


## Academic Staff Profile Template

### 1.1 Personal Profile

#### 1.1.1 Personal Details

<p><b>Name:</b> Felicity Wanjiru Njuguna <b>Department:</b> Education Management, Policy and Curriculum Studies <b>Designation:</b> Senior Lecturer <b>Email:</b> <a href="mailto:njuguna.felicita@ku.ac.ke">njuguna.felicita@ku.ac.ke</a> <b>Area of Specialization:</b> Social Psychology in Education (Organisational Psychology) Leadership, Management and Policy <b>Research Interests:</b> Leadership and Management; Gender <b>Google Scholar:</b> 54652-2018 <b>ORCID ID:</b> 0000 -0002-7062-7816</p>	
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#### 1.1.2 Academic & Professional Qualifications

##### Academic

- 2003-2006: PhD: Social Psychology in Education- Management (Leadership, Job Satisfaction and Organizational Climate), Jawaharlal Nehru University, India
- 1995-1998: Masters in Educational Administration and Planning- Relationship between Leadership and Performance in mathematics, University of Nairobi, Kenya
- 1986-1993: Bachelor of Education in Mathematics, Business Studies, and Education. University of Nairobi, Kenya
- 1972-1975: Diploma Teaching Certificate: Subjects: Mathematics, Chemistry and Physics, Kenya Science Teachers College, Kenya
- 1969-1971: O'level Certificate - 1st division, Mugoiri Girls, Kenya

##### Professional Qualifications

#### 1.1.3 Employment History

- 2015 Jan-Date: Senior Lecturer in Education Management and Policy Studies, Kenyatta University
- 2012-Jan 2018: Director, Kenyatta University International Centre for Capacity Development (ICCD): prepared and coordinated programmes such as pedagogy, M&E, Project Management, Social Accountability, Strategic Management and Planning, Leadership Skills for Women at the grassroots, Intrapreneurship, Patenting, information management, and Public Policy Management
- 2009-2014: Lecturer, Dept. of Educational Management and policy and Curriculum Studies, Kenyatta University

- 2007-2009: Senior Assistant Director of Quality Assurance and Standards at Ministry of Education Headquarter (SADQAS) by Public Service Commission
- 2003-2006: Assistant Director of Education (ADE), at Ministry of Education Headquarter by Public Service Commission
- 1998-2002: Senior Inspector of Schools in Mathematics (SIS), at Ministry of Education Headquarters, by Public Service Commission
- 1975-1997: Teacher of Mathematics and Science in various Secondary Schools - Teachers' Service Commission

#### 1.1.4 Achievements

1. Contested for and got the chairpersonship of Women Educational Researchers of Kenya (2019- date)
2. Graduated over 54 Post Graduate Students to date
3. As a Director of ICCD, Developed the Centre to conduct training for Counties, Ministries and people from all walks of life and made about 300million Kenya Shillings in my Tenure. Also marketed Kenyatta University to contacts in the ministries and in the counties and helped raise the student numbers
4. Developed leadership and entrepreneurial skills of approximately 5000 women at the grassroots- Some of these women are MPs and MCAs while others are Board members in the County organisations.
5. Developed several Short Courses for Capacity Development
6. Increased the number of courses offered at ICCD.
7. Developed capacity of University staff e.g in patenting, curriculum development, pedagogy, Ajira Digital
8. With others developed courses in Monitoring and Evaluation at Masters, diploma and certificate levels. These are ongoing in the school of Business. The programmes came through the Capacity directorate which I headed and sponsored by the Ministry of Devolution
9. I with others developed University Courses in Executive Masters in Public Policy and Administration; Masters in Public Policy and Administration and Bachelor of Public Policy and Administration which are now ongoing courses in the University School of Social Sciences.
10. I with others developed three University courses in Monitoring and evaluation at Masters, Degree and at Certificate Level for the school of Business. This was requested by the Ministry of Planning and Devolution by the Director of Monitoring and Evaluation.
11. Developed a course for 4<sup>th</sup> year Certificate Course in Leadership and Management to prepare students for entry into the world of work. The programme is ongoing for 4<sup>th</sup> years.
12. Assisted and mentored several staff members to complete their PhDs under the then VC support program.
13. As a convenor, I steered staff in the department to hold and host the first ever departmental and International Conference in 2012. This has now become a biannual event and the department so far held 3 International

Conferences. I have been a member of planning team for each of the conferences.

