/2021



CHAIRMAN OF COUNCIL
Dr. Ernest Mwangi Njoroge
DATE: 24/09/2021

FINANCIAL STATEMENTS

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2021

	Original Budget	Adjustment	Final Budget	Actual on Comparable Basis	Performance Difference	% of Utilisation	Notes
			Kshs	Kshs	Kshs		
Revenue from non-exchange transactions							
Transfers from Other Government entities	651,413,590	-	651,413,590	651,413,590	-	0	
Other Organizational Grants	34,555,631	511,970	35,067,601	30,027,417	5,040,184	14	2
Public Contributions and Donations	-	-	-	941,000	(941,000)	0	
Revenue from non-exchange transactions	685,969,221	511,970	686,481,191	682,382,007	4,099,184	1	
Revenue from exchange transactions							
Rendering of Services - Tuition Fees	286,307,607	(101,276,107)	185,031,500	140,499,775	44,531,725	24	3
Rendering of Services - Administrative Fees	108,154,184	18,518,299	126,672,483	94,114,325	32,558,158	26	4
Sale of Goods	8,850,000	650,000	9,500,000	21,758,065	(12,258,065)	-129	5
Rental Revenue	1,800,000	-	1,800,000	2,509,690	(709,690)	-39	6
Total revenue from exchange transactions	405,111,791	(82,107,808)	323,003,983	258,881,855	64,122,128		
Total Revenue	1,091,081,012	(81,595,838)	1,009,485,174	941,263,862	68,221,312		
Expenses							
Use of goods and services	127,818,638	(15,471,048)	112,347,590	139,647,510.00	(27,299,920)	-24	7
Employee costs	858,787,524	(63,002,223)	795,785,301	874,988,593.00	(79,203,292)	-10	
Remuneration of Council Members	8,000,000	500,000	8,500,000	14,447,976.00	(5,947,976)	-70	8
Depreciation and Amortization Expense	85,000,000	(3,000,000)	82,000,000	85,338,765.00	(3,338,765)	-4	
Repairs and Maintenance	5,685,290	(122,567)	5,562,723	5,291,657.00	271,066	5	
Grants and Subsidies	3,073,308	-	3,073,308	5,557,001.00	(2,483,693)	-81	9
PR & Marketing Costs	2,716,252	(500,000)	2,216,252	2,191,592.00	24,660	1	
Sub-total expenses	1,091,081,012	(81,595,838)	1,009,485,174	1,127,463,094	(117,977,920)		
Total Expenses	1,091,081,012	(81,595,838)	1,009,485,174	1,127,463,094	(117,977,920)		

BUDGET NOTES

1. Changes between original and final budget

The University's approved budget for 2020/2021 financial was of Kshs. 1, 091,081,012 and Kshs. 65, 152, 634 for recurrent and capital development expenditure respectively. The recurrent budget was revised downwards by Kshs. 81, 595,838 to a final revised recurrent budget of Kshs. 1,009,485,174. This revision was informed by the need to address issues that emerged after initial budget approval which could not be anticipated at the time of budgeting majorly curtailed revenues from A.I.A due to disruption of semester dates as a result of closure of the University in order to curb the spread of Covid-19.

2. Other Organizations Grant

These were grants awarded out of calls advertised in the course of the FY2020/21 which were not anticipated at the time of budgeting.

3. Rendering of Services- Tuition Fees

The underperformance under this vote head is as a result of suspended operations at the University in-line with Government directive to close all learning Institutions in March, 2020. The income recorded here is mainly from fresh first year students who reported during the first quarter of the FY2020/2021. The University did not realize any tuition income from continuing students during the first three quarters of the FY2020/2021 because the continuing students were completing the second semester of the academic year 2019/2020 for which they had already been invoiced and revenue recognized in the previous FY.

4. Rendering of Services- Administrative Fees

These are mainly administrative tuition related fees which were equally affected by the Government's directive to suspend operations for learning institutions across the country.

5. Sale of Goods

The University employed prudence at the time of planning and did not anticipate much income from this vote head due to the COVID-19 Pandemic. However the University was able to realize income through hire of grounds and conference facilities as well as offering catering services to other Government institutions. The University was also able to collect some fees from student accommodation which had not been anticipated at the time of planning due to the suspension of face to face teaching and learning in institutions across the country.

6. Rental Revenue

The University at the time of planning, did not anticipate a lot of income from this revenue stream for the reason that some members of staff had vacated the houses and there were plans to utilize the houses for office space, additionally, the international students who are University tenants were expected not to be on Campus following the suspension of teaching and learning for all learning institutions due to Covid-19. The University was however able to get alternative office space for staff and the houses were let out. Hence the variances on this vote head.

7. Use of Goods and Services

The over expenditure under this vote was majorly as a result of reduced incomes which meant that a number of activities under general expenses did not have sufficient budget.

8. Remuneration of Council Members

The University revised this vote head downwards due to holding of virtual meetings, however face to face meetings resumed during the third quarter; hence the over expenditure.

9. Grants and Subsidies

Members of faculty usually write proposal on an ongoing basis some of which are funded in the course of the FY. This are normally not anticipated at the time of initial budgeting and during revisions. Hence the over absorption under this vote.

NOTES TO THE FINANCIAL STATEMENTS

1. GENERAL INFORMATION

Kibabii University is established by Kibabii University Charter, 2015 and derives its authority and accountability from the University's Act, 2012. The University is wholly owned by the Government of Kenya and is domiciled in Kenya. The University's principal activity is to provide teaching, research and extension services.

2. STATEMENT OF COMPLIANCE AND BASIS OF PREPARATION

The financial statements have been prepared on a historical cost basis except for the measurement at re-valued amounts of certain items of property, plant and equipment at fair value and impaired assets at their estimated recoverable amounts. The preparation of financial statements in conformity with International Public Sector Accounting Standards (IPSAS) allows the use of estimates and assumptions. It also requires management to exercise judgement in the process of applying the University's accounting policies. The areas involving a higher degree of judgement or complexity, or where assumptions and estimates are significant to the financial statements, are disclosed in Note 28.

The financial statements have been prepared and presented in Kenya Shillings, which is the functional and reporting currency of the University.

The financial statements have been prepared in accordance with the PFM Act, the State Corporations Act, The University's Act and International Public Sector Accounting Standards (IPSAS). The accounting policies adopted have been consistently applied to all the years presented.

3. ADOPTION OF NEW AND REVISED STANDARDS

i. New and amended standards and interpretations in issue but not yet effective in the year ended 30 June 2021

Standard	Impact
Other Improvements to IPSAS	<p>Applicable: 1st January 2021:</p> <ul style="list-style-type: none"> a) Amendments to IPSAS 13, to include the appropriate references to IPSAS on impairment, in place of the current references to other international and/or national accounting frameworks. b) IPSAS 13, Leases and IPSAS 17, Property, Plant, and Equipment. <p>Amendments to remove transitional provisions which should have been deleted when IPSAS 33, First Time Adoption of Accrual Basis International Public Sector Accounting Standards (IPSASs) was approved.</p> <ul style="list-style-type: none"> a) IPSAS 21, Impairment of Non-Cash-Generating Assets and IPSAS 26, Impairment of Cash Generating Assets. <p>Amendments to ensure consistency of impairment guidance to account for revalued assets in the scope of IPSAS 17, Property, Plant, and Equipment and IPSAS 31, Intangible Assets.</p> <ul style="list-style-type: none"> a) IPSAS 33, First-time Adoption of Accrual Basis International Public Sector Accounting Standards (IPSASs). <p>Amendments to the implementation guidance on deemed cost in IPSAS 33 to make it consistent with the core principles in the Standard.</p> <p><i>These amendments did not have any impact on the University's Financial Statements</i></p>

NOTES TO THE FINANCIAL STATEMENTS

ii. New and amended standards and interpretations in issue but not yet effective in the year ended 30 June 2021.

Standard	Effective date and impact:
IPSAS 41: Financial Instruments	<p>Applicable: 1st January 2023:</p> <p>The objective of IPSAS 41 is to establish principles for the financial reporting of financial assets and liabilities that will present relevant and useful information to users of financial statements for their assessment of the amounts, timing and uncertainty of an entity’s future cash flows.</p> <p>IPSAS 41 provides users of financial statements with more useful information than IPSAS 29, by:</p> <ul style="list-style-type: none"> •Applying a single classification and measurement model for financial assets that considers the characteristics of the asset’s cash flows and the objective for which the asset is held; •Applying a single forward-looking expected credit loss model that is applicable to all financial instruments subject to impairment testing; and •Applying an improved hedge accounting model that broadens the hedging arrangements in scope of the guidance. The model develops a strong link between the University’s risk management strategies and the accounting treatment for instruments held as part of the risk management strategy.
IPSAS 42: Social Benefits	<p>Applicable: 1st January 2023</p> <p>The objective of this Standard is to improve the relevance, faithful representativeness and comparability of the information that a reporting University provides in its financial statements about social benefits. The information provided should help users of the financial statements and general purpose financial reports assess:</p> <p>(a) The nature of such social benefits provided by the University ;</p> <p>(b) The key features of the operation of those social benefit schemes; and</p> <p>(c) The impact of such social benefits provided on the University’s financial performance, financial position and cash flows.</p>
Amendments to Other IPSAS resulting from IPSAS 41, Financial Instruments	<p>Applicable: 1st January 2023:</p> <p>a) Amendments to IPSAS 5, to update the guidance related to the components of borrowing costs which were inadvertently omitted when IPSAS 41 was issued.</p> <p>b) Amendments to IPSAS 30, regarding illustrative examples on hedging and credit risk which were inadvertently omitted when IPSAS 41 was issued.</p> <p>c) Amendments to IPSAS 30, to update the guidance for accounting for financial guarantee contracts which were inadvertently omitted when IPSAS 41 was issued.</p> <p>Amendments to IPSAS 33, to update the guidance on classifying financial instruments on initial adoption of accrual basis IPSAS which were inadvertently omitted when IPSAS 41 was issued.</p>

iii. Early adoption of standards

The University did not early – adopt any new or amended standards in year 2020/2021.

4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Revenue recognition

i) Revenue from non-exchange transactions

Transfers from other government entities

Revenues from non-exchange transactions with other government entities are measured at fair value and recognized on obtaining control of the asset (cash, goods, services and property) if the transfer is free from conditions and it is probable that the economic benefits or service potential related to the asset will flow to the University and can be measured reliably. Recurrent grants are recognized in the statement of comprehensive income. Development/capital grants are recognized in the statement of financial position and realized in the statement of comprehensive income over the useful life of the assets that has been acquired using such funds.

Rendering of services

The University recognizes revenue from rendering of services by reference to the stage of completion when the outcome of the transaction can be estimated reliably. The stage of completion is measured by reference to labour hours incurred to date as a percentage of total estimated labour hours.

Where the contract outcome cannot be measured reliably, revenue is recognized only to the extent that the expenses incurred are recoverable.

Sale of goods

Revenue from the sale of goods is recognized when the significant risks and rewards of ownership have been transferred to the buyer, usually on delivery of the goods and when the amount of revenue can be measured reliably and it is probable that the economic benefits or service potential associated with the transaction will flow to the buyer.

ii) Revenue from exchange transactions

Rental income

Rental income arising from operating leases on investment properties is accounted for on a straight-line basis over the lease terms and included in revenue.

b) Budget information

The original budget for FY 2020-2021 was approved by the National Assembly in June, 2020. Subsequent revisions or additional appropriations were made to the approved budget in accordance with specific approvals from the University Council. The revisions were made to the original budget by the University upon receiving the respective approvals in order to conclude the final budget. Accordingly, the University recorded a reduction in appropriations of Kshs.81, 595,838 on the 2020-2021 budget following the University Council's approval.

The University's budget is prepared on the same basis to the actual income and expenditure disclosed in the financial statements. The financial statements are prepared on accrual basis using a classification based on the nature of expenses in the statement of financial performance. A comparison of budget and actual amounts, prepared on a comparable basis to the approved budget, is presented in the statement of comparison of budget and actual amounts.

c) Investment property

Investment properties are measured initially at cost, including transaction costs. The carrying amount includes the replacement cost of components of an existing investment property at the time that cost is incurred if the recognition criteria are met and excludes the costs of day-to-day maintenance of an investment property.

Investment property acquired through a non-exchange transaction is measured at its fair value at the date of acquisition. Subsequent to initial recognition, investment properties are measured using the cost model and are depreciated over a 50-year period.

Investment properties are derecognized either when they have been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit or service potential is expected from its disposal. The difference between the net disposal proceeds and the carrying amount of the asset is recognized in the surplus or deficit in the period of de-recognition.

Summary of Significant Accounting Policies (Continued)

d) Property, plant and equipment

All property, plant and equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the items. When significant parts of property, plant and equipment are required to be replaced at intervals, the University recognizes such parts as individual assets with specific useful lives and depreciates them accordingly. Likewise, when a major inspection is performed, its cost is recognized in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognized in surplus or deficit as incurred. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration the asset is initially measured at its fair value.

e) Intangible assets

Intangible assets acquired separately are initially recognized at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial recognition, intangible assets are carried at cost less any accumulated amortization and accumulated impairment losses. Internally generated intangible assets, excluding capitalized development costs, are not capitalized and expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

The useful life of the intangible assets is assessed as either finite or indefinite.

f) Financial instruments

a) Financial assets

Initial recognition and measurement

Financial assets within the scope of IPSAS 29 Financial Instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets, as appropriate. The University determines the classification of its financial assets at initial recognition.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, such financial assets are subsequently measured at amortized cost using the effective interest method, less impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate. Losses arising from impairment are recognized in the surplus or deficit.

Impairment of financial assets

The University assesses at each reporting date whether there is objective evidence that a financial asset or an entity of financial assets is impaired. A financial asset or an entity of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events that has occurred after the initial recognition of the asset (an incurred 'loss event') and that loss event has an impact on the estimated future cash flows of the financial asset or the University of financial assets that can be reliably estimated. Evidence of impairment may include the following indicators:

- i) The debtors or an entity of debtors are experiencing significant financial difficulty.
- ii) Default or delinquency in interest or principal payments
- iii) The probability that debtors will enter bankruptcy or other financial reorganization.
- iv) Observable data indicates a measurable decrease in estimated future cash flows (e.g., changes in arrears or economic conditions that correlate with defaults)

b) Financial liabilities

Initial recognition and measurement

Financial liabilities within the scope of IPSAS 29 are classified as financial liabilities at fair value through surplus or deficit or loans and borrowings, as appropriate. The University determines the classification of its financial liabilities at initial recognition. All financial liabilities are recognized initially at fair value and, in the case of loans and borrowings, plus directly attributable transaction costs.

g) Inventories

Inventory is measured at cost upon initial recognition. To the extent that inventory was received through non-exchange transactions (for no cost or for a nominal cost), the cost of the inventory is its fair value at the date of acquisition.

After initial recognition, inventory is measured at the lower of cost and net realizable value. However, to the extent that a class of inventory is distributed or deployed at no charge or for a nominal charge, that class of inventory is measured at the lower of cost and current replacement cost.

Net realizable value is the estimated selling price in the ordinary course of operations, less the estimated costs of completion and the estimated costs necessary to make the sale, exchange, or distribution.

Inventories are recognized as an expense when deployed for utilization or consumption in the ordinary course of operations of the University.

h) Provisions

Provisions are recognized when the University has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic

benefits or service potential will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Where the University expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognized as a separate asset only when the reimbursement is virtually certain. The expense relating to any provision is presented in the statement of financial performance net of any reimbursement.

i) Contingent liabilities

The University does not recognize a contingent liability but discloses details of any contingencies in the notes to the financial statements, unless the possibility of an outflow of resources embodying economic benefits or service potential is remote.

During the Year 2020/21, the University had four ongoing cases;

- (a) Bungoma High Court Constitutional & Right Division Petition no 15 of 2016. David Murambi and two (2) others Vs the Country Government of Bungoma and Kibabii University for trespass to property, damages and costs of the suit. The total exposure to the University is Ksh.2.5Million.
- (b) Bungoma Employment and Labour Relations Court Cause No.61 of 2018 Walubengo Singoro Muliro Vs Kibabii University for reinstatement to employment and damages. The liability is yet to be determined.
- (c) Kisumu High Court Employment and Labour Relations Court Cause No.57 of 2019 Prof. Shem O. Aywa Vs the Chairman of Council, the Chancellor Kibabii University and Public Service Commission. This is an injunction restraining the responded from sending him on leave, filling the position of DVC (AFD), payment of salary as DVC up to the end of his contract period, damages and costs. The liability has not been determined.
- (d) Bungoma CMCC MC ELC No 14 of 2020. Beatrice N. Wanjala and another Vs County Commissioner, Bungoma, County Commandant, Bungoma and Vice Chancellor – Kibabii University. This is an injunction restraining the respondents from interfering trespassing, developing, constructing, or in any other way interfering with the Plaintiff's L.R. No East Bukusu/North Kanduyi/888 plus damages and costs.

j) Contingent assets

The University does not recognize a contingent asset but discloses details of a possible asset whose existence is contingent on the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the University in the notes to the financial statements. Contingent assets are assessed continually to ensure that developments are appropriately reflected in the financial statements. If it has become virtually certain that an inflow of economic benefits or service potential will arise and the asset's value can be measured reliably, the asset and the related revenue are recognized in the financial statements of the period in which the change occurs.

k) Nature and purpose of reserves

The University creates and maintains reserves in terms of specific requirements.

Revaluation Reserves

This represents the change in values of assets after a revaluation that was undertaken during the FY2013/2014. It represents the value of assets previously owned by Kibabii Diploma Teachers Training College transferred to Kibabii University. If the carrying amount of a class of assets is increased as a result of revaluation, the increase is credited directly to revaluation surplus. If the carrying amount of a class of assets is decreased as a result of revaluation, the

decrease is recognized in surplus or deficit. Revaluation increases and decreases relating to Individual assets within a class of property plant and equipment are offset against others within the class. Some or the entire revaluation surplus included in net assets/equity in respect of property, plant and equipment is transferred directly to accumulated surpluses or deficit when the assets are derecognized either by disposing or retiring it.

Capital Reserves

This represents the values of Assets capitalized as a result of Capital development funding received from the Government of Kenya through the Ministry of Education state department of University Education.

Revenue Reserves

This represents Surplus or deficits incurred/ accumulated over time by the University as a result of its activities.

l) Changes in accounting policies and estimates

The University recognizes the effects of changes in accounting policy retrospectively. The effects of changes in accounting policy are applied prospectively if retrospective application is impractical.

m) Employee benefits

Retirement benefit plans

The University provides retirement benefits for its employees. The University operates a defined contribution plan under which the University pays fixed contributions into a separate fund, and has no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The contributions to fund obligations for the payment of retirement benefits are charged against income in the year in which they become payable.

n) Foreign currency transactions

Transactions in foreign currencies are initially accounted for at the ruling rate of exchange on the date of the transaction. Trade creditors or debtors denominated in foreign currency are reported at the statement of financial position reporting date by applying the exchange rate on that date. Exchange differences arising from the settlement of creditors, or from the reporting of creditors at rates different from those at which they were initially recorded during the period, are recognized as income or expenses in the period in which they arise.

o) Related parties

The University regards a related party as a person or an entity with the ability to exert control individually or jointly, or to exercise significant influence over the University, or vice versa. Members of Council and key Management members are regarded as related parties; with the latter comprising, the Vice Chancellor and senior managers.

p) Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and cash at bank. Bank account balances include amounts held at various commercial banks at the end of the financial year.

Summary of Significant Accounting Policies (Continued)

q) Comparative figures

Where necessary comparative figures for the previous financial year have been amended or reconfigured to conform to the required changes in presentation.

r) Subsequent events

There have been no events subsequent to the financial year end with a significant impact on the financial statements for the year ended June 30, 2021.

5. Significant Judgments and Sources of Estimation Uncertainty

The preparation of the University's financial statements in conformity with IPSAS requires management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the end of the reporting period. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The University based its assumptions and estimates on parameters available when the consolidated financial statements were prepared. However, existing circumstances and assumptions about future developments may change due to market changes or circumstances arising beyond the control of the University. Such changes are reflected in the assumptions when they occur. IPSAS 1.140

Useful lives and residual values

The useful lives and residual values of assets are assessed using the following indicators to inform potential future use and value from disposal:

- a) The condition of the asset based on the assessment of experts employed by the University.
- b) The nature of the asset, its susceptibility and adaptability to changes in technology and processes.
- c) The nature of the processes in which the asset is deployed.
- d) Availability of funding to replace the asset.
- e) Changes in the market in relation to the asset

Depreciation is calculated on straight line basis, at annual rates estimated to write off of carrying values of the assets over their expected useful lives. Assets acquired during the year are depreciated from the date of acquisition.

The annual depreciation rates in use are:

- Building 2%
- Furniture, plant and equipment 12.5%
- Motor Vehicles 25%
- Computers 33.3%
- Library books 20%

Freehold land is not depreciated as it is deemed to have an infinite life

Provisions

Provisions were raised and management determined an estimate based on the information available. Additional disclosure of these estimates of provisions is included in Note 33.

Provisions are measured at the management's best estimate of the expenditure required to settle the obligation at the reporting date, and are discounted to present value where the effect is material.

Provision for bad debts

The University makes provisions based on estimates derives from past trends.

NOTES TO FINANCIAL STATEMENTS

6. a) Transfers from Other Government Entities

Description	Year to date FY2020/2021	Quarter 4 2019/2020
	Kshs.	Kshs.
Unconditional grants		
Operational grant	651,413,590	662,454,370
Other grants	-	-
	651,413,590	662,454,370
Conditional grants		
Capital Development grants	65,152,634	130,424,759
	65,152,634	130,424,759
Total government grants and subsidies	716,566,224	792,879,129

6. (b) Transfers from Ministries, Departments and Agencies (MDAs)

Name of the Entity sending the grant	Amount recognized to Statement of Comprehensive Income	Amount recognised in capital fund.	Total grant income during the year	FY2019/2020
	Kshs.	Kshs.	Kshs.	Kshs.
Ministry of Education/ State Department for University Education and Research	651,413,590	65,152,634	716,566,224	792,879,129
Total	651,413,590	65,152,634	716,566,224	792,879,129

The details of the reconciliation have been included under appendix II

6. (c) Transfers from Ministries, Departments and Agencies (MDAs) as recognized in the Statement of Cash flows

Transfers from Other Government Entities Recognized in the Statement of Financial Performance	651,413,590
Add:	
Receivables from Non- Exchange Transactions Recognized in FY2019-2020	52,098,040
Amount Recognized in Cash flow statement	703,511,630

NOTES TO FINANCIAL STATEMENTS

7. Other Organizational Grants

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Actual		
European Union- AHEAD Project Grant	661,970	2,135,302
NRF Research Grants to Students	270,240	3,627,600
NRF Research Grants ICT	26,951,343	22,866,419
National Multiplication Training Project- By DAAD	1,285,948	1,223,623
Commonwealth of Learning- Technology-Enabled Learning	623,600	-
International Society for the study of Behavioural Development	160,950	-
Association Of Commonwealth Universities	73,366	-
Total Other Organization Grants	30,027,417	29,852,944

7 b) Other Organization grant Recognized in the Statement of Cash Flows

Other Organization grant Recognized in the Statement of Financial Performance	30,027,417
Add: Un expended grants received during the year (deferred income)	
Commonwealth of Learning- Technology-Enabled Learning	1,637,155
European Union- AHEAD Project Grant	337,384
International Development Research Centre (IRDC)	294,329
Gain on Forex Transactions	35,462
Less: Conditional Grant funds received in prior periods	
NRF ICT grant funds received in FY2018/2019 Utilized in FY2020/2021	(26,951,343)
Commonwealth of Learning- Technology-Enabled Learning grant received in FY2019/2020 Utilized in FY2020/2021	(623,600)
Amount Recognized in Cash flow statement	4,756,804

NOTES TO FINANCIAL STATEMENTS

8. Public Contributions and Donations

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Enwealth Financial Services	50,000	-
Fountain Health	30,000	-
African Alliance Asset	50,000	-
Charlink	10,000	-
KADEB Insurance Agency	21,000	100,000
Donation of books	780,000	46,000,000
Total	941,000	46,100,000

8 b) Public Contributions and Donations Recognized in the Statement of Cash Flows

Public Contributions and Donations Recognized in the Statement of Financial Performance	941,000
Less: Donations In kind	
Books	780,000
Amount Recognized in the Statement of Cash flows	161,000

9. Rendering Of Services – Tuition Fees

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Tuition fees	140,499,775	275,795,495
Total Revenue from the Rendering of Services	140,499,775	275,795,495

NOTES TO FINANCIAL STATEMENTS

9 b) Rendering of Services - Tuition Fee Recognized in the Statement Cash Flows

Rendering of Services - Tuition Fee Recognized in the Statement of Financial Performance	140,499,775
Add:	
Tuition Fees Earned in prior periods but received in FY2020/2021 (Decrease in Receivables from Exchange Transactions)	9,940,384
Non cash income - Decrease in provision for bad debts	270,716
Fees Received in the current period for utilization in future periods (Increase in Pre paid fees)	16,929,549
Amount recognized in the statement of cash flows	167,640,424

10. Rendering of Services – Administrative Fees

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Activity Fee	5,318,000	5,934,000
Agency Fee	213,489	184,586
Amenity Fee	5,347,000	5,939,000
Application Fee	1,191,049	1,055,612
Alumni fee	1,638,000	2,815,000
Fines & Penalties	464,872	176,034
Computer Fees	19,279,000	29,909,500
Examination fees	7,212,900	7,883,700
Identity Card	469,250	421,000
SGC Collections	2,931,200	3,084,900
Library fee	708,000	509,500
Medical Subsidy	9,271,500	9,757,000
Registration Fee	1,117,600	962,000
School Practice & Attachment/log	6,601,900	18,324,500
Supervision	11,768,000	7,263,000
Thesis Examination Fees	6,494,500	4,357,000
CUE Fees	2,079,500	1,415,000
KUCCPS Fees	2,250,350	1,522,500
Graduation fee	6,924,150	9,992,000
Workshops & Conferences Fee	128,173	201,500
Sundry Income	1,652,130	234,740
Referral/Supplementary/Remaking & Course Repeat	1,053,762	774,690
	94,114,325	112,716,762

NOTES TO FINANCIAL STATEMENTS

10 b) Rendering of Services - Administrative Fees Recognized in the Statement of Cash Flows

Use of goods and services - Amount Recognized in the statement of Financial Performance	94,114,325
Add:	
Increase in refundable deposits from customers	3,839,750
Amount recognized in the statement of cash flows	97,954,075

11. Sale of Goods (IGA)

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
IGU Incomes		
Catering Income	7,113,460	6,615,556
Accommodation Income	14,261,000	16,644,000
Farm, Grass Cutting	72,830	87,675
Photocopying & Bindery Services	9,970	46,225
Hire income	300,805	372,760
Total Revenue from the Sale of Goods	21,758,065	23,766,216

12. Rental Revenue from Facilities and Equipment

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Staff House Rent	2,509,690	2,498,360
Contingent Rentals	-	-
Total Rentals	2,509,690	2,498,360

13. Other Income

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Provision for bad and doubtful debts (Decrease)	270,716	289,916
Total other income	270,716	289,916

14. Use of Goods and Services

NOTES TO FINANCIAL STATEMENTS

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Affiliation Fees	1,421,361	2,107,544
Alumni Association Expenses	155,620	487,455
Audit Expenses	103,660	244,621
Bank Charges	572,112	353,988
Choir, Drama & Clubs	28,000	1,176,600
Cleaning Services & Fungicides and Sprays	13,057,620	13,318,827
Community Based Education. Environment & Extension services	40,000	381,790
Couching & Mentorship	40,000	86,110
Cultural & Careers Week	69,000	1,019,880
Curriculum Development & Review	384,600	2,713,758
Electricity, Water & Conservancy	10,752,388	11,657,930
Examination Expenses	986,640	1,357,200
Thesis supervision	4,238,704	-
External Examination Expenses	1,542,918	2,450,008
Graduation Expenses	8,611,153	12,232,132
Hire of Transport	-	94,000
HIV/AIDS Expenses	93,673	102,680
Income Generating Units Development Expenses	493,567	800,733
Income Generating Units Expense	7,720,963	15,218,900
Insurance and Legal Expenses	6,048,099	7,299,085
Internet Expenses	7,865,212	8,803,913
Inter-university Games	413,445	2,450,032
ISO Implementation	1,204,710	2,074,713
Library Expenses	460,090	2,819,568
Motor Vehicle Expenses	6,742,569	10,849,506
National Drama Festival Hosting Expenses	-	28,000
Office of Vice Chancellor Expenses	-	1,336,482
Official Entertainment & Newspapers	1,027,474	958,388
Student Placement and Admission Expenses	1,509,100	-
Quality Assurance Charges- CUE	3,075,000	3,950,500
Passage & Baggage	3,524,319	412,300
Performance Contracting	2,277,023	1,898,401
Postal and Courier Services	194,947	370,309
Public Celebrations & Funerals	72,959	514,040
Purchase of Drugs, Medical Lab, Nursing and Public Health Expenses	804,209	3,439,760
Purchase of Sports Equipment	118,280	194,650
Purchase of Stationery	2,708,344	5,763,250
Quality Assurance	1,465,205	607,284
Recruitment & Training	1,408,940	4,011,324
Rent and Rates	-	87,000
Research Expenses	2,859,236	3,885,284
School Practice & Industrial Attachment	12,566,600	11,359,814
Security Services	15,108,510	15,774,362
Seminars, Conferences & CPD events	621,967	807,875
Senate Expenses	78,380	582,029
SGC Elections & Training	630,650	1,106,345
SGC Expenses	1,395,756	2,171,510
Strategic Plan & Master Plan Expenses	121,500	771,300
Student Expenses	2,100,280	1,656,795
Teaching Material	1,204,695	2,198,794
Telephone Expenses	34,000	2,428,469
Tender Expenses & Other Administrative Charges	1,845,110	1,134,626
Travel & Accommodation	4,666,883	7,535,108
Open, Distance and Electronic Learning Expenses	433,795	1,103,360
Corporate Social Responsibility Expenses	-	452,320
Covid-19 Mitigation Expenses	1,211,520	630,940
Purchase of Uniforms & Clothing	-	1,774,360
Disability, Gender, alcohol and drug, chaplaincy	153,900	0
Contingencies	960	1,415,830
School of Nursing Development Expenses	102,360	138,495
Tuition fee waiver	153,900	-
Internal CBA Implementation	1,471,380	-
Technical and Vocational Training Expenses	328,874	-
Bad debts Written Off	1,325,350	-
Total General Expenses	139,647,510	180,600,277

14 b) Use of Goods and Services - Amount Recognized in the statement of Cash Flows

Use of Goods and Services - Amount Recognized in the statement of Financial Performance	139,647,510
Add:	
Increase in Inventory	3,759,143
Less:	
Increase in trade payable	(35,117,111)
Amount recognized in the statement of cash flows	108,289,542

15. Employee Costs

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Salaries and Wages	744,961,814	668,320,795
Employee Related Costs - Medical Aids	35,815,561	33,198,185
Part Time Payments	54,299,100	126,248,275
2017-2021CBA Arrears	-	52,098,040
Service Gratuity Accrued	39,912,118	1,919,077
Employee Costs	874,988,593	881,784,372

15 b) Employee Costs - Amount Recognized in the statement of Cash Flows

Employee Costs - Amount Recognized in the statement of Financial Performance	874,988,593
Add:	
Provisions - Increase	52,098,040
Less: Increase in Employee Benefit Obligation	
Increase in accrued Part time expenses	(36,966,470)
Increase in accrued Service Gratuity	(39,912,118)
Amount recognized in the statement of cash flows	850,208,045

16. Remuneration Of Council Members

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Chairman's Honoraria	960,000	960,000
University Council emoluments	13,487,976	17,586,064
Remuneration of Council Members	14,447,976	18,546,064

NOTES TO FINANCIAL STATEMENTS

17. Depreciation and Amortization Expense

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Property, plant and equipment	85,338,765	84,442,608
Intangible assets	-	9,038,952
Total depreciation and amortization	85,338,765	93,481,560

18. Repairs and Maintenance

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Maintenance of Catering & Hostel Facilities	19,444	4,075,370
Maintenance of Plant, Furniture & Equipment	717,349	1,059,687
Maintenance of Building & Stations	868,390	2,271,975
Maintenance of Water Suppliers & Sewerage	442,200	1,061,168
Maintenance of Computers	101,000	268,800
Network Installation and Maintenance expenses	457,674	361,800
Services Level Agreement (ABNO) expenses	2,667,600	2,714,400
Telecommunication Maintenance	18,000	-
Total repairs and maintenance	5,291,657	11,813,200

19. Grants and Subsidies

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
AHEAD Research Project Expenses	661,970	1,321,538
Students Research Fund Expenses	2,775,000	1,422,200
Commonwealth of Learning- Technology-Enabled Learning Expenses	623,600	-
National Multiplication Training Project Expenses	1,285,120	1,210,991
International Society for the Study of behavioral development	138,311	-
Association of Common Wealth Universities Expenses	73,000	-
Total Grants and Subsidies	5,557,001	3,954,729.00

NOTES TO FINANCIAL STATEMENTS

20. Public Relations and Marketing Costs

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Advertising & Publicity	2,146,112	1,619,280
Publishing and Printing	45,480	237,550
University Shows & Exhibitions	-	631,112
Total PR & Marketing Costs	2,191,592	2,487,942

21. Unrealized Gain From Foreign Exchange Transactions

Description	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Unrealized gain from foreign exchange transactions	35,462	-
Total	35,462	-

22. Cash and Cash Equivalents

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Current account	244,145,824	286,368,169
Fixed deposits account	7,000,000	2,000,000
Others	-	4,491
Total cash and cash equivalents	251,145,824	288,372,660

NOTES TO FINANCIAL STATEMENTS

22(a) Detailed Analysis of the Cash and Cash Equivalents

		As at 30/06/2021	As at 30/06/2020
Financial institution	Account number	Kshs.	Kshs.
a) Current account			
Kenya Commercial Bank Limited-889	1132024889	51,114,987	109,541,716
Kenya Commercial Bank Limited- Deposit	1134708375	19,231,843	10,931,356
Kenya Commercial Bank Limited -Payment	1137408286	23,385,044	22,365,220
National Bank of Kenya Limited-Pension	01281076872600	408,346	418,186
National Bank of Kenya Limited - Fees Collection	01001076872600	40,143,979	34,248,043
Equity Bank Limited-508	0480261211508	29,432,230	41,996,507
Equity Bank Limited-898	0500261717898	284,519	452,743
Standard Chartered Bank	01020282721	18,903,429	18,075,969
Family Bank Limited	077000029979	34,630,462	46,926,216
Co-operative Bank of Kenya Ltd	01129669927300	23,304,923	70,223
Absa Bank Kenya PLC(KES)	2028252628	2,506,054	808,025
Absa bank Kenya PLC (Euro)	2040024649	638,190	531,884
Absa Bank Kenya PLC (USD)	2040024657	161,818	2,081
Sub- total		244,145,824	286,368,169
c) Fixed deposits account			
Equity Bank Limited	0480369612597	7,000,000	2,000,000
Sub- total		7,000,000	2,000,000
e) Others(specify)			
Cheques in transit		-	-
cash in hand		-	-
Petty Cash		-	4,491
Sub- total		-	4,491
Grand total		251,145,824	288,372,660

NOTES TO FINANCIAL STATEMENTS

23. Receivables from Exchange Transactions

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Current receivables		
Students fees debtors	248,229,697	253,644,029
Less: Provision for bad debts	(12,411,485)	(12,682,201)
Staff debtors	3,457,915	3,687,397
Other debtors	1,473,500	9,712,795
Bank guarantee	2,500,000	2,500,000
Kenya Revenue Authority	3,672,009	-
Total current receivables	246,921,636	256,862,020
Total receivables	246,921,636	256,862,020

24. Receivables from Non-Exchange Transactions

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Current receivables		
Exchequer grants(Recurrent)	-	52,098,040
	-	52,098,040

25. Inventories

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Consumable Stores	2,053,134	1,456,980
Medical Supplies & Laboratory Chemicals	757,849	1,167,480
Electrical, Building & Plumbing Materials	6,675,005	2,841,680
Catering	371,634	632,339
Total Inventories at the Lower of cost and Net Realizable Value	9,857,622	6,098,479

26. PROPERTY, PLANT AND EQUIPMENT

Cost	Land	Buildings	W.I.P	Plant And Equipment	Computers, Printers & Copiers	Furniture & Fittings	Motor Vehicles	Library Books	Total Kshs.
At 30th June, 2019	96,152,728	990,784,520	1,028,358,794	23,367,745	36,983,754	57,923,154	81,927,158	51,637,638	2,367,135,491
Valuation Additions	-	-	-	6,351,625	7,089,826	1,883,183	9,131,547	841,148	149,850,032
Donations	-	-	-	-	-	-	-	46,000,000	46,000,000
Transfers/adjustments	-	1,105,877,328	(1,130,045,078)	444,000	7,981,000	15,742,750	-	-	-
At 30th June, 2020	96,152,728	2,096,661,848	22,866,419	30,163,370	52,054,580	75,549,087	91,058,705	98,478,786	2,562,985,523
As at 1st July, 2020	96,152,728	2,096,661,848	22,866,419	30,163,370	52,054,580	75,549,087	91,058,705	98,478,786	2,562,985,523
Additions	-	-	109,464,218	3,569,727	1,577,600	73,800	-	-	114,685,345
Donations	-	-	-	-	-	-	-	780,000	780,000
Transfers/adjustments	-	-	-	-	-	-	-	-	-
At 30th June, 2021	96,152,728	2,096,661,848	132,330,637	33,733,097	53,632,180	75,622,887	91,058,705	99,258,786	2,678,450,868
Depreciation	-	-	-	-	-	-	-	-	-
At 30th June, 2019	-	98,932,923	-	12,906,848	34,765,177	38,608,061	55,598,793	33,253,228	274,065,030
As at 1st July, 2019	-	98,932,923	-	12,906,848	34,765,177	38,608,061	55,598,793	33,253,228	274,065,030
Depreciation	-	38,681,176	-	2,981,171	4,875,081	7,390,870	11,333,190	19,181,120	84,442,608
Prior year adjustment	-	-	-	-	-	-	-	-	-
At 30th June, 2020	-	137,614,099	-	15,888,019	39,640,258	45,998,931	66,931,983	52,434,348	358,507,638
Depreciation	-	41,120,222	-	3,828,620	6,515,182	7,894,554	12,349,135	13,631,052	85,338,765
Prior year adjustment	-	-	-	-	-	-	-	-	-
At 30th June, 2021	-	178,734,321	-	19,716,640	46,155,440	53,893,485	79,281,118	66,065,400	443,846,404
Net book values	-	-	-	-	-	-	-	-	-
At 30th June, 2021	96,152,728	1,917,927,527	132,330,637	14,016,457	7,476,740	21,729,402	11,777,587	33,193,386	2,234,604,464
At 30 th June, 2020	96,152,728	1,959,047,749	22,866,419	14,275,351	12,414,322	29,550,156	24,126,722	46,044,438	2,204,477,885

w.i.p includes Proposed construction of Sports Fields and student center as well as equipment of an ICT Hub as well as science laboratories

NOTES TO FINANCIAL STATEMENTS

Property plant and Equipment includes the following assets that are fully depreciated:

	Cost	Normal Annual depreciation Charge
Plant and machinery	779,832	97,479
Motor vehicles, including motor cycles	36,594,398	9,148,600
Computers and related equipment	33,006,714	10,991,236
Office equipment, furniture and fittings	12,454,930	1,556,866
Total	82,835,874	21,794,181

The fully depreciated motor vehicles that are still in use were valued at Kshs. 19,040,000.

27. Intangible Assets

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Cost		
At beginning of the year	27,144,000	27,144,000
Additions	-	-
At end of the year	27,144,000	27,144,000
Additions—internal development	-	-
At end of the year	27,144,000	27,144,000
Amortization and impairment		
At beginning of the year	27,116,856	18,077,904
Amortization	-	9,038,952
At end of the year	27,116,856	27,116,856
Impairment loss	-	-
At end of the year	27,116,856	27,116,856
NBV	27,144	27,144

NOTES TO FINANCIAL STATEMENTS

28. Trade and Other Payables

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Trade payables	75,738,612	45,309,329
Project Retention Money	14,941,123	15,766,937
HELB account	1,454,822	2,629,736
CDF	10,351,320	9,002,920
County Bursary	5,518,590	4,770,350
Other Sponsors	2,606,950	2,622,189
Kibabii University Pension Scheme	408,346	418,186
Kibabii University Needy Students Fund	7,284,519	2,452,743
CBA Refund 2010-2013 Due	17,643,730	17,643,730
IUCEA	300,960	460,210
KUSU	238,720	-
Staff Life Assurance	50,000	-
Total trade and other payables	136,537,692	101,076,330R

29. Refundable Deposits and Prepayments from Customers

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Caution Money	10,150,950	8,028,950
Deposit on Staff House Rent	256,900	228,700
Unallocated deposits	1,689,550	344,251
	12,097,400	8,601,901R

R-One item, an unallocated deposits was reclassified from Trade and Other payables to refundable deposits. This was restated for comparability purposes

30. Deferred Income

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
NRF Research Grants ICT Hub	12,041,598	38,992,941
Commonwealth of Learning- Technology-Enabled Learning	1,698,738	685,184
European Union- AHEAD Project Grant	337,384	-
IDRC Grant	294,329	-
	14,372,049	39,678,125

NOTES TO FINANCIAL STATEMENTS

The deferred income movement is as follows:

	National government	International funders	Public contributions and donations	Total
Balance brought forward	0	39,678,125	0	39,678,125
Additions	0	4,451,101	0	4,451,101
Transfers to Capital fund	0	0	0	-
Transfers to income statement	0	29,757,177	0	29,757,177
Other transfers	0		0	-
Balance carried forward	0	14,372,049	0	14,372,049

31. Employee Benefit Obligation

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Third-party payments (Part-timers claims)	86,002,190	49,035,720
Service Gratuity Due	66,173,620	26,261,502
	152,175,810	75,297,222

The University contributes to the statutory National Social Security Fund (NSSF). This is a defined contribution scheme registered under the National Social Security Act. The University's obligation under the scheme is limited to specific contributions legislated from time to time and is currently at KShs. 200 per employee per month. Other than NSSF the University also has a defined contribution scheme operated by Enwealth Pension Fund. Employees contribute 10% while the employer contributes 20% of the basic salary. Employer contributions are recognized as expenses in the statement of financial performance within the period they are incurred.

32. Payments Received in Advance

Description	As at 30/06/2021	As at 30/06/2020
	Kshs.	Kshs.
Prepaid Fees	41,697,461	24,767,912
Total Deposits	41,697,461	24,767,912

NOTES TO FINANCIAL STATEMENTS

33. Current Provisions

Description	Provision for Audit fees	Total Provision	Prior Year
	KShs	KShs	Kshs.
Balance at the beginning of the year	500,000	500,000	3,627,432
Additional Provisions	-	-	52,098,040
Provision Utilised	-	-	-3,127,432
Change due to discount and time value for money	-	-	0
Transfers from non -current provisions	-	-	0
Total provisions	500,000	500,000	52,598,040

34. Cash Generated from Operations

	FY2020/2021	FY2019/2020
	Kshs.	Kshs.
Surplus Before Tax	(185,893,054)	873,753
Adjusted for:	-	-
Depreciation	85,338,765	93,481,560
Non-cash Grants Received	(780,000)	- 46,000,000
Unexpended Grants Utilized	(27,574,943)	- 22,866,419
Deffered Income	-	-
Unrealized Gains	-	-
Contribution to Provisions	(52,098,040)	9,474,792
Working Capital Adjustments	-	-
Increase/ Decrease in Inventory	(3,759,143)	2,397,903
Increase/ Decrease in Receivables	62,038,424	8,148,767
Increase/Decrease in Deferred Income	2,268,867	685,184
Increase/Decrease in Payables	115,835,450	21,441,553R
Increase/Decrease in Payments Received in Advance	16,929,549	(15,446,232)
Net Cash Flow from Operating Activities	12,305,875	52,190,861

R-Restatement of the figure for 2019/2020 FY.

This figure had been stated as Kshs. 21,097,302 in the prior year Financial Statements. This was erroneous as an adjustment to introduce a new liability of Kshs. 344,251 was missed during the revision at the conclusion of the prior year audit. An adjustment has been done on the prior year figures in this report to correct the error.

35. Financial Risk Management

The University’s activities expose it to a variety of financial risks including credit and liquidity risks and effects of changes in foreign currency. The University’s overall risk management programme focuses on unpredictability of changes in the business environment and seeks to minimize the potential adverse effect of such risks on its performance by setting acceptable levels of risk. The University does not hedge any risks and has in place policies to ensure that credit is only extended to customers with an established credit history.

The University’s financial risk management objectives and policies are detailed below:

i) Credit risk

The University has exposure to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due. Credit risk arises from cash and cash equivalents, and deposits with banks, as well as trade and other receivables and available-for-sale financial investments. Management assesses the credit quality of each customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external assessment in accordance with limits set by Council. The amounts presented in the statement of financial position are net of allowances for doubtful receivables, estimated by the University’s management based on prior experience and their assessment of the current economic environment.

The carrying amount of financial assets recorded in the financial statements representing the University’s maximum exposure to credit risk without taking account of the value of any collateral obtained is made up as follows:

	Total amount Kshs	Fully performing Kshs	Past due Kshs	Impaired Kshs
At 30 June 2021				
Receivables from exchange transactions	246,921,636	246,921,636	-	-
Receivables from non-exchange transactions	-	-	-	-
Bank balances	251,145,824	251,145,824	-	-
Total	498,067,460	498,067,460	-	-
At 30 June 2020				
Receivables from exchange transactions	256,862,020	256,862,020	-	-
Receivables from non-exchange transactions	52,098,040	52,098,040	-	-
Bank balances	288,368,169	288,368,169	-	-
Total	597,328,229	597,328,229	-	-

NOTES TO FINANCIAL STATEMENTS

The customers under the fully performing category are paying their debts as they continue trading. The credit risk associated with these receivables is minimal and the allowance for uncollectible amounts that the University has recognized in the financial statements is considered adequate to cover any potentially irrecoverable amounts. The University has significant concentration of credit risk on amounts due from Students.

The University Council sets the University's credit policies and objectives and lays down parameters within which the various aspects of credit risk management are operated.

Financial Risk Management

ii) Liquidity risk management

Ultimate responsibility for liquidity risk management rests with the University Council, who have built an appropriate liquidity risk management framework for the management of the University's short, medium and long-term funding and liquidity management requirements. The University manages liquidity risk through continuous monitoring of forecasts and actual cash flows.

The table below represents cash flows payable by the University under non-derivative financial liabilities by their remaining contractual maturities at the reporting date. The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances, as the impact of discounting is not significant.

	Less than 1 month	Between 1-3 months	Over 5 months	Total
	Kshs	Kshs	Kshs	Kshs
At 30 June 2021				
Trade payables	-	136,537,692	-	136,537,692
Provisions	-	-	500,000	500,000
Fees Received in advance	-	41,697,461	-	41,697,461
Refundable Deposits to Customers	-	-	12,097,400	12,097,400
Employee Benefit Obligation	-	-	152,175,810	152,175,810
Total	-	178,235,153	164,773,210	343,008,363
At 30 June 2020				
Trade payables	-	101,076,330	-	101,076,330
Provisions	-	52,098,040	500,000	52,598,040
Fees Received in advance	-	24,767,912	-	24,767,912
Refundable Deposits to Customers	-	-	8,601,901	8,601,901
Employee Benefit Obligation	-	-	75,297,222	75,297,222
Total	-	177,942,282	84,399,123	262,341,405

NOTES TO FINANCIAL STATEMENTS

Financial Risk Management

iii) Market risk

The University has put in place an internal audit function to assist it in assessing the risk faced by the University on an ongoing basis, evaluate and test the design and effectiveness of its internal accounting and operational controls.

Market risk is the risk arising from changes in market prices, such as interest rate, equity prices and foreign exchange rates which will affect the University's income or the value of its holding of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return. Overall responsibility for managing market risk rests with the Audit and Risk Management Committee.

The University's Finance Department is responsible for the development of detailed risk management policies (subject to review and approval by Audit and Risk Management Committee) and for the day-to-day implementation of those policies. There has been no change to the University's exposure to market risks or the manner in which it manages and measures the risk.

a) Foreign currency risk

The University has transactional currency exposures. Such exposure arises through purchases of goods and services that are done in currencies other than the local currency. Invoices denominated in foreign currencies are paid after 30 days from the date of the invoice and conversion at the time of payment is done using the prevailing exchange rate.

The University manages foreign exchange risk from future commercial transactions and recognized assets and liabilities by projecting for expected sales proceeds and matching the same with expected payments.

Financial Risk Management

The carrying amount of the University's foreign currency denominated monetary assets and monetary liabilities at the end of the reporting period are as follows:

FY 2021

	Ksh	Other currencies	Total
	Kshs	Kshs	Kshs
At 30 June 2021			
Financial assets			
Investments	-	-	-
Cash	250,345,816	800,008	251,145,824
Debtors	246,921,636	-	246,921,636
Total financial assets	497,267,452	800,008	498,067,460
Financial Liabilities			
Trade and other payables	356,880,412	-	356,880,412
Borrowings	-	-	-
Total financial liabilities	356,880,412		356,880,412
Net foreign currency asset/(liability)	140,387,040	800,008	141,187,048

NOTES TO FINANCIAL STATEMENTS

FY 2020

	Ksh	Other currencies	Total
	Kshs	Kshs	Kshs
At 30 June 2020			
Financial assets			
Investments	-	-	-
Cash	287,838,695	533,965	288,372,660
Debtors	308,960,060	-	308,960,060
Total financial assets	596,798,755	533,965	597,332,720
Financial Liabilities			
Trade and other payables	249,421,490	-	249,421,490
Borrowings	-	-	-
Total financial liabilities	249,421,490	-	249,421,490
Net foreign currency asset/(liability)	347,377,265	533,965	347,911,230

Foreign currency sensitivity analysis

The following table demonstrates the effect on the University's statement of comprehensive income on applying the sensitivity for a reasonable possible change in the exchange rate of the three main transaction currencies, with all other variables held constant. The reverse would also occur if the Kenya Shilling appreciated with all other variables held constant.

	Change in currency rate	Effect on Profit before tax	Effect on equity
	Kshs	Kshs	Kshs
2021			
Euro	10%	63,819.00	-
USD	10%	16,181.80	-
2020			
Euro	10%	53,188.40	-
USD	10%	208.10	-

b) Interest rate risk

Interest rate risk is the risk that the University's financial condition may be adversely affected as a result of changes in interest rate levels. The University's interest rate risk arises from bank deposits. This exposes the University to cash flow interest rate risk. The interest rate risk exposure arises mainly from interest rate movements on the University's deposits.

Management of interest rate risk

To manage the interest rate risk, management has endeavoured to bank with institutions that offer favourable interest rates.

Sensitivity analysis

The University analyses its interest rate exposure on a dynamic basis by conducting a sensitivity analysis. This involves determining the impact on profit or loss of defined rate shifts. The sensitivity analysis for interest rate risk assumes that all other variables, in particular foreign exchange rates, remain constant. The analysis has been performed on the same basis as the prior year. Using the end of the year figures, the sensitivity analysis indicates the impact on the statement of comprehensive income if current floating interest rates increase/decrease by one percentage point as a decrease/increase of KShs 2,511,458 (2020: KShs 2,883,727). A rate increase/decrease of 5% would result in a decrease/increase in profit before tax of KShs 12,557,291 (2020 – KShs 14,418,633)

Fair value of financial assets and liabilities

a) Financial instruments measured at fair value.

Determination of fair value and fair values hierarchy

IPSAS 30 specifies a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. Observable inputs reflect market data obtained from independent sources; unobservable inputs reflect the University's market assumptions. These two types of inputs have created the following fair value hierarchy:

- Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities. This level includes listed equity securities and debt instruments on exchanges.
- Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices).
- Level 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs). This level includes equity investments and debt instruments with significant unobservable components. This hierarchy requires the use of observable market data when available. The University considers relevant and observable market prices in its valuations where possible.

The following table shows an analysis of financial and non- financial instruments recorded at fair value by level of the fair value hierarchy:

	Level 1 Kshs	Level 2 Kshs	Level 3 Kshs	Total Kshs
As at 30 June 2021				
Financial Assets				
Quoted equity investments	-	-	-	-
Non- financial Assets				
Investment property	-	-	-	-
Land and buildings	2,192,814,576	-	-	2,192,814,576
	2,192,814,576	-	-	2,192,814,576
As at 30 June 2020				
Financial Assets				
Quoted equity investments	-	-	-	-
Non- financial Assets				
Investment property	-	-	-	-
Land and buildings	2,192,814,576	-	-	2,192,814,576
	2,192,814,576	-	-	2,192,814,576

NOTES TO FINANCIAL STATEMENTS

v) Capital Risk Management

The objective of the University's capital risk management is to safeguard the University's ability to continue as a going concern. The University capital structure comprises of the following funds:

	2020-2021	2019-2020
	Kshs	Kshs
Revaluation reserve	1,434,485,296	1,434,485,296
Retained earnings	137,786,115	280,433,947
Capital reserve	812,904,867	790,997,455
Total funds	2,385,176,278	2,505,916,698
Total borrowings	-	-
Less: cash and bank balances	251,145,824	288,372,660
Net debt/(excess cash and cash equivalents)	(251,145,824)	(288,372,660)
Gearing	-11	-12

36. Related Party Disclosures

Nature of related party relationships

Parties related to the University include those parties who have ability to exercise control or exercise significant influence over its operating and financial decisions. Related parties include management personnel, their associates and close family members.

Government of Kenya

The Government of Kenya is the principal owner of the University, holding 100% of the University's equity interest.

Other related parties include:

- i) The University's Parent Ministry; Ministry of Education
- ii) County Governments
- iii) Other SCs and SAGAs
- iv) Key management;
- v) University Council;

NOTES TO FINANCIAL STATEMENTS

37. Contingent Assets and Contingent Liabilities

	2020-2021	2019-2020
	Kshs	Kshs
Contingent liabilities		
Bungoma NC Petition no 15 of 2016. David Murambi and two (2) others Vs the Country Government of Bungoma and Kibabii University for trespass to property. The total exposure to the University is Ksh.2.5Million.	2,500,000	2,500,000
Bungoma Employment and Labour Relations Court Case No. 61 of 2018 Walubengo Singoro Muliro Vs Kibabii University. The liability is yet to be determined.	0	0
Kisumu Employment and Labour Relations Court Case No. 57 of 2018 Prof Shem O. Aywa Vs the Chairman of Council, the Chancellor Kibabii University and Public Service Commission. The liability has not been determined.	0	0
Bungoma CMC MC ELC No 14 of 2020. Beatrice N. Wanjala and another Vs County Commissioner, County Commandant and Vice Chancellor – Kibabii University. This is an injunction restraining the respondents from interfering trespassing, developing, constructing, or in any other way interfering with the Plaintiff's L.R. No East Bukusu/North Kanduyi/888	0	0
Total	2,500,000	2,500,000

38. Capital Commitments

Capital commitments	2020-2021	2019-2020
Authorized for	-	130,310,000
Authorized and contracted for	205,818,988	-
Total	205,818,988	130,310,000

(NB: Capital commitments are commitments to be carried out in the next financial year and are disclosed in accordance with IPSAS 17. Capital commitments may be those that have been authorized by the board but at the end of the year had not been contracted or those already contracted for and ongoing)

39. Events after the Reporting Period

There were no material adjusting and non- adjusting events after the reporting period.

40. Ultimate And Holding Entity

The University is a State Corporation under the Ministry of Education. Its ultimate parent is the Government of Kenya.

41. Currency

The financial statements are presented in Kenya Shillings (Kshs).

NOTES TO FINANCIAL STATEMENTS

APPENDIX 1: PROGRESS ON FOLLOW UP OF AUDITOR RECOMMENDATIONS

The following is the summary of issues raised by the external auditor, and management comments that were provided to the auditor.

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: (Resolved / Not Resolved)	Timeframe: (Put a date when you expect the issue to be resolved)
Emphasis of Matter				
1.0	<p>Receivables from Exchange Transactions It was noted that the Receivables from Exchange Transactions balance of Kshs.256,862,020 includes student debtors fee balance of Kshs.253,644,029 which have anomalies in the supporting documents as detailed below. Detailed analysis of the student debtors revealed that an amount of Kshs.28, 833, 449 relates to students who have graduated. Though the management has indicated that their certificates are still under their custody and they will only be issued upon fees clearance, no clear strategies were demonstrated to be in place to ensure prompt recovery of the balances. Further, it was noted that an amount of Kshs.2, 219, 070 relates to students who have deferred their courses. Though clause 14.3 of the student's handbook stipulates that a student can be allowed to defer studies for a period of three years, a total of Kshs.226, 700 had been outstanding for a period of more than three years as at the time of the audit. Also, an amount of Kshs.123, 002, 005 relates to students who are active but not reported in the system. Though the management explained that it is the responsibility of the student to report in the system, these students did not adhere to that, it is not clear why the university is taking too long to enforce compliance. In the circumstances, the recoverability of the student fee debtor balances of Kshs.152, 062, 154 could not be confirmed and the huge fees arrears continue to impact negatively on the University's budget implementation due to low revenue collection.</p>	<p>During the 2019/2020FY, the academic calendar was affected by the prolonged Covid-19 pandemic which affected revenue collection. The academic year was to end in April 2020 but this was not possible due to the reason stated above. The academic year actually resumed from November, 2020. This resulted to balances which would have ideally been cleared in the 2019/2020 FY.</p> <p>The University developed a debts management policy to guide on recovery of debts owed by students, staff and other stakeholders (See the attached debt management policy) and formed a Task force to oversee the recoverability of debts and advice the vice chancellor and University Council on the position of students debtors on a quarterly basis (see attached appointment letter).</p> <p>The team was tasked to analyze student's debtors and make recommendations with a view of ascertaining whether these debts are collectable or not. In the event that the debts are uncollectable, the University management will seek approval from the University Council for write off of bad debts. It's on the above basis that we strongly believe that the debts are recoverable and the University will recover the Kshs. 152,062,154.00 unless otherwise determined by the task force hence appropriate measures shall be taken by the University Management through the University Council. The University Management will also ensure that a report is availed for verification during the next audit exercise.</p>	Not Resolved	Continuous

NOTES TO FINANCIAL STATEMENTS

REPORT ON LAWFULNESS AND EFFECTIVENESS IN USE OF PUBLIC RESOURCES				
<p>Over Expenditure on Employee Costs</p> <p>The statement of financial performance under note 15 reflects employee costs totalling Kshs.881, 784, 372. However, an analytics procedure conducted on the financial statements revealed that the employee cost constitutes 74% of the total receipts of Kshs.1, 193, 554,671 comprising revenues from both exchange and non-exchange transactions, and capital grants. This contravenes Section 26(1a) of the Public Financial Management Act (National Government Regulations), 2015, which puts a cap at 35% of the total receipts. In addition, Kibabii University spent Kshs.881, 784, 372 against a budgeted figure of Kshs.769, 029, 392 resulting in an over-expenditure of Kshs.112, 754, 980. In the circumstances, the University operated in breach of the law.</p>	<p>The core mandate of the University is the provision of quality teaching, research and extension services. This is labor intensive as the University is required to employ qualified Academic and administrative staff to achieve its mandate and to adhere to the Commission for University Education (CUE) regulations. This is the main reason why the university's largest cost is salaries. According to the 2015 CUE guidelines on establishment of a new Universities in Kenya, Chapter 6, section 1, subsection 2; Each department should have at least; -</p> <ul style="list-style-type: none"> • One professor/Associate Professor • Two other academic staff at the level of lecturer <p>We attach copies of the CUE Guidelines on Establishment of new Universities in Kenya-2015 and Standards and Guidelines for University Academic programmes for your review.</p> <p>The University cannot at this time reduce the number of employees and is actually required to increase the number to 550 up from the current 436 to operate at the optimum thresh hold as required by the Commission for University Education (CUE). Included in these costs are payments made to part time lecturers who have not been employed by the University on permanent and pensionable terms and offer their services to bridge the gap in teaching staff that is experienced by the University presently.</p> <p>The University still has very low student numbers while the cost of teaching is not dependent on the student numbers due CUE requirements.</p> <p>The University has also been experiencing under funding by the Government of Kenya on recurrent budget which majorly contributed to the high percentage when the employee cost is compared to the total revenue allocated by the GoK and Appropriation in Aid (AIA) since the institution mainly finances its operations through AIA. The recurrent allocation by the GoK has been inadequate to meet the employee cost.</p>	Not Resolved	Continuus	

NOTES TO FINANCIAL STATEMENTS

2.0	<p>Lack of Ethnic Diversity in Staff Recruitment</p> <p>Audit verification and analysis of the university payroll revealed that out of 440 employees, 331 are coming from the dominant Luhya ethnic community making approximately 75.23% of the staff in contravention of the law. In addition, out of the 33 new employees, 19(57.58%) are from the dominant Luhya ethnic community.</p> <p>Consequently, the University staff establishment and new appointments during the year failed to promote ethnic diversity in line with article 10 of the constitution and section 7(2) of the National Cohesion and Integration Act, 2015 which requires that no public establishment shall have more than one-third of its staff from the same ethnic community.</p>	<p>This is an historical problem as the university was established as a constituent College of Masinde Muliro University of Science and Technology which seconded staff predominantly from Bungoma County (81%). This was informed by the fact that the establishment came after the 2007 post-election violence that made Kenyans apprehensive of working in counties outside their home counties due to the political tension that was being experienced in the country at the time. This also resulted to poor response from potential employees from outside the county whenever the University placed adverts for recruitment on National Media. The University made every effort to mitigate this and was forced to re-advertise several positions as a result. The University is however making every effort to correct this as evidenced from the composition of top management as well as the recent recruitment including the 20 that were done in the FY2019/2020 where 44% came from outside the Luhya ethnic Community.</p>	Not Resolved	Continuou s
3.0	<p>Employees Receiving Net Pay of Less than One-Third of Basic Salaries</p> <p>Analysis of Kibabii University’s payroll for the period under audit revealed that several employees earned a net salary of less than one- third of their basic salaries. No explanation was advanced as to why the staff took home amounts less than the recommended one- third of their basic salaries in contravention of Section C.1 (3) of the Human Resource Policies and Procedures Manual for the Public Service May 2016 requires public officers not to over-commit their salaries beyond two-thirds of their basic salaries and mandates Heads of Human Resource Units to ensure compliance.</p> <p>Further, the management contravened section 19 (3) of the Employment Act, 2007 states that without prejudice to any right of recovery of any debt due, and notwithstanding the provisions of any other written law, the total amount of all deductions which under the provisions of subsection (1), may be made by an employer from the wages of his employee at any one time shall not exceed two- thirds of such wages or such additional or other amounts as may be prescribed by the Minister either generally or in relation to a specified employer or employee or class of employers or employees or any trade or industry.</p>	<p>The University is required by the PFM Act 2012, section 71 and further by Public Finance Management Act regulation 2015, section 93, subsections 5, 6, 7 & 8, to recover un-surrendered amounts on staff advances not accounted within seven days of return to the duty station. Failure of which the accounting officer is deemed to have committed an offence under the Act.</p> <p>As contained in the excerpt of the PFM regulations 2015 below;</p> <ol style="list-style-type: none"> i. Subsection (5) a holder of a temporary imprest shall account or surrender the imprest within 7 working days after returning to duty station. ii. Subsection (6) in the event of the imprest holder failing to account for or surrender the imprest on the due date, the Accounting Officer shall take immediate action to recover the full amount from the salary of the defaulting officer with an interest at the prevailing Central Bank rate. iii. Subsection (7) if the Accounting Officer does not recover the temporary imprest from the defaulting officer as provided for in this regulation the Accounting Officer commits an offence as provided for under the Act. iv. Subsection (8) In order to effectively and efficiently manage and control the issue of temporary imprests, an accounting officer or AIE holder shall ensure that no second imprest is issued to any officer before the first imprest is surrendered or recovered in full from his or her salary. v. Subsection (9) if the accounting officer or AIE Holder fails to comply with the provisions of paragraph (8) He or she commits an offence as provided for under the Act. <p>These are cases of staff who had failed to comply with PFM Act, 2012 and PFM Regulations, 2015 and the University was therefore invoking the Act. The Kibabii University being a public institution that is funded by tax payer’s money therefore, is required to comply with the PFM Act as the supreme law on public financial matters hence override any other law that contravenes it for example the Employment Act</p>	Resolved	

NOTES TO FINANCIAL STATEMENTS

REPORT ON EFFECTIVENESS OF INTERNAL CONTROLS, RISK MANAGEMENT, AND GOVERNANCE			
1.0	<p>Lack of Information and Communication Technology (ICT) Continuity and Disaster Recovery Plan</p> <p>A review of the university ICT governance documents and interviews with the management revealed that the university does not have an ICT continuity and disaster recovery plan. In addition, no documented and tested emergency procedure has been put in place.</p> <p>Consequently, the university faces the risk of disruption of services in case of disasters, and due to unauthorized ICT infrastructure access and system changes.</p>	<p>The University Management will expedite the approval of the draft IT Continuity plan and disaster recovery as soon as University Council is appointed before the end of 2020/21 financial year.</p>	Not Resolved
4.11	<p>Failure to align the annual budget to the Strategic Plan</p> <p>A review of the university's Revised Strategic Plan for 2016-2020 indicated that an amount of Kshs.1, 180, 711, 000 was required within the year under review towards the successful implementation of its six key strategic areas.</p> <p>The management allocated an amount of Kshs.1, 233, 1010, 608 in its 2019/2020 approved annual budget as detailed below. However, it was noted that the annual budget for the year under review was not financially aligned to the approved revised strategic plan 2016-2020 in the strategic areas significant to the achievement of the university's core mandate.</p> <p>An amount of Kshs.912, 469, 000 was allocated towards administrative, financial, and human resource management systems against the set target of Kshs.145, 140,000 in the strategic plan leading to over- allocation of Kshs.767, 329, 000.</p> <p>However, the core strategic directions of maintaining excellence in teaching and learning; research, innovation, partnerships and linkages; Investing in marketing, public relations, and linkages; Expanding, maintaining and improvements of physical facilities and infrastructure and Provision of quality health care services which required total funding of Kshs.1, 035,571,000 during the year received a paltry allocation of Kshs.320, 630,000 resulting into a huge underfunding of Kshs.714, 941,000.</p> <p>Further, the strategic plan 2019/2020 Annual Progress Report to Management, and Council had not been finalized as the review of the progress on the Strategic Plan Implementation was ongoing.</p> <p>From the aforementioned, the approved strategic directions of the University may not be achieved.</p>	<p>The University is underfunded hence there are certain budget lines that requires high budgetary allocation like employee costs which consumes more than 70% of the budget due to its nature as a fixed cost but the University is trying to ensure that the budget is aligned to the revised strategic plan moving forward into the next financial year 2020/2021 and beyond. The strategic plan has also been revised.</p>	Resolved

APPENDIX II: PROJECTS IMPLEMENTED BY THE UNIVERSITY

Projects implemented by the University Funded by development partners and/ or the Government.

Project title	Project Number	Development Partner	Period/duration	Development Partner commitment	Separate Development Partner reporting required as per the Development Partner agreement (Yes/No)	Consolidated in these financial statements (Yes/No)
Proposed Student Centre and Associated works	KIBU/21/2020-2021 KIBU/23/2020-2021	GoK	1 year	85,010,180	No	Yes
Proposed Sports Fields	KIBU/24/2020-2021	GoK	1 year	60,808,808	No	Yes
Purchase of Laboratory Equipment	KIBU/RT/02/2020-21 KIBU/RT/01/2020-21	GoK	1 year	50,000,000	No	Yes
Kibabii University Information Communication and Technology HUB		NRF	1 year 7 months	64,600,000	Yes	Yes

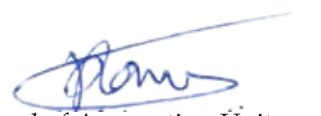
Status of Projects completion

	Project	Total project Cost	Total expended to date	Completion % to date	Budget	Actual	Sources of funds
1	Proposed Student Centre and Associated works	85,010,180	17,036,973	45%	85,010,180	17,036,973	GoK
2	Proposed Sports Fields	60,808,808	55,817,758	95%	60,808,808	55,817,758	GoK
3	Purchase of Laboratory Equipment	50,000,000	14,507,317	29%	50,000,000	14,507,317	GoK
4	Kibabii University Information Communication and Technology HUB (KICTH)	64,600,000	52,558,402	81%	64,600,000	52,558,402	NRF

APPENDIX III: INTER-ENTITY TRANSFERS

ENTITY NAME:		KIBABII UNIVERSITY	
Break down of Transfers from the State Department for University Education and Research			
FY 2020/2021			
a	Recurrent Grants		
	<u>Bank Statement Date</u>	<u>Amount (KShs)</u>	<u>FY to which the amounts relate</u>
	STATE DEPT UNI/REC/0020017644	07.08.2020	52,175,189.00
	STATE DEPT UNI/REC/0020017902	31.08.2020	52,175,189.00
	STATE DEPT UNI/REC/0020018104	01.10.2020	52,175,190.00
	STATE DEPT UNI/REC/0020018319	30.10.2020	52,175,189.00
	STATE DEPT UNI/REC/0020018588	07.12.2020	52,175,190.00
	STATE DEPT UNI/REC/0020018826	04.01.2020	52,175,189.00
	STATE DEPT UNI/REC/0020019092	04.02.2021	52,175,189.00
	STATE DEPT UNI/REC/0020019362	10.03.2021	52,175,189.00
	STATE DEPT UNI/REC/0020019589	09.04.2021	52,175,190.00
	STATE DEPT UNI/REC/0020019797	10.05.2021	52,175,190.00
	STATE DEPT UNI/REC/0020020071	16.06.2021	52,175,190.00
	STATE DEPT UNI/REC/0020020257	25.06.2021	52,175,189.00
	Total		626,102,273.00
b	Development Grants		
	<u>Bank Statement Date</u>	<u>Amount (KShs)</u>	<u>FY to which the amounts relate</u>
	STATE DEPT UNI/REC/0000001470	14.09.2020	65,152,634.00
	Total		65,152,634.00


 Finance Officer
 KIBABII UNIVERSITY
 DATE: 24/09/2021


 Head of Accounting Unit
 MINISTRY OF EDUCATION
 DATE : 28/09/2021

APPENDIX IV: RECORDING OF TRANSFERS FROM OTHER GOVERNMENT ENTITIES

Name of the MDA/Donor Transferring the funds	Date received as per bank statement	Nature: Recurrent/Development/Others	Total Amount - KES	Statement of Financial Performance	Where Recorded/recognized					Total Transfers during the Year
					Capital Fund	Deferred Income	Receivables	Others - must be specific		
Ministry Education	06.07.2020	Recurrent	77,409,357	25,311,317	-	-	52,098,040	-	-	52,098,040
Ministry Education	07.08.2020	Recurrent	52,175,189	52,175,189	-	-	-	-	-	52,175,189
Ministry Education	31.08.2020	Recurrent	52,175,189	52,175,189	-	-	-	-	-	52,175,189
Ministry Education	01.10.2020	Recurrent	52,175,190	52,175,190	-	-	-	-	-	52,175,190
Ministry Education	30.10.2020	Recurrent	52,175,189	52,175,189	-	-	-	-	-	52,175,189
Ministry Education	07.12.2020	Recurrent	52,175,190	52,175,190	-	-	-	-	-	52,175,190
Ministry Education	04.01.2020	Recurrent	52,175,189	52,175,189	-	-	-	-	-	52,175,189
Ministry Education	04.02.2021	Recurrent	52,175,189	52,175,189	-	-	-	-	-	52,175,189
Ministry Education	10.03.2021	Recurrent	52,175,189	52,175,189	-	-	-	-	-	52,175,189
Ministry Education	09.04.2021	Recurrent	52,175,190	52,175,190	-	-	-	-	-	52,175,190
Ministry Education	10.05.2021	Recurrent	52,175,190	52,175,190	-	-	-	-	-	52,175,190
Ministry Education	16.06.2021	Recurrent	52,175,190	52,175,190	-	-	-	-	-	52,175,190
Ministry Education	25.06.2021	Recurrent	52,175,189	52,175,189	-	-	-	-	-	52,175,189



ADMINISTRATION

BLOCK