

## Prof. Harriet Jepchumba Kidombo (PhD)

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University of Nairobi  
Open, Distance & eLearning Campus  
P.O. Box 30197 - 00100, Nairobi, Kenya  
Mobile Phone: 0722734058  
Email: [hkidombo@uonbi.ac.ke](mailto:hkidombo@uonbi.ac.ke) OR [harrietkidombo@gmail.com](mailto:harrietkidombo@gmail.com)  
Kenya Citizen  
Date of Birth: 29.11.1960

### 1. EDUCATION

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- 2001-2007:** Doctor of Philosophy Degree in Business Administration, Human Resource Management Option, School of Business, University of Nairobi
- 1994-1995:** M.Sc. in Human Resource Development, University of Manchester, UK.
- 1981-1985:** Bachelor of Arts (Honours), University of Nairobi
- 1979-1980:** Kenya Advanced Certificate of Education  
Machakos Girls High School
- 1975-1978:** East African Certificate of Education  
Baringo Secondary School
- 1968-1974:** Certificate of Primary Education  
Solian Primary School

### 2. PROFESSIONAL POSTGRADUATE TRAINING

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- 2013-2014:** Master of Arts in Peace and Reconciliation Studies, Center for Peace and Reconciliation Studies, Coventry University, UK
- 2012-2013:** Postgraduate Certificate in Conflict Resolution Skills, Center for Peace and Reconciliation Studies, Coventry University, UK
- 2008-2009:** Certificate in Material Development, Delivery and Technology and Governance of Open, Distance and e-Learning Programmes, African Virtual University (AVU) and Association of Colleges and Universities of Canada

### 3. CURRENT EMPLOYMENT

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Employer: University of Nairobi

Department: Open, Distance & eLearning Campus

Position: Associate Professor since September 2013:

Previous positions:

- i. **2009 - 2013:** Senior Lecturer, Department of Educational Studies
- ii. **2001 - 2009:** Lecturer, Department of Educational Studies,
- iii. **1996 – 2001:** Assistant Lecturer, Department of Educational Studies

### 4. TEACHING EXPERIENCE/RESPONSIBILITIES

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**1996 – 2019:** Twenty three years (23 years)

#### Teaching Units/Courses

- i) LDP 801: Advanced Research Methods ( PhD in Project Planning and Management)
- ii) DHR 701: Human Resource Management Theory (PhD, School of Business)
- iii) DHR 702: Human Resource Management Seminar (PhD School of Business)
- iv) LPE 621: Project Design and Management in Conflict Situations
- v) LDP 601: Fundamentals of Management
- vi) LDP 630: Research Project Proposal and Report Writing
- vii) BBS 208: Personnel Management II ( B.Ed Arts)
- viii) BBS 308: Labour Relations ( B.Ed Arts)

### 5. ADMINISTRATIVE RESPONSIBILITY

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- i. **February 2017 to Date:** Deputy Director, ODeL Campus
- ii. **June 2012 to February 2017:** Acting Dean, School of Continuing and Distance Education
- iii. **April 2010 – April 2013:** Director, e-Learning
- iv. **March 2005 – March 2011:** Associate Dean, School of Continuing and Distance Education
- v. **February 2004 – May 2004:** Acting Chairman, Department of Educational Studies
- vi. **January 1997-April 2005:** Examinations Officer, Faculty of External Studies

## 6. COMMITTEE MEMBERSHIP

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September 2019: Chair, Committee to Review Journals published in by 2019 PhD Candidates

2018 & 2019 : University of Nairobi Electoral Tribunal for UNSA

March 2019: Chairman, Committee on UoN Skills Gap Analysis

April 2019: Member, Committee on Framework for Developing University Policies

2017/2018: Member, Committee to Develop UoN Strategic Plan 2018-2023

2016: Member, Senate Sub-Committee on Student Indiscipline

2015: Member, ODeL Campus Strategic Planning Committee

## 7. MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS/ALUMNI

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- i) Certificate of Recognition for outstanding performance as Deputy Director, ODeL Campus in the 2017/2018 PC period
- ii) Institute of Human Resource Management (IHRM)
- iii) Professional Trainers Association of Kenya (PTAK) – Member
- iv) Kenya Association of Project Managers (KAPM) – Member
- v) University of Nairobi Alumni (Bronze Member)
- vi) University of Manchester Alumni (Member)
- vii) Coventry University Alumni (Member)

## 8. AWARDS/GRANTS

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- i) 1981: Kenya Government University scholarship for Bachelors Degree
- ii) 1994: World Bank Grant for Masters Degree
- iii) 2006: Dean's Committee Research Grant for Doctoral studies
- iv) 2012/2013: Coventry University Scholarship for Postgraduate Certificate and Masters in Peace and Conflict Resolution

## 9. SUPERVISION OF PhD THESIS

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1. Daniel Kemei (2018) Project Leadership Competencies, Strategic Factors, and Enterprise Resource Planning System Project Implementation in Selected Energy Sector State Parastatals in Kenya (*Co-Supervisor: Prof. Robert Oboko*)
2. Rebecca Mwikali Wambua (2018) Institutional Factors, Learners' Self Efficacy and Academic Performance in Selected Kenyan Universities, PhD in Distance Education, University of Nairobi. *Co-supervisors: Prof. Christopher Gakuu & Dr. Speranza Ndege*