14. Secured training on Ajira Digital by the Ministry of ICT for about 6000 youth (our students and other youths) and made 85million for KU. This training/course supported the youths in self-employment.
15. Helped secure starting of Ajira Club in KU (2019) through liaising with the Ministry of ICT.
16. Several students have graduated at Masters level and 3 have graduated with PhDs
17. I have steered Murang'a County Education Board to support Education in Murang'a as community service since the inception of Counties
18. Steered Women Educational Researchers of Kenya (WERK) organisation since 2014 as a Board Member and now as a Chair.

## 1.2 Publications

### 1.2.1 Referred Journals

1. Obungu, E. O., Njuguna, F. W., & Itegi, F. M. (2021). Working conditions on retention of science teachers in public secondary schools in Kisumu County, Kenya. *Journal of Educational Research in Developing Areas*, 2 (1), 63-75. <https://doi.org/10.47434/JEREDA.2.1.2021.63>
2. Obungu, E.O., Itegi, F. M. & Njuguna, F. W. (2021). Effect of Career Advancement on Retention of Science Teachers in Public Secondary Schools in Kisumu County, Kenya: A Mixed Methods Approach. *European Journal of Education Studies*, Vol. 8 Issue 2. Issn: 2501-1111 and ISSN-1:2501- 1111.
3. Gaturu, M.W., Njuguna, F.W. (2020). Career plateauing and its relationship with secondary school teachers' pursuit of post-graduate studies in nyandarua and murang'a counties, kenya. *Journal of Educational Research in Developing Areas (JEREDA)*, Vol.1 issue 2, pp1-10.
4. Ondicho, N., Njuguna, F. & Kombo, K. (2020). Strategies Used in Addressing Students' Sexual Harassment in Selected Secondary Schools in Kiambu and Nyamira Counties, Kenya . *The Cradle of Knowledge: African Journal of Educational and Social Science Research*. Volume 8 No.1, ISSN 2304-2885-p, 2617-7315e
5. Njuguna, F. W. & Muchanje, P. N. (2019). Socio – Economic Factors Affecting Retention of the Boy-Child in Secondary Schools of Mathioya, Kenya. *Journal of Education Practice*. ISSN 2222-1735 (Paper) ISSN 2222-288X (Online) a. Vol.10, No.29(70-83)
6. Ondicho, N. Njuguna, F. & Kombo, K. (2019). Prevalence of Students' Sexual Harassment in Secondary Schools in Nyamira and Kiambu Counties, Kenya. *Researchjournali's Journal of Education*, Vol. 7 No. 3 March ISSN 2347-8225.
7. Ondicho, N., Njuguna, F. & Kombo, K. (2019). Sexual Harassment and Effect on Students' Self-Esteem in Selected Public and Private Secondary Schools in Kenya. *Journal of Education and Practice*, ISSN 2222-1735 (Paper) ISSN 2222-288X (Online), Vol.10, No.21,
8. Mwaniki, S.G., Njuguna & F.W., Itegi, F.M. (2018). Bridging the Gap of Quality Education Provision in Secondary Schools: A Reflection on Existing

- Instructional Supervisory Practices. *International Journal of Educational Research*, ISSN: 2320-5407, 6(2), 324-341
9. Mwaniki, S.G., Itegi, F.M. & Njuguna, F.W. (March, 2018). Teachers' Perceptions towards Instructional Supervisory Competences of Educational Quality Assurance and Standards Officers. *Journal of Education and Practice*. ISSN 2222-1735 (Paper) ISSN 2222-288X (Online), 9(8) 94-103.
  10. Mwaniki S.G. & Njuguna, F.W. (Oct. 2017). An Assessment of the Utilization of the Quality Assurance and Standards Officers' Reports and Recommendations on Quality Education Provision in Schools. *International Journal of Education and Research*. 5(10) , 237-252
  11. Muasya, P. M., Njuguna, F.W. & Ogola, M. (2017). Relationship Between Head Teachers' Instructional Leadership Practices and the Academic Performance of Students in Machakos County, Kenya. *European Journal of Education Studies*, ISSN: 2501 - 1111, ISSN-L: 2501 - 1111. Volume 3,(4) 662-671
  12. Muasya, P. M., Njuguna, F.W. & Ogola, M. (2017). Determination of the Most Important Aspects of Head Teachers' Leadership Practices Influencing Student Academic Achievement in Secondary Schools: A Case Study of Machakos County, Kenya. *European Journal of Education Studies*, ISSN: 2501 - 1111 ISSN-L: 2501 - 1111, Vol.3,6.
  13. Muasya, P. M., Njuguna, F.W. & Ogola, M. (2017). The Extent to Which Instructional Leadership Practices by Head Teachers Contribute to Students' Academic Performance in Machakos County, Kenya. *European Journal of Education Studies*, ISSN: 2501 - 1111, ISSN-L: 2501 - 1111, 3(5).
  14. Muchanje, P. N., Njuguna, F. W., & Mutuku, J. K. (2016). An Exploration of Factors Influencing Career Progression of Tutors in Public Primary Teachers' Training Colleges in Kenya. *HRPUB online 2016*
  15. Itegi, F. M. & Njuguna, F. W, (2013). Cross-Border Higher Education in Africa: The Kenyan Experience((*JETERAPS*) 4(5): 752-759); 2013,
  16. Njuguna F., Itegi, F. M. (2013). Research in Institutions of Higher Education in Africa: Challenges and Prospects. *European Scientific Journal*, Dec. 2013 /Special/ edition vol.1 ISSN: 1857 - 7881 (Print) e - ISSN 1857- 7431; 352-361
  17. Njuguna, F. W. & Itegi, F.M. (2013). Gender Based Violence in Educational Institutions and It's Impacts on Girls' Education: A Comparative Study of Selected Countries. *Research Journal in Organizational Psychology & Educational Studies* 2(5) 276-279 *Rjopes*, © *Emerging Academy Resources* (ISSN: 2276-8475)
  18. Njuguna, F.W. (Oct.2013). Cultural Construction of Leadership Effectiveness in Kenyan Secondary Schools: An Investigation. *International Journal of Information Technology and Business Management*; ISSN 2304-0777, Vol.18 No.1 pp108-121.

### **1.2.2. University Level Scholarly Books:**

1. Njuguna, F.W. (2012). Leadership and Performance in Secondary Schools: Relationship Between Head Teachers' Leadership Styles and Secondary Schools Students' Performance in Kenya, ISBN978-3-8484-4304-8, 2012, LAP Lambert Publishing House, USA and UK.

2. Njuguna, F.W. (2012). *Leadership Effectiveness and Job Satisfaction: Educational Leadership in Kenya*, ISBN 978-3-8484-9892–5, 2012 by Lap Lambert Publishing House, USA and UK.

#### 1.2.4 Tertiary level Scholarly books

1. Ministry of Education. (2007). *Schools Safety and Standard Guidelines for Schools*, MOE & Church World Services.

#### 1.2.5. Book Chapters

1. Itegi, F.M. & Njuguna, F.W. (2014). "Research in Institutions of Higher Learning in Africa" in Nafukho, F.M. & Muyia, H.M.A. and Irby, B. (2014). *Governance and Transformations of Universities in Africa: A Global Perspective*. Information Age Publishing
2. Ministry of Education, Science & Technology (2001). *Unit 4: Planning for Mathematics* in Mathematics Module on Teaching and Learning Mathematics in the Classroom (PP 125-155). MOEST; Government Printers
3. Ministry of Education, Science & Technology (2001). *Unit 9: Developing Mathematics in your school* in Mathematics Module on Teaching and Learning Mathematics in the Classroom (PP 299-341). MOEST; Government Printers

#### 1.2.6 Refereed Learning Module

1. Kenyatta University Committee (2014). *Module 2: Leadership and Management Practice in Leadership and Management Certificate Programme Module*. Kenyatta University

#### 1.2.7 Reviewed Conference Papers

1. Njuguna, F. W. (Jan. 2019). 'Universal Value Based Education': The Panacea to A, "Responsible Citizenly. **A paper presented to National Teachers' Congress, Theme Leap-Frogging to a Future Ready Higher Education**", at the MIT World Peace University, Pune, Maharashtra, India.
2. Itegi, F. M. & Njuguna, F. W, (2013). Cross-Border Higher Education in Africa: The Kenyan Experience((JETERAPS) 4(5): 752-759)
3. Njuguna F., Itegi, F. M. (2013). Research in Institutions of Higher Education in Africa: Challenges and Prospects. *European Scientific Journal*, Dec 2013 /Special/ edition vol.1 ISSN: 1857 - 7881 (Print) e - ISSN 1857- 7431; 352-361.
4. Njuguna, F. W. & Itegi, F.M. (2013). Gender Based Violence in Educational Institutions and It's Impacts on Girls' Education: A Comparative Study Of Selected Countries. *Research Journal in Organizational Psychology & Educational Studies* 2(5) 276-279 Rjopes, © Emerging Academy Resources (ISSN: 2276-8475)

5. Njuguna, F.W. (Oct.2013). Cultural Construction of Leadership Effectiveness in Kenyan Secondary Schools: An Investigation. *International Journal of Information Technology and Business Management*; ISSN 2304-0777, Vol.18 No.1 pp108-121.
6. Makworo, W.O. & Njuguna, F.W. (Feb. 2012). Impact of Child-Labour on Participation in Primary School, A Case of Nyamira Division, Nyamira District, Kenya
7. Nyagosia, P. O., Waweru, S.N & Njuguna, F. W.. (Feb, 2012). Determinants of Differential Kenya Certificate of Secondary Education Performance and School Effectiveness in Central Kenya

### **1.2.8 Secondary School Level Publications**

1. Buckwell, G., Karaimu, E., Njuguna, F., Solomon, R. & Songole, F. (2003). *Mathematics; Student's Book 1. Revised.* Macmillan, Nairobi Kenya.
2. Buckwell, G., Karaimu, E., Njuguna, F., Solomon, R. & Songole, F. (2001). *Mathematics; Student Book 3.* Macmillan, Nairobi Kenya.
3. Buckwell, G., Karaimu, E., Njuguna, F., Solomon, R. & Songole, F. (2000). *Mathematics; Student's Book 2.* Macmillan, Nairobi Kenya.
4. MOE (2003). *Secondary School Mathematics Syllabus*, KICD
5. MOE (2003). *Primary School Mathematics Syllabus*, KICD
6. MOE (2003). *Primary School Colleges Mathematics Syllabus*, KICD

### **1.2.10 Consultancy and projects Report**

1. Bunyi G., Njihia, M., Mwangi, S., Kaugi, E., Njuguna, F. ....(2020). *Production of Social Science Research by Universities and its Utilization by Policy Makers and Practitioners in Kenya (2020).* Kenyatta University
2. *An Assessment of Teacher Deployment and Utilisation-* Ministry of Education/World Bank - CO- PI March 2017-
3. Wanjama. L. N., & Njuguna, F. W. (2016). *Documentation of Gender Responsive Pedagogy as a Best Practice by the Forum for African Women Educationalists (FAWE): A Case Study*, UNGEI, 2016.
4. Njuguna, F. (2012). *Customer Satisfaction Survey- KEMI - Lead Researcher*
5. Njuguna, F. (June 2010). *Baseline Survey on Gender Needs, Concerns and Priorities.* Ministry of Education Kenya (KESI)
6. *May 2009-Training needs survey for Humanitarian Affairs and Disaster Management Agency (HADMA) and capacity Building on Disaster management ( DIAKONIA & UNOCHA)*

### **1.2.11. Non Reviewed Conference papers**

- Bunyi, G. W.,Njuguna, F.W., Kaugi, E., Wangia, J. and Boit, L. (2018). *Universities as knowledge production sites: the case of university-based social science research in Kenya. A paper presented to the International Conference in Education, Kenyatta University.*

### **1.2.13. Other Publications**

1. Njuguna, F.W. (2012). Leadership and Performance in Secondary Schools: Relationship Between Head Teachers' Leadership Styles and Secondary Schools Students' Performance in Kenya, ISBN978-3-8484-4304-8, 2012, LAP Lambert Publishing House, USA and UK.
2. Njuguna, F.W. (2012). Leadership Effectiveness and Job Satisfaction: Educational Leadership in Kenya, ISBN 978-3-8484-9892 – 5, 2012 by Lap Lambert Publishing House, USA and UK
3. MOE (2008)- Safety Standards Manual for schools in Kenya: School safe zones. Church World Services
4. Female Education in Mathematics and Sciences (2001). Innovative approaches to the Teaching of Mathematics and Science to Girls in Secondary Schools. FEMSA

### **1.2.14. Editorship of a book or conference Proceedings**

EMP (2012). International Conference on Educational Reforms and innovations in Enhancing quality and Equity: Book of Abstracts

### **1.2.15 Scholarly Presentations at Conference/Workshops/Seminars**

- a) Njuguna F. W., Itegi, F. M. (2013). Research in Institutions of Higher Education in Africa: Challenges and Prospects.
- b) Njuguna, F. W. & Itegi, F.M. (2013). Gender Based Violence in Educational Institutions and It's Impacts on Girls' Education: A Comparative Study of Selected Countries.
- c) Makworo, O. W. & Njuguna F. W. (2012). Impact of child labour on participation in Primary School education: A case study of Nyamira division- Nyamira County

## **1.3 QUALITY TEACHING, LEARNING AND MENTORSHIP**

### **1.3.1 Student Evaluation-**

1. 2019 EMP 806-96.88%
2. 2013 PAC/M/508 - 94%

### **1.3.2 Training in Higher Education**

1. 11<sup>th</sup> Dec. 2020-AAU Professional Certificate in Thesis and Dissertation writing and Supervision
2. 11<sup>th</sup> Dec. 2020- AAU Professional Certificate in in Research Methods
3. 27<sup>th</sup> August 2020-AAU Faculty Online Teaching Modula training-
4. 13<sup>th</sup> June to 13<sup>th</sup> July 2020-Research and Grant management-

5. 16<sup>th</sup> January to June 2019 -The Education for Sustainable Development Diploma- Earth Charter
6. October 2019 - Corporate Governance Training Course for Directors
7. Jan 2018- Kenyatta University Staff Mentorship Programme Seminar-
8. 2016: Transformative leadership by ACTIL ( UN Women)
9. 2016: Training of Gender leadership and Mentoring in Higher Education by Association of Commonwealth Universities (ACU)
10. 2016: The SDGs: Enhancing Gender Equity
11. 2015: Public Procurement of Assets Disposal act 2015- Kenya Institute of Supplies Management
12. 2014: Monitoring and Evaluation (LAPTRUST)
13. 2014: Facilitation of School Strategic Planning
14. 2013: Participation in Training on Strategic Planning for Mbere Primary and Secondary Schools
15. 2013: Gender Mainstreaming ( Association of Common Wealth Universities)
16. 2013: Public Private Partnership- Kenya School of Law
17. 2012: Public Procurement- PPOA & KIPROD
18. 2012: Monitoring and Evaluation- RECCADE, Kenyatta University
19. 2011: RRI training at Utalii, Office of the Prime-minister by Kenyatta University
20. 2011: ISO training- KUCC, Kenyatta University
21. 2011: ODEL writing of Modules- Kenyatta University
22. 2008: Strategic Leadership for senior management at Kenya Institute of Administration (KIA)
23. 2007: Senior management course (SMC) for 21st century managers at KIA
24. 2003: Training of Trainers (TOT) for Kenya Educational Staff Institute (KESI)
25. 2001: FAWE Kenya Program on Planning, Monitoring, Evaluation, Mobilization and Advocacy for girls and women education
26. 2000: UNICEF Micro Planning for Girl Child Education to enhance retention and completion rates
27. 2000: Ministry of Education mobilization of community techniques for School based Teacher Development (SbTD)
28. 2000: Curriculum Development: in sequencing content and syllabus development
29. 1999: MOEST/JKUAT Female Education on Mathematics and Science in Africa (FEMSA) workshops in Mathematics and Science (Chaired group discussions)

### 1.3.3 On going supervision

1.3.3.1 Supervision Current – Ph.D Theses			
SN	Name of student	Thesis title	Status of project
1.	Mmbaka Boniface Shisakha	Effectiveness of e-learning in Secondary School Curriculum. A case study of	PhD, Field



		Secondary Schools in Nairobi City County, Kenya ( PhD)	
2.	Julia Komunga	Assessment of Principals' strategic Leadership on Effective Curriculum Supervision (PhD)	PhD, Data Collection ??
3.	Kasimu Dominic Wambua	Effects of the digital literacy programme on curriculum implementation in public primary schools of kajiado and machakos counties, kenya	PhD, Proposal
4.	Mwalala Dafton Boma E83/CE/25887/14	Teacher personal characteristics and school context factors influencing teacher turnover in public secondary school in taita taveta county.	2nd proposal correction
5.	Christine Kagunye E83/CTY/31212/15	Topic identification	Topic Identified
6.	Edwin Obungu E83/CTY/38203/16	Effect of Teachers' Service Commission motivational strategies on retention of science teachers in public secondary schools in Kisumu County, kenya	Awaiting graduations
7.	Beatrice A. Mbune	Principal's Leadership Approaches and their Influence on Teacher's Integration of Information Communication Technology in Curriculum instruction in public secondary schools in Kakamega County, Kenya.	E83/CTY/39252 /16 3rd correction of proposal done
8.	Irene Muatha	Migration to virtual learning and how it is embedded in Kenyan universities	E83/26831/2018 - proposal

### 1.3.3.2 Current Supervisions

#### Masters Level

s.n	reg. no.	Students Name	
1	E55/OL/4083/04	Rono K. Kiplangat	graduated
2		Lucy Mary Njoki Muchira	Field-Had completed proposal
3	E55/CE/10594/04	Walter Sang	Submitted 2 <sup>nd</sup> draft
4	E55/30712/16	Alice Chebet Chemonges	proposal
5	E55/CE/28913/15	Kariuki Edgar M.	Data Collection
6	E55/OL/CTY/26931 /15	Lucy Thiong'o	Proposal writing
7	E55/37579/16	Mercy Achieng O.	Proposal
8	E55/38698/16	Wanyonyi Meshack	Proposal

9	E55/CE/34122/2017	Richard Kamuya	Proposal
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### 1.3. 4 Supervision of postgraduate Students

#### 1.3.4.1 Masters

1.	Kamau Grace W.	Factors considered in the appointment of guidance and counseling Personnel in public secondary schools in Kiambu West District, Kenya	Graduated, 2010
2.	Patricia K. Mwanthi	The challenges facing the sponsors in the management of public secondary schools: The case of Kibwezi District, Kenya	Graduate, 2010
3.	Keya Nathan M.	Investigation into causes and effects of sponsor-government conflict in the management of public secondary schools in Nyamira District, Kenya	Graduated, 2011
4.	Adoyo Phelesia K.	Teachers' Perception on decentralization of TSC functions in Kenya: A case of Dagoretti District, Kenya	Graduated, 2011
5.	Charles Kiamba J.	Obstacles to effective instructional supervision in public primary schools in Mbooni Division, Mbooni West district, Kenya	Graduated, 2011
6.	Gachomba Patrick	Constraints experienced by secondary schools' principals in public procurement and their implications on financial management in Kiambu West District	Graduated, 2011
7.	Joy Budembu M.	Supervision of early childhood development education programmes: implications for provision of quality pre-school education in Nairobi Province	Graduated, 2011
8.	Mwalimo John Kimbio	Challenges facing beginning teachers in induction and orientation while discharging their duties in secondary schools in Taita Taveta District, Kenya	Graduated, 2011
9.	Mwaura Mercy	Impact of church sponsorship on the management of secondary schools in Thika West and Gatundu North Districts in Kiambu County	Graduated, 2011
10.	Patrick Nyagosia	Determinants of differential Kenya certificate of Secondary Education performance and school effectiveness in Kiambu and Nyeri Counties, Kenya	Graduated, 2011

11.	Stephen Kungu	Causes of indiscipline among public secondary school teachers in Naivasha Division of Naivasha District, Nakuru County	Graduated, 2011
12.	Jones Ogola Onyango	Challenges faced by head teachers in management of free secondary education: Implications for quality education - a case of Usigu Division, Siaya Country	Graduated, 2011
13.	Michael W. Muli	The role of prefects in the governance of public secondary schools in Machakos Central Division, Machakos District, Kenya.	Graduated, 2011
14.	Maina Wilfred Wachira.	Teachers' opinion on the importance of in-service education and training on KCPE performance by public primary schools in Thika Municipality	Graduated, 2011
15.	Ngwacho George A.	The hidden costs of free primary education and their implication on enrolment in Kisii Central District, Kenya	Graduated, 2011
16.	Obara Thomas Marube	Effectiveness of school community partnership in educational development in public secondary schools in Kenyena District, Kisii County, Kenya	Graduated, 2011
17.	Mungai Elijah Kariuki	Public Procurement policy and its impact on teaching and learning in secondary schools in Thika West District, Kiambu County	Graduated, 2011
18.	Kimathi Janice	Disaster Preparedness in Public secondary schools in Githunguri District, Kiambu County, Kenya	Graduated, 2011
19.	Makworo Wilfred Obure	Impact of child-labour on participation in primary schools: A case of Nyamira Division, Nyamira County, Kenya	Graduated, 2011
20.	Fredrick Kipkoech Serem	Factors leading to wastage in primary schools in arid and semi arid lands: A case of Baringo County, Kenya	Graduated, 2012
21.	Kuria Mercy Waruinu	Factors affecting access and retention of the boy-child in secondary schools of Mathioya District, Muranga County, Kenya	Graduated, 2012
22.	Migiro Abel Oguye	An assessment of the implementation of safety standards in public secondary schools in Borabu District, Nyamira County, Kenya	Graduated, 2012

23.	William Keino Chepkuto	Contributions of quality assurance and standards to curriculum implementation in primary schools of Baringo District, Baringo County, Kenya	Graduated, 2012
24.	Byegon Jacob Cheruiyot	Constraints facing Board of Governors on the decentralization of secondary school teacher recruitment in Bomet Central Division, Bomet County, Kenya	Graduated, 2012
25.	Mainga Agustinah M. K.	Influence of job satisfaction on turnover among primary school teachers in Kasarani Division, Nairobi County, Kenya	Graduated, 2012
26.	Nthenge John Nzioka	Factors influencing student access, retention and completion of secondary school education in Kangundo District, Machakos County	Graduated, 2012
27.	Obadiah Njiru Nthia	Constraints facing inclusive education for children with special needs in public primary schools in Embu East District, Embu County, Kenya	Graduated, 2012
28.	Walucho Joy Bunyasi	Barriers to upward mobility of female teachers in administration of public secondary schools: A case of Bungoma West Bungoma County	Graduated, 2012
29.	Muthuiya Kalunge Lawrence	Emerging Issues and Challenges facing implementation of subsidized secondary education policy in Tigania East District, Meru County	Graduated, 2012
30.	Munyao Hezron Toma	Impact of SMASSE project on teaching mathematics in secondary schools in Mwingi West District, Kitui county, Kenya	Graduated, 2013
31.	Wachira C. Mukuni	Job Satisfaction of Science teachers in public secondary schools in Muranga East DISTRICT, Muranga County, Kenya	Graduated, 2013
32.	Muchiri Joseph Kamau	Constraints faced by Headteachers in the implementation of free primary education in kirinyaga East District, Kirinyaga County, Kenya	Graduated, 2013
33.	Abdulhakim A. Bwana	School- Community partnership in the development of education in primary schools: A case of Lamu East District, Kenya	Graduated, 2013

34.	Mkongo P. Douglas	Challenges Faced by board of Governors in secondary schools Management: A case of Taita- Taveta County, Kenya	Graduated, 2013
35.	Judith Gatwiri	Factors Contributing to Boys' drop out in public secondary schools in Muthambi Division, Tharaka Nithi County, Kenya	Graduated, 2013
36.	Langi Phoebe Adhiambo	Implementation of life skills education I secondary schools in Uriri and Awendo Districts, Migori County	Graduated, 2013
37.	Kiplangat Wesley Sigei	Analysis of transition of new students in secondary schools in Bomet District, Bomet County, Kenya	Graduated, 2013
38.	Mbito Kamau John	Challenges facing teachers and students in the process of teaching and learning Kiswahili in public secondary schools in Kiambu District, Kiambu County	Graduated, 2013
39.	Nyaga Gladys Ngithi	Administrative challenges faced by primary school head teachers in management of pupils in Embakasi District, Nairobi County, Kenya	Graduated, 2013
40.	Japheth Gwiyo	Impact of Principals' leadership styles on KCSE performance in public secondary schools in Tana River County, Kenya	Graduated, 2014
41.	Jackson Muchunku	Effects of socio -Economic Factors on Pupils Performance in Kenya Certificate of Primary Education in Chuka Division, Tharaka-Nithi County, Kenya	Graduated 2014
42.	Kitimo Marieta M.	Factors influencing the implementation of life skills education in secondary schools in Kinango District, Kwale	Graduated, 2014
43.	Mugo Peris Muthoni	Factors that impact on the use of education management information systems: A case study Thika West Systems District, Kiambu County	Graduated 2014
44.	Githu Margret Wanja	The Role of parents in resolving students discipline in Public Day Secondary schools in Kikuyu Sub-County, Kiambu County.	Graduated 2014
45.	Okumu Margaret Atieno	An investigation if Factors Influencing Indiscipline Among Students in Public Day Secondary Schools in Makandara District, Nairobi County	Masters, Graduated 2014

46.	Walema Barnet Nanjala	Factors that affect Students' involvement in secondary school Administration in Tesso North Sub County, Busia County	Masters, Graduated 2014
47.	Njunge Alfred Mburu	Impact of job satisfaction on turnover intentions among teachers in public secondary schools in Gatanga District, Muranga County, Kenya	Graduated 2015
48.	Edward Odhiambo Gura	The Effects of Kenya's Subsidized Secondary Education Programme on Access, Retention, Equity and Quality: A case of Nyakach, Kisumu County, Kenya	Graduated 2014
49.	Stephen Makini Osano	The Predictors of Students' Leadership Performance in Public Secondary Schools in Kenya: A case of Loitoktok Sub-County	Graduated, 2015
50.	Muriko Grace Lenah	Factors affecting the utilization of ICT in the Administration of public secondary schools in Kiambu District, Kiambu County,	Graduated, 2015
51.	Girango Yobesh Matara	The Effects of Kenya's Subsidized Secondary Education Progra on Access, Retention, Equity and Quality: A Case Study of Nyakach Sub-County, Kisumu County, Kenya.	Graduated 2015
52.	Ahmed Mohamed Adan	Drug Abuse in Public Secondary Schools: Causes, Effects and Intervention in Wajir East District, Wajir County, Kenya	Graduated 2016

#### 1.3.4.2 PhD

1.	Muasya Peter	The Influence of Headteachers' Instructional Leadership Practices on Students Academic Performance in Public Secondary Schools in Machakos and Kitui Counties, Kenya	PhD, graduated 2018
2.	Mary Gaturu	Relationship between career plateau, turnover intentions, and decision to pursue post graduate studies among secondary school teachers in Kiambu and Muranga Counties	PhD, graduated 2018
3.	Mwaniki Solomon	The impact of supervision by QASOs on education in public schools in Nairobi and Machakos Counties	PhD, July 2019
4.	Naom Ondicho	Effects of sexual harrasment on high school students self-esteem in selected secondary schools in Nyamira and Kiambu counties, Kenya	Awaiting to graduate in the next KU Grad.

## **1.4 PROFESSIONAL CONSULTANCY**

### **1.4.1 Networks / Collaboration**

1. MIT University for Peace- PUNE, India- Visiting Professor
2. Networking with Dr. Babasaheb Ambedkar Marathwada University, (BAMU),India

### **1.4.2 Editorial Boards /Referee for Periodicals**

1. Editor- Journal of Educational Research in Developing Countries in Africa (JEREDA)
2. Associate Editor - African Educational Research Journal – AERJ-NET
3. Reviewer- European Journal of Training and Development- EJTD

### **1.4.3 Consulting for International/National Boards**

1. Chair- Muranga County Education Board- 2013 to Date
2. Influenced the initiation of Ajira Digital Lab in KU - Ministry of ICT
3. International Guest speaker in PUNE Conference India on Leapfrogging Higher Education to the Future- Jan 2019
4. Consulted for Ajira Digital Programme, Ministry of ICT- Kenya and supported training of over 5000 youth –2018
5. An Assessment of Teacher Deployment and Utilisation- Ministry of Education/World Bank – in Progress 2017- Deputy Lead- March 2017
6. Represented Africa in STEM education in a team of experts meeting UNESCO in France, 2016
7. Evaluation of Gender Responsive Pedagogy for FAWE Regional; Uganda, Tanzania and Malawi – 2015- Lead
8. June 2011- lead consultant in Supporting and building the capacity of Puntland Ministry of Education Quality Assurance and Standards
9. May 2009-Training needs survey for Humanitarian Affairs and Disaster Management Agency (HADMA) and capacity Building on Disaster management (DIAKONIA & UNOCHA)
10. 2008 July -Preparation and Management of Girls’ Participation in the 15th Regional Conference FAWE- Regional, Nairobi
11. 2007-2008 : Government of Kenya, capacity building of primary school teachers in Gender Responsive Pedagogy for mathematics and science teachers
12. 2007 With others – developed Schools Safety and Standard Guidelines for Ministry of Education (Church World Services)
13. 2001-2003: FEMSA- Kenya Chapter, Nairobi , Holding and directing workshops on participation of girls and gender responsive pedagogy in teaching of mathematics and Science to Girls
14. 2000-2001: FAWE- Kenya Chapter, Garissa, Mobilisation and Advocacy for girls’ and women participation in education- North Eastern Province

### **1.4.5 Consulting for organisations/Institutions**

1. An Assessment of Teacher Deployment and Utilisation- Ministry of Education/World Bank – in Progress 2017- CO- PI March 2017
2. Research Uptake, production and Utility in Social Sciences in Kenya: 2016 May- Researcher
3. Evaluation of Gender Responsive Pedagogy for FAWE Regional; Uganda, Tanzania and Malawi and 6 other countries – 2015- **Deputy Lead**
4. Customer Satisfaction Survey- KEMI 2012- **Lead Researcher**
5. June 2011- lead consultant in Supporting and building the capacity of Puntland Ministry of Education Quality Assurance by CfBT.
6. June 2010- Baseline Survey on Gender Needs, Concerns and Priorities. Ministry of Education Kenya (KESI)
7. Curriculum Development in Mathematics for CBC -2019 KICD
8. Presentation on Value Based Education at KICD for EACC in connection with CBC- 2019

**OTHERS: Trainings:**

- Leadership Skills-2013-sep.2015- MODP
- Report Writing and communication- 2016 Office of the auditor General
- Alcohol and