3. Douglas Ogolla Awino (2018) Generational Differences, Work-Life Balance, Employer Branding and Engineers Retention Among Telecommunications Firms in Kenya. PhD in Business Administration, (KEMU) *Co-Supervisor: Dr. Thomas Senaji*
4. Anthony Githinji Kihuga (2018) Project Initiation Process, Monitoring and Evaluation Team Capacity, Compliance with Legal framework and Building Projects' Success.  
The Case of Building Projects in Roysambu Constituency, Nairobi County, Kenya. *Co-Supervisor: Prof. Christopher Gakuu*
5. Steve Ltumbesi Lelegwe, (2018) Technical Assistance, Community Participation, Socio-Economic Environment and Sustainability of Selected Donor Funded Projects in Samburu County, Kenya. PhD in Project Planning and Management (PPDI Option) University of Nairobi. *Co-Supervisor: Prof. Christopher Gakuu*
6. Joshua K. Chepcheng (2018) Institutional Factors, Political Environment and Public Participation in Monitoring and Evaluation: A Case of County Government Projects in Migori County, Kenya. PhD in Project Planning and Management (M&E Option) University of Nairobi *Co-Supervisor: Prof. Christopher Gakuu*
7. Josephine N. Ojiambo (2018) Critical Success Factors, Government Policy Compliance and Completion of Construction Projects in Public Secondary Schools in Bungoma County, Kenya, PhD in Project Planning and Management (PPDI Option), University of Nairobi. *Co-Supervisor: Prof. Charles Rambo*
8. Catherine Kaimenyi (2017) Workforce Diversity and Human Resource Management Practices in public Universities in Kenya, PhD in Business Administration (KEMU). *Co-supervisor: Dr. Thomas Senaji*
9. Lily Chebet Murey (2017) Monitoring and Evaluation Drivers, Project Leadership and Performance of Projects supported by KENNAF in Nakuru County, PhD in Project Planning and Management (M&E Option) University of Nairobi. *Co-Supervisor: Prof. Christopher Gakuu*
10. Cavens Githinji (2015) Influence of Evaluation Capacity Building Activities on Monitoring and Evaluation Result Utilization: The case of non-profit organizations in Meru Region , Kenya PhD in Project Planning and Management (M&E Option) University of Nairobi. *Co-Supervisor: Prof. Christopher Gakuu*
11. Kennedy Kibukho (2015) Participatory Monitoring and Evaluation, Citizen empowerment and Social Sustainability. The case Keremo Area Development Programme, Siaya County , Kenya, PhD in Project Planning and Management (M&E Option) University of Nairobi. *Co-Supervisor: Prof. Christopher Gakuu*

12. Chandi John Rugendo (2014) Influence of Study Habits and Demographic variables on Academic Performance: The Case of Bachelor of Education (Arts) Students, university of Nairobi, Kenya. *Co-supervisors: Prof. Joyce Mbwesa and Dr. Peter Keiyoro*
13. Jacob Kinyanjui Nganga (2014) Influence of Contextual and Cognitive Factors on the Relationship Between Performance Contracting System and Organizational Performance in Government Ministries in Kenya PhD in Project Planning and Management (M&E Option) University of Nairobi. *Co-Supervisor: Prof. Christopher Gakuu*
14. Joyce Nzulwa Daudi (2014) Generational cohorts, employer reputation and organizational performance in public sector organisations in Kenya, PhD in Business Administration, University of Nairobi, *Co-Supervisors: Prof. Zachary Awino & Prof. Ogutu*
15. Florence K. Muindi (2013) Quality of work life, Personality, Job Satisfaction, competence, and job Performance: among academic staff in Kenya Public Universities. PhD in Business Administration (HRM) UoN. Co Supervisor: Prof. Peter Kobonyo
16. Fronica Monari (2013) Employee Attributes, Organizational factors, Time Management Tendencies and Employee Performance in Chartered Universities in Kenya. PhD in Business Administration, University of Nairobi, *Co-Supervisors: Prof. Peter Kobonyo, and Prof Ganesh Pokhariyal*
17. Richard Leresian Lesiyampe (2013) Human Resource Management Practices, Organizational Factors and Quality Health Care Service Delivery in Referral Hospitals in Kenya, PhD in Business Administration, (KEMU), *Co-Supervisor: Prof. Nelson Wawire (KU)*
18. Tabitha Murerwa (2013) A Comparative Study of Factors Influencing Job Satisfaction Among Teachers in Public and Private Secondary Schools in Nairobi County, Kenya PhD in Business Administration, Co-Supervisor: *Prof. George Kingoriah (KEMU)*
19. Stella M. Omari (2012) The Moderating Influence of locus of control on demographic and cognitive factors among public sector employees in Kenya PhD in Business administration, University of Nairobi. *Co-supervisor: Prof. Peter K'Obonyo*
20. Peter N. Keiyoro (2010) An investigation of factors that influence the use of ICT in teaching and learning science curriculum in Kenyan secondary Schools: The case of Cyber and NEPAD e-schools PhD in Distance Education, University of Nairobi. *Co-supervisors: Prof. Christopher Gakuu and Dr. Jamen Were*

21. Paul Yatich Kandie ( 2009) The influence of organizational strategy and institutional factors on performance of small and medium enterprises in Kenya PhD in Business Administration, University of Nairobi. *Co-Supervisor: Prof. Peter K'Obonyo*

## 10. MASTERS SUPERVISION – Research Projects

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1. Ooko Dorine Atieno (2018) Influence of Procurement Life Cycle on Housing Construction Project Performance: A Cse of Nakuru County, MAPPM, University of Nairobi
2. John Makumi Ngagu (2018) Influence of County Government Human Resource Management Practices in Monitoring and Evaluation of Road Construction Projects in Kirinyaga County, Kenya, MAPPM, University of Nairobi
3. Francis Xavier Kweyu (2018) Influence of Project Management Processes on Performance of Last Mile Connectivity Projects in Nakuru County, MAPPM, University of Nairobi
4. Leonard Kiogora Murithi (2018) Determinants of Growth in Housing Projects the Real Estate Sector in Nkubu Town, Meru County, Kenya. MAPPM, University of Nairobi
5. Ruth Mwendu Muthui (2018) Factors Influencing Provision of Healthcare services in Kitui Referral Hospital, Kenya. MAPPM, University of Nairobi
6. Oreje Nelson (2017) Factors Influencing Service Delivery by Kenya Police Service Officers in Nairobi County, MA Project Planning and Management
7. Owoko Jennifer (2017) Factors Influencing Consumer Participation among water Users in Selected Water Utilities in Kenya: the Case of Water Action Groups, MA Project Planning and Management
8. Kihui Susan (2017) Influence of Community Participation on Sustainability of Housing Projects: The Case of Kibera Housing Projects Funded by UNHSP in Nairobi County, MA project Planning and Management
9. Kilonzo Antony (2017) Factors Influencing Implementation of Energy Conservation Programmes in Selected Manufacturing Firms in Nairobi County, MA Project Planning and Management

10. Bekele Aster (2016) Factors Influencing the Relationship Between Urban Refugees and Host Community: A Case of Ethiopian Refugees in Eastleigh, Nairobi County, Kenya, MA Project Planning and Management
11. Ouma Nyakiti Nester (2015) Factors Influencing the Development of Geothermal Energy in Kenya: The Case of Olkaria Geothermal Field, MA Project Planning and Management
12. Nyange Charles (2015) The Influence of Reparation on Forgiveness: The Case of the British Government and Former Mau Mau Fighters in Nyeri County, Kenya, Master of Arts in Peace Education

## 11. EXTERNAL EXAMINATION - PhD Theses

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SN	CANDIDATE	INSTITUTION
1	Mathew Banda (2019) Workforce Planning and Knowledge Management Influence on Copper Mining Operations in Zambia	The Copperbelt University, Zambia
2.	Grayson Koyi (2019) Factors Influencing Trade Union Effectiveness in the Public Service in Zambia: An empirical Analysis	The Copperbelt University, Zambia
3.	Thomas Acholla Ongallo (2019) Influence of Loan Syndicate Factors on Financial Performance of Commercial Banks in Kenya	Kenya Methodist University
4.	Mutali N. Immaculate (2018) Implementing Business strategy: A critical Analysis on the Role of Strategic Communication among Parastatals in Kenya	Kenya Methodist University
5.	Riungu Festus Kinyua (2018) Influence of Strategic Management Practices on Competitive Academic Performance of Secondary Schools in Eastern Counties of Kenya	Kenya Methodist University

## 7. PUBLICATIONS - TEXT BOOKS

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1. Gakuu, C. M., Kidombo, H.J. & Keiyoro, P. N. (2018). Fundamentals of Research Methods: Concepts, Theories and Application. Aura Publishers, Nairobi. ISBN: 9966-035-89-3.

2. Kidombo H.J., Gakuu C.M. and Keiyoro P.N. (2013) Fundamentals of Management: Concepts, Theories, Practice, Aura Books, Nairobi, ISBN 9966-123-456-7

3. Kidombo H.J. (2010) An African Perspective of Human Resource Strategic Orientation: Commitment, Organizational Attributes, Firm Performance, VDM Verlag Dr. Müller GmbH & Co. KGDudweiler Landstr. 99, 66123 Saarbrücken, Germany. ISBN 978-3-639-30145-8

## **8. PUBLICATIONS - BOOK CHAPTERS**

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Kaimenyi C. , Kidombo, H. & Senaji T. (2017) Africa at Development Crossroads Editor: Maurice N. Amutabi, Centre for Democracy, Research and Development (CEDRED), Nairobi, Kenya, ISBN: 978-9966-1933-5-3

## **9. PUBLICATIONS - STUDY MODULES**

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1. Kidombo H.J., Gakuu C.M. Shilabukha W. (2018) WRM 605: Qualitative Research Methods, PGDRM, UNITID

2. Gakuu C. M; Kidombo, H.J. & Shilabukha W. (2018) WRM602: Mixed-Methods Research, PGDRM, UNITID

3. Cherono W.C. ; Kidombo H.J. (2018) WRM 607: Strategic Management in Health, PGDRM, UNITID

4. Cherono W.C.; Kidombo H. J. (2018) WRM 610: Operations Health Research, PGDRM, UNITID

5. Kidombo H.J. (2017) LPM 302: Project Human Resource Management, BPPM Distance Learning Module, ODeL Campus

6. Kidombo H.J. (2017) LDH 107: Principles of Human Resource Management, Diploma in Human Resource Management, ODeL Campus

7. Kidombo H.J. (2015) Programme Management, African Virtual University Open Course Series for Open, Distance, and eLearning Professional Development (ODeL PD) Programme. Available at [OER@AVU](http://OER@AVU)

8. Kidombo H.J. and Gakuu C.M. (2011) Fundamentals of Management, Master of Arts in Project Planning and Management, Study Module, University of Nairobi

9. Gakuu C.M. and Kidombo H.J. (2010), Research Methods, Master of Arts in Project Planning and Management, Study module, University of Nairobi.
10. Bowa O, Ayot R., Kidombo H.J., Asaava F. (2006), Introduction to Distance Education, Bachelor of Education, Distance Learning Study module, University of Nairobi.
11. Kidombo H.J. (2003) Human Resource Management, e-Learning courseware on Wedusoft and CD, Diploma in Business Management, University of Nairobi.

## 10. UNIVERSITY APPROVED CONSULTANCY

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1. *Prof. Christopher M. Gakuu, Prof. Harriet Kidombo, Dr. Angeline S. Mulwa, Dr. Khamati Shilabukha, (2018)* A report for The African digital school of distinction model: Baseline study on ICT integration in teaching and learning of stem subjects in Kenyan secondary schools.
2. 2016-2017 Project supervision for UoN HIV Fellowship Supervisor – Dr. Catherine Njeri Ngugi Topic: “ Strengthen Elimination Of Mother To Child Transmission Of HIV Program Management based in Thika Level 5 Hospital”
3. Kidombo H.J. Gakuu C.M (2016 -2017) Post Graduate Diploma in Research Methods Curriculum Content Development (PGDRM) for UNITID
4. Kidombo H.J. Gakuu C.M (2013 -2016) Development of study modules for University of Nairobi HIV Two Year Fellowship Programme at UNITID
5. Kidombo H.J. Gakuu C.M (2013 – 2015) Development of curriculum and ODeL study materials for The Critical Appraisal of Research Proposals for UNITID
6. Kidombo H.J.; Gakuu C.M.(2016): Development of the Regulations and Syllabus for Post-Graduate Diploma in HIV Management and Research Programme by Open, Distance and e-Learning mode for UNITID
7. 23-25 Nov. 2011: Development of e-content for project proposal writing training materials for study fellows in the UNITID programme, Nairobi

## 11. PUBLICATIONS - CONFERENCE PAPERS/PROCEEDINGS

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1. Ndungu A.; Gakuu C.M.; Kidombo H.J. (2018) Gender Based Violence as a Driver of HIV Infections Among Adolescent Girls and Young Women in Kisumu, Kenya. Paper presented at Victimology and Victim Support Conference, UoN, October 2018

2. Chepchieng J.K.; Kidombo H.J.; Gakuu C.M. (2018) Political Environment and Public Participation in Monitoring and Evaluation of Pre-School Projects in Kenya: Advocating for Genuine Involvement Paper presented at Victimology and Victim Support Conference, UoN, October 2018
3. Kihuga A.G.; Gakuu C.M.; Kidombo H.J. (2018) Monitoring and evaluation team capacity: Ensuring safety in building construction projects in Nairobi County, Kenya. Paper presented at Victimology and Victim Support Conference, UoN, October 2018
4. Kaimenyi C. , Kidombo, H. & Senaji T. (2017) Africa at Development Crossroads Editor: Maurice N. Amutabi, Centre for Democracy, Research and Development (CEDRED), Nairobi, Kenya, ISBN: 978-9966-1933-5-3

## 12. PUBLICATIONS - REFEREED JOURNAL ARTICLES

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1. Wambua R.M.; Gakuu C.M.; Kidombo H.J., Ndege S. (2018) Learners' self efficacy and academic performance of distance learning students in selected Kenyan public universities. Journal of Education and Practice [www.iiste.org](http://www.iiste.org) ISSN 2222-1735 (Paper) ISSN 2222-288X (Online) Vol.9, No.32, 2018
2. Wambua R.M.; Gakuu C.M.; Kidombo H.J., Ndege S. (2018) Curriculum resources and academic performance of distance learning students in selected Kenyan public universities. Journal of Education and Practice [www.iiste.org](http://www.iiste.org) ISSN 2222-1735 (Paper) ISSN 2222-288X (Online) Vol.9, No.32, 2018
3. Ojiambo J.N. Rambo C.M. Kidombo H.J. (2018), Influence of Characteristics of Project Manager on Completion of Construction Projects in Public Secondary Schools In Bungoma County, Kenya. International Journal of Innovative Research and Advanced Studies (IJIRAS) Volume 5 Issue 2, February 2018, ISSN: 2394-4404
4. Mboi, S. G. & Kidombo, H. (2018). Factors influencing sustainability of small holder irrigation projects in Kenya: A case of selected irrigation projects in Kirinyaga Central Sub-county. International Academic Journal of Information Sciences and Project Management, 3(1), 16-27 International Academic Journal of Information Sciences and Project Management | Volume 3, Issue 1, pp. 16-27 17
5. Lelegwe Ltumbesi S. Harriet Kidombo Christopher Gakuu (2018) Empirical Analysis of the Influence of Technical Assistance on Sustainability of Donor

Funded Projects in Samburu County, Kenya. International Journal of Economics, Commerce and Management, United Kingdom Vol. VI, Issue 3, March 2018, Page 395 <http://ijecm.co.uk/> ISSN 2348 0386

6. Lelegwe Ltumbesi S. Harriet Kidombo Christopher Gakuu (2018) Empirical Analysis of the Moderating Influence of Community Participation on the Relationship Between Technical Assistance and Sustainability of Donor Funded Projects in Samburu County, Kenya International Journal of Economics, Commerce and Management, United Kingdom Vol. VI, Issue 3, March 2018 Licensed under Creative Common Page 76 <http://ijecm.co.uk/> ISSN 2348 0386
7. Lelegwe L.S., Kidombo H.J., Gakuu C.M. (2018) Influence of Technical Assistance, Community Participation and Socio-Economic Environment on Sustainability Of Selected Donor Funded Projects in Samburu County, Kenya. International Journal of Economics, Commerce and Management United Kingdom Vol. V, Issue 10, October 2017 Licensed under Creative Commons Page 491 <http://ijecm.co.uk/> ISSN 2348 0386
8. Chepcheng, J. K., Kidombo H., Gakuu C.M. (2017) The Influence of Leadership Styles on Public Participation in Monitoring and Evaluation of Preschool Projects in Migori County, Kenya. The International Journal Of Humanities & Social Studies (ISSN 2321 - 9203) [www.theijhss.com](http://www.theijhss.com)
9. Chepcheng, J. K., Kidombo H., Gakuu C.M. (2017), Assessment Of Ways In Which Organizational Structure Influences Public Participation In Monitoring And Evaluation Of County Government Projects. International Journal of Recent Research in Social Sciences and Humanities (IJRSSH) Vol. 4, Issue 3, pp: (12-20), Month: July - September 2017, Available at: [www.paperpublications.org](http://www.paperpublications.org)
10. Mwakajo, I. S. & Kidombo, H. J. (2017). Factors influencing project performance: A case of county road infrastructural projects in Manyatta Constituency, Embu County, Kenya. International Academic Journal of Information Sciences and Project Management, 2(2), 111-123 International Academic Journal of Information Sciences and Project Management | Volume 2, Issue 2, pp. 111-123 112
11. Kithinji C, [Gakuu](#) C.M. [Kidombo](#) H.J. (2017) Resource Allocation, Evaluational Capacity Building M&E Results Utilization among Community Based Organizations in Meru County in Kenya European Scientific Journal,

12. Maimuna, M. & Kidombo, H. (2017). Factors influencing performance of water projects in arid and semi arid areas: A case of Ewaso Ng'iro North borehole projects, Isiolo County, Kenya. International Academic Journal of Information Sciences and Project Management, 2(1), 217-238
13. Murei L.C. Kidombo H.J. Gakuu C.M. (2017) Influence of Monitoring and Evaluation Human Resources Capacity on Performance of Horticulture Projects in Nakuru County, Kenya. Vol. 2, No. 11 (2017) IJRDO - Journal of Social Science and Humanities Research, pages 112-131. ISSN-2456-2971
14. Murei L.C. Kidombo H.J. Gakuu C.M. (2017) Influence of Monitoring and Evaluation Budget on Performance of Horticulture Projects in Nakuru County, Kenya International Journal of Economics, Commerce and Management, United Kingdom Vol. V, Issue 12, December 2017 Licensed under Creative Commons Page 620 <http://ijecm.co.uk/> ISSN 2348 0386
15. Kaimenyi C.K., Kidombo H.J. Senaji T (2017) Legal Framework and Implementation of Workforce Diversity Policies in Public Universities in Kenya. IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 19, Issue 3. Ver. II (Mar. 2017), PP 108-117 [www.iosrjournals.org](http://www.iosrjournals.org)
16. Kaimenyi C.K., Kidombo H.J. Senaji T (2017) Political Environment and Implementation of Workforce Diversity Policies in Public Universities in Kenya. International Journal of Academic Research in Business and Social Sciences 2017, Vol. 7, No. 4 ISSN: 2222-6990. URL: <http://dx.doi.org/10.6007/IJARBS/v7-i4/2806>
17. Kyongo J.K, K"Obonyo P, Pokhariyal G Kidombo H. (2016). Human Resource Management Bundles and Performance of Firms Listed on the Nairobi Securities Exchange, Kenya. The International Journal of Business and Management, Vol. 4, issue 10, page 13-19.
18. Kyongo J.K, K"Obonyo P, Pokhariyal G Kidombo H. (2016) Management Competence and Performance of Firms Listed on the Nairobi Securities Exchange, Kenya. Canadian Open Management Journal, vol. 2 page 1-8

19. Kyongo J.K, K”Obonyo P, Pokhariyal G Kidombo H. (2016) Firm-Level Institutions and Performance of Companies Listed on the Nairobi Securities Exchange, Kenya. International Journal of Economics, Commerce and Management, Vol. IV, Issue 10 page 861-893. ISSN 2348-0386
  
20. Omwenga E.I., Gakuu C.M, Oboko R.O., Kidombo H.J., Mbwesa J.K., Waiganjo P.W, Libotton A. (2016) Quality Indicator Framework for Assessing DEel Programs in Kenya: A Technological and Educational Functional Parameters Approach. Journal of Emerging Trends in Computing and Information Sciences Vol. 7, No. 4 April 2016 ISSN 2079-8407
  
21. Ndiritu C. Kidombo H. J, and Ndiritu A. (2016) Top Management Commitment for Successful Small and Medium Enterprises: A Hoax or a Reality?. European Scientific Journal, Vol. 12, No. 4, page 259-267, ISSN 1857-7431 (online)
  
22. Kithinji C., Kidombo H. Gakuu C,M (2016) Professional Development in Monitoring and Evaluation and Result Utilization in Meru Region In Kenya. European Scientific Journal, Vol 12, No 23 page 309-328
  
23. Ogonji K. Kidombo H. Munyolo W. Oteki B. (2015) .Effect of Digital Banking on Customer Satisfaction: A case of National Bank of Kenya, Bungoma County International Journal of Recent Research in Commerce Economics and Management (IJRRCEM) Vol. 2, Issue 4, pp: (6-14), Available at: www.paperpublications.org Page | 6 Paper Publications
  
24. Kibukho K. Kidombo H. and Gakuu C. M. (2015) The influence of Gender in the Relationship between Participatory Monitoring and Evaluation and Citizen Empowerment, 1<sup>st</sup> DBA Africa Management Review International Conference proceedings (2015) page 157-170
  
25. Kibukho K. Kidombo H.and Gakuu C. M. (2015) Influence of Participatory Monitoring and Evaluation on Citizen Empowerment Outcomes: A Case of Karemo Division, Siaya County Kenya, African Journal of Project Planning and Management, Vol. 1 Issue 1, 119-132
  
26. Kinyanjui J.N, Gakuu C.M. and Kidombo H.J. (2015) Organizational Structure, Performance Contracting System and Organizational Performance in Government Ministries in Kenya. African Journal of Project Planning and Management, Vol. 1 Issue 1, pages 99-118
  
27. Oyugi, T; Kidombo H, ; Omware Q, (2014) Influence of Task Characteristics on Adoption of Project Management Information System in Non-Governmental Organizations’ Projects in Nakuru Town (Kenya). International Journal of Intelligent Information Systems, Volume 3, Issue 6,

28. Omari S.M., K'Obonyo P.O. and Kidombo H.J. (2014) The Paradox of Employee Age: An Empirical Investigation of the Role of Age and Employee Outcomes in Kenyan Public Corporations, Journal of Business and Management (IOSR-JBM), e-ISSN: 2278-487x, P-ISSN: 2319-7668, Volume 16, Issue 3, Ver. 1 (March 2014) , pp 97-106
29. Keiyoro P.N., Gakuu C.M. and Kidombo H.J. (2013) An Analysis of the Relationship Between Acquisition of ICT Skills and Teaching Science Curriculum in Nepad e-Schools in Kenya, Journal of Continuing Open and Distance Education, Volume 3 Issue 1, page 32-48, UoN, Nairobi, <http://distance-education.uonbi.ac.ke/node/2379>, ISSN 2074-4722
30. Kidombo H.J., K'Obonyo P. O. and Gakuu C.M. (2012) 'Human Resource Strategic Orientation and Organizational Commitment in Kenyan Manufacturing Firms', International Journal of Arts and Commerce, Vol 1 No. 7, December 2012, <http://www.ijac.org.uk/images/frontImages/gallery/Vol1no7december2012/2.pdf>
31. Omari S.M., K'Obonyo P.O. and Kidombo H.J. (2012) 'The Moderating Role of Organizational Justice on the Relationship Between Age, Locus of Control and Employee Outcomes' DBA Africa Management Review, Vol 2, No. 3, pp-42-54, ISSN 2224-2023
32. Kidombo H.J., Gakuu C.M. and Ndiritu A.W. (2012) 'Institutional Management and Integration of ICT in Teaching and Learning in Selected Kenyan Schools', Journal of Continuing Open and Distance Education, Volume 2 Issue 1, page 151-174, UoN, Nairobi, <http://distance-education.uonbi.ac.ke/node/2379>, ISSN 2074-4722
33. Ackel L. A., Kidombo H.J. and Gakuu C.M. (2012) 'The Human Resource Factor in the Successful Implementation of World Bank Funded Projects in Kenya', DBA Africa Management Review, Vol 2 No. 2, pp14-30, ISSN 2224-2023
34. Keiyoro P.N., Gakuu C.M. and Kidombo H.J. (2011) 'Relationship Between School Environment and Use of ICT in Teaching Science Curriculum in Nepad and Cyber e-Schools in Kenya', Journal of Open, Continuing and Distance Education, Volume 1 Issue 2, page 85-110, UoN, Nairobi, <http://distance-education.uonbi.ac.ke/node/2379>, ISSN2074-4722
35. Gakuu C.M and Kidombo H.J. (2010), 'Pedagogical Integration of ICT in Kenyan Secondary Schools: Application of Bennett's Hierarchy', Journal of Open, Continuing and Distance Education, Volume 1 Issue 1, page 73-94

<http://distance-education.uonbi.ac.ke/node/2379>, ISSN 2074-4722

36. Kidombo H.J., Gakuu C. M., Bowa O., Ndiritu A. Mwangi A. Gikonyo N. (2010) Status of Information and Communication Technology Integration in Education in Selected Kenyan Schools. Available at [http://www.ernwaca.org/panaf/pdf/phase-1/Kenya-PanAf\\_Report.pdf](http://www.ernwaca.org/panaf/pdf/phase-1/Kenya-PanAf_Report.pdf)
37. Kidombo H.J. (2009), 'Human Resource Strategic Orientation and Strategic Responses to Environmental Change', African Journal of Business and Economics, Moi University, Eldoret, Volume 1, June, 2009 page 43-58
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39. Kidombo H.J. (2004), 'Power and dependence in the distribution of training opportunities', 2004, , Electronic Supply of Academic Publications (eSAP), University of Nairobi, <http://bij.hosting.kun.ni/iaup/esap/publications/nairobi>
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### 13. EDITING AND PEDAGOGICAL REVIEW OF STUDY MODULES

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1. Dr. Njihia & S. Nyamwange - Project Management, UoN HIV 2 year Fellowship study modules , 2016
2. Kamau Mubuu & Prof Wambui Kiai - Health communication and report writing , UoN HIV 2 year Fellowship study modules , 2016
3. James Karanja - Programme Financial Management, UoN HIV 2 year Fellowship study modules , 2016
4. Francis Kiragu - Organizational Development and Training, UoN HIV 2 year Fellowship study modules , 2016
5. Kamau Mubuu - Resource mobilization and grant writing, UoN HIV 2 year Fellowship study modules , 2016

6. Dr. Muranga Njihia - Strategic Management , UoN HIV 2 year Fellowship study modules , 2016
7. Dr. Muranga Njihia - Program leadership and management, UoN HIV 2 year Fellowship study modules , 2016
8. Aluoch Ouma - Health Care Policy and Analysis Judy , UoN HIV 2 year Fellowship study modules , 2016
9. Timothy C. Okech- Health Care Financing & Economics of Disease Burden , UoN HIV 2 year Fellowship study modules , 2016
10. Baraza Austine - Needs Assessment and Project Selection, UoN HIV 2 year Fellowship study modules , 2016
11. Njeri Waruhari - Fundamentals of Health Informatics Philomena , UoN HIV 2 year Fellowship study modules , 2016
12. Course/Module 3.3: Quality Assurance and Governance Program: Open, Distance and eLearning Professional Development (ODEL PD), African Virtual University (AVU) 2015

#### **14. CONFERENCES – Participation & Paper Presentations**

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1. 22-25 October 2018 – Victimology and Victim Support Conference, University of Nairobi, 24-26 October 2018
2. 20-22 September 2018 – Women in Leadership Conference, Whitesands Mombasa
3. 2016 e-Learning Africa - 11th International Conference on ICT for Development, Education and Training, May 24<sup>th</sup> -26<sup>th</sup>, 2016 in Cairo, Egypt.
4. 30<sup>th</sup> July – 1<sup>st</sup> August 2013: “Workforce Flexibility in Distance Education: Norm or Exception?”
5. 5<sup>th</sup> Distance Education and Teacher Education in Africa (DETA), University of Nairobi, Kenya Science Campus
6. 25<sup>th</sup> -28<sup>th</sup> May 2011: “Influence of Institutional Management on Integration of ICT in Teaching and Learning in Selected Kenyan Educational Institutions” 6<sup>th</sup> International e-Learning Africa Conference on ICT for Development, Education and Training, Dar es Salaam, Tanzania.

7. 26<sup>th</sup> – 29<sup>th</sup> May 2010: “Cross-cutting Issues in ICT usage among male and Female Teachers in Kenya and Uganda” 5<sup>th</sup> International e-Learning Africa Conference on ICT for Development, Education and Training, Lusaka, Zambia.
8. 27<sup>th</sup> – 30<sup>th</sup> May 2009: “ Status of ICT integration in Kenya Educational Institutions 4<sup>th</sup> International Conference on ICT for Development, Education and Training, Dakar, Senegal.
9. 18<sup>th</sup>-20<sup>th</sup> November, 2008: 1<sup>st</sup> Regional e-Learning Conference, Kenyatta University
10. Kidombo H.J. (2008), “Challenges of Quality Assurance in the Integration of ICT in Open and Distance Learning in Developing Countries” ACDE Conference Proceedings, Lagos, Nigeria
11. Gakuu C.M and Kidombo H.J. (2008), ‘Closing the chasm: Are secondary school teachers in Kenya using ICTs effectively to deliver curriculum content?’ eLearning Africa, Book of Abstracts, ICWE, Berlin.
12. Kidombo H.J. (2007), ‘Quality Assurance in Open and Distance Learning: The Case of the University of Nairobi’, Promoting Sustainable Quality Assurance Policy and Practice in Higher Education in Africa, Book of Abstracts, UNESCO, Dar es Salaam, Tanzania.
13. Kidombo H.J. (2004), ‘Human resource strategy implementation in developing countries: discrepancies between intentions and outcomes’, in Disparities in Developing Countries: Types, Challenges and the Way Forward, Association of Third World Countries (ATWS), Volume 1, Kenya Chapter, Nairobi
14. 29<sup>th</sup> July – 1<sup>st</sup> August 2008: entitled “Human Resource Strategic Orientation and Organizational Commitment in manufacturing Firms in Kenya” 4<sup>th</sup> Annual International Conference on Resource Utilization for Sustainable Growth and Development in the 21<sup>st</sup> Century, Moi University.
15. 8<sup>th</sup> – 11<sup>th</sup> July, 2008: “Challenges of Quality Assurance in the Integration of ICT in Open and Distance Learning in Developing Countries” 2<sup>nd</sup> African Council for Distance Education (ACDE) Conference, Lagos, Nigeria.
16. 28 – 30 May, 2008: “Closing the Chasm: Are Secondary School Teachers in Kenya Using ICTs Effectively to Deliver Curriculum Content? 3<sup>rd</sup> International Conference on ICT for Development, Education and Training, AICC, Accra, Ghana.
17. 14<sup>th</sup> -16<sup>th</sup> November 2007: “An Assessment of the competitive business strategy of exhibition stalls in Nairobi’s CBD”, International conference on micro, small and medium enterprises (MSMEs),

18. 17<sup>th</sup> -19<sup>th</sup> September 2007: “Quality Assurance in Open and Distance learning: The case of the University of Nairobi” 2<sup>nd</sup> International Conference on “Quality Assurance in Higher Education in Africa” Dares salaam, Tanzania.
19. 17<sup>th</sup> – 19<sup>th</sup> September, 2003: ‘Human Resource Strategy Implementation in Developing countries: Discrepancies Between Intentions and Outcomes’ 4<sup>th</sup> International Conference of the Kenya Chapter of Third World Countries, Kenyatta University.

## **15. PEDAGOGY TRAINING/ SHORT COURSES/WORKSHOPS**

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1. 13-15 February 2019, Transformational Leadership in Public Universities, Pride Inn Mombasa
2. Principles of Open, Distance & e-Learning (ODEL) 20-24 November 2017, ODeL Campus, University of Nairobi
3. Critical Appraisal of Research Proposal Training Workshop held at Silver Springs Hotel , Nairobi, Kenya, 16<sup>th</sup> to 20<sup>th</sup> June 2014
4. Scientific Writing and Publications Workshop, Pan African Research Agenda on Pedagogical Integration of ICTs in Education, 25<sup>th</sup> – 27<sup>th</sup> February 2011, Nairobi
5. Peace and reconciliation studies and curriculum workshop II, 23<sup>rd</sup> -28<sup>th</sup> February 2010, Makerere, Kampala
6. Peace and reconciliation studies and curriculum workshop I, 21<sup>st</sup>-25<sup>th</sup> November 2009 , Nairobi
7. African Capacity Enhancement Programme (ACEP) leading to Post Graduate Certificate in Material Development, Governance and Technology for Online Learning, sponsored by African Virtual University (AVU) and Association of Colleges and Universities of Canada, February 2008 – February 2009
8. Gender Learning and Capacity Strengthening Workshop, ( sponsored by IDRC) Protea Wanderers, Illovo, Johannesburg, 10<sup>th</sup> – 12<sup>th</sup> November, 2008
9. Management Development Training Workshop for Deans/Directors in African Universities, sponsored by Association of African Universities (AAU) at Ghana Institute of Management and Public Administration (GIMPA), 25<sup>th</sup> February – 8<sup>th</sup> March, 2008

10. African Capacity Enhancement Programme (ACEP), Training workshop organized by African Virtual University (AVU) on Distance Material Development and Delivery through e-learning, Dakar, 13<sup>th</sup> to 16<sup>th</sup> February, 2008
11. From Research to Publication, Writers workshop sponsored by Pan African Research Agenda on Integration of ICT in Education in Africa, Johannesburg, 10<sup>th</sup> – 12<sup>th</sup> February, 2008
12. Capacity Building Programme for transforming the Public Service: Results Based Management Programme for Senior Managers of UON, Utalii College, 4<sup>th</sup> -5<sup>th</sup> April, 2007
13. ISO 9001: 2001 Training Seminar, by Kenya Bureau of Standards, UON Main Campus, February, 2007
14. Senior Management Development Course for Deans and Directors, UON/FKE, Kisumu Hotel, November 2005
15. Training of Trainers workshop on content development for e-learning organized by the VLIR-ODL project, 2<sup>nd</sup> – 7<sup>th</sup> June, 2003, Machakos Garden Hotel.
16. From Research to Publications and Beyond organized by Institute of Development Studies, 3<sup>rd</sup> – 6<sup>th</sup> June, 2002 at University of Nairobi
17. Internship Programme in Distance Education at University of South Africa (UNISA). Supported by Commonwealth of Learning (COL), 26<sup>th</sup> Sept. – 25<sup>th</sup> Oct. 2000.
18. UNESCO Training Workshop on Designing and Writing Learning Materials for Distance Higher Education. Kampala, Uganda 29<sup>th</sup> March- 1<sup>st</sup> April, 2000
19. Training Workshop on Social Science Research, organized by OSSREA, Addis Ababa, Ethiopia, 26<sup>th</sup>-30<sup>th</sup> October 1999
20. Communication Skills, Self-assertiveness & Conflict Management  
Amani Counseling and Training Institute, Nov-Dec 1996
21. Certificate course in Beginning Theory and Practice of Counseling  
Amani counseling and Training Institute. 17<sup>th</sup> Ja-18<sup>th</sup> Dec 1996
22. Management Training Methods and Strategies  
Federation of Kenya Employers/International Labor Organization. 1<sup>st</sup>-19<sup>th</sup> October 1990

## 16. RESEARCH/PROJECT ACTIVITIES

Description	Outcome
<p><b>Date:</b> March 2019 (ongoing)</p> <p><b>Research Project Title:</b> Empowerment in the Workplace: An Exploratory Study of Women in Africa  <b>Funded by:</b> Australia-Africa Universities Network (AAUN)  <b>Objective:</b> To investigate the barriers that women encounter in the workplace that affect their upward progression  <b>Lead Researcher:</b> Professor Prem Ramburuth, UNSW  <b>Participating Countries:</b> South Africa, Kenya, Uganda, Nigeria and Ethiopia.</p>	<p>Presentations in International Conferences            Article publications and Policy briefs</p>
<p><b>Date:</b> 2017 -2018</p> <p><b>Project Title:</b> Implementation of ADSI project  <b>Funded by:</b> <i>Global E-Schools and Communities Initiative (GESCI)</i>  <b>Assignment:</b> Conduct joint research activities, consultative meetings, presentations in conferences, publication of articles, networking internally and externally and monitoring of research activities, including instrument pre-testing, data collection and data analysis.  <b>Research Team:</b> University of Nairobi (UoN) Prof. C.M. Gakuu (Team Leader); Prof. H. Kidombo and Dr. A. Mulwa (Researchers) and the project team implementing the ADSI Model from GeSCI and a team of eleven (11) post graduate students undertaking PhD and Masters programmes.  <b>Amount:</b> KSh. 1m</p>	<p>Research Report and policy briefs</p>
<p><b>Date:</b> 2012- 2016</p> <p><b>Project Title:</b> Development of Quality Indicator Set for ICT-Supported Distance Education  <b>Objective:</b> Develop ICT-Supported Distance Education in Institutions of Higher Learning in Kenya:  <b>Funded by:</b> VLIR, Belgian Government  <b>Research Team:</b> Prof. Elijah Omwenga (Team Leader), Prof. Arno Libotton, Prof. Fredrick Questier, Prof. Peter Wagacha, Prof. Christopher Gakuu, Prof. Harriet Kidombo, Dr. Joyce Mbwesa and Dr. Robert Oboko  <b>Amount:</b> KSh. 10m</p>	<p>Presentation in an International Conference            Article publication            Policy briefs</p>

<p>2007 – 2012</p> <p><b>Project Title:</b> Research Agenda on the Pedagogical Integration of ICTs in Education in Africa. (PanAf/ ROCARE)</p> <p><b>Funded by:</b> IDRC, Canada.</p> <p><b>Objective:</b> Status of ICT Integration in selected African schools</p> <p><b>Kenyan Research Team:</b> Prof. Christopher Gakuu (Principal Researcher) Prof. Harriet Kidombo (Deputy Principal Researcher) Others researchers - Dr. Naomi Gikonyo, Dr. Omondi Bowa, Dr. Anne Nderitu and Mr. Augustine Mwangi.</p> <p><b>Amount:</b> KSh.12m</p>	<p>Conference presentations’ Training Workshops’ publications and policy briefs</p>
<p><b>Date:</b> 2005 - 2015</p> <p><b>Project Title:</b> Multinational Support Project (Phase I &amp; II)</p> <p><b>Funded by:</b> The Africa Development Bank (AfDB) and UNDP.</p> <p><b>Implementer:</b> School of Continuing and Distance Education</p> <p><b>Objective:</b> Strengthen the capacity of African institutions to deliver and manage quality ICT assisted education and training opportunities</p> <p>The University of Nairobi implemented four components of the project namely:</p> <ol style="list-style-type: none"> <li>1. African Capacity Enhancement Programme (ACEP)</li> <li>2. Establishment of ODeL Centres and connectivity</li> <li>3. Teacher Education programme in science and mathematics</li> <li>4. Gender mainstreaming through a scholarship programme</li> </ol> <p><b>Benefits:</b> Equipment and Scholarships worth KSh.25m</p>	<p>Enhanced capacity of ODeL trainers Training of writers in material development Delivery and management of ODeL programmes</p>

## 17. CONSULTANCY

1. 2018 – 2019 Facilitated session in Research methods for Kenya School of Government and Kenya Police College
2. 2015-2016 Writer and course instructor in the Professional Development Programme of African Virtual University
3. 2014 Writing distance learning study material for African Virtual University’s Professional Development Programme in ODeL

4. 2014-2016 Development of curriculum for Medical courses for The Karen Hospital
5. June 2011: Editing of distance learning modules on 'Financial Management and Good Governance for Managers of Primary and Secondary Schools in Kenya' Kenya Educational Staff Training Institute (KEMI),
6. 7<sup>th</sup> - 18<sup>th</sup> 2011: Training KEMI staff on 'Development of distance and e-learning materials'. Other partner consultants: Prof. Christopher Gakuu, Dr. Naomi Mwangi, Dr. Peter Keiyoro and Dr. Anne Nderitu
7. March–August 2011: Editing e-Learning Modules for the Nursing Council of Kenya, AMREF, Nairobi ,
8. Jan - March 2011: Training of Writers of Distance and e-Learning Materials for Moi University, Institute of Gender, Nairobi. Other partner consultants: Prof. Christopher Gakuu and Dr. Omondi Bowa.
9. 21<sup>st</sup> – 23<sup>rd</sup> Sept. 2010: Training Writers of Distance and e-Learning study materials for AMREF/NASCOP
10. 21<sup>st</sup> -23<sup>rd</sup> July 2010: Training Human Resource and Training Managers from Kengen, Commercial Bank of Africa and Nairobi Water Company on 'Training Evaluation Methods' Mombasa. Other partner Consultants: Mr. Francis Odiwuor and Mr. Felix Opondo
11. March 2009: Training Human Resource Managers from Kenya Ports Authority and Central Bureau of Statistics in 'Training Needs Analysis' Nairobi. Other partner consultants: Mr. Francis Odiwuor and Mr. Phillip Sakwa
12. 24<sup>th</sup> - 26<sup>th</sup> Nov. 2009: Training of Kenya Police Instructors at the Kenya Police College, Kiganjo on 'Preparation and delivery of learning content and methods of evaluating learners' Other Partner Consultants: Dr. Lilian Otieno and Prof. Christopher Gakuu
13. November 2009: Training of Trainers (TOT) for open and distance learning skills for Kenyatta University Senior Management Staff. Other partner consultants: Prof. Christopher Gakuu, Dr. Naomi Mwangi, Dr. Peter Keiyoro and Mr. Kukubo Barasa.
14. Sept. 2008 – Feb. 2009: Training of Senior Officers of Kenya Police (PPOs and OCPDs) on 'Project Planning and Management' at CID Headquarters, Nairobi.

Other partner consultants: Prof. David Macharia, Prof. Christopher Gakuu, Mr. Chris Wamalwa and Mr. Kipkemboi Cherono

## 18. FACILITATION: Short courses/Workshops/Seminars

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1. 4 – 9 Feb. 2013: Writers workshop for Schools of Education, Engineering and Wangari Maathai Institute, KWSTI, Naivasha
2. 11-16 June 2012: Writers workshop for Schools of Dental Sciences, Medicine and Pharmacy, KWSTI, Naivasha
3. 9<sup>th</sup> – 11<sup>th</sup> May 2012: Training on electronic learning for lecturers, School of Education, CEES
4. 8<sup>th</sup>- 11<sup>th</sup> May 2011: Staff Training and Strategic Plan Review Workshop for the Department of Educational Studies, , KWS Training Institute, Naivasha
5. 26<sup>th</sup> Feb, -3rd March, 2011: Bachelor of Arts Writers of Study Materials Workshop, KWSTI, Naivasha
6. 30<sup>th</sup> Jan.- 4<sup>th</sup> Feb, 2012: Strategic Planning Workshop for Department of Extra Mural Studies, KWSTI, Naivasha
7. 14- 19 Nov. 2011: Bachelor of Commerce Writers of Study Materials Workshop, Kenya School of Law, Nairobi

## 19. COMMUNITY ENGAGEMENTS AND OTHER CONTRIBUTIONS

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1. Leyian/Timann Close Neighbourhood Fellowship
2. CITAM, Ngong Member of the Women's Ministry
3. Baringo High School Alumni Association
4. Board Member, St. Camilla Academy
5. Development Committee Member, Mochongoi Primary School

## 23. PREVIOUS EMPLOYMENT

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**1992-1996: Senior Administrative Assistant**  
Faculty of External Studies  
University of Nairobi

***Responsibilities:***

- Organizing and managing the admission and registration process of students

- Generating and maintaining student records
- Organizing and administering residential sessions
- Preparing tutorial and examination timetables for residential sessions
- Liaising with the regional centers in the distribution of study materials
- Handling students assignments and processing examination results
- Coordinating and supervising the work of administrative and technical staff
- Facilitating faculty board meetings

***Competencies developed:***

- practical knowledge of the operations of a distance education institution
- ability to organize, coordinate and supervise a wide range of activities under pressure

**1988-1992: Training Officer  
Kenya Farmers Association**

***Responsibilities:***

- Working with line management to identify training needs
- Developing and designing training programs
- Selection of outside training organizations
- Preparing and administering the training budget
- Preparing returns and training claims to the Directorate of Industrial Training
- Coordination and evaluation of training and follow up
- Acting as a resource person in some of the in-house training programs
- Designing of the KFA training policy

***Competencies developed:***

- designing training programs and policies
- costing and budgeting training program's
- planning and presentation of learning materials

**1985-1987: Secondary School Teacher  
Subjects: Geography and Economics**

***Competencies developed:***

- planning teaching materials and presentation
- assessment and evaluation of learners
- class control and discipline

**24. REFEREES**

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1. Prof. Peter K'Obonyo  
Deputy Principal, College of Humanities and Social Sciences,

University of Nairobi  
P.O. Box 30197 – 00100  
020- 318262  
Cell phone: 0722-531092  
[pkobonyo@uonbi.ac.ke](mailto:pkobonyo@uonbi.ac.ke)

2. Prof. Floridah Karani  
Open, Distance & eLearning Campus  
University of Nairobi  
P.O. Box 30197 – 00100  
Nairobi  
Cell phone: 0721374259
  
3. Prof. Christopher M. Gakuu  
Open, Distance & eLearning Campus  
University of Nairobi  
P.O. Box 30197 – 00100  
Nairobi  
Cell phone: 0722841432  
Email: [cmgakuu@uonbi.ac.ke](mailto:cmgakuu@uonbi.ac.ke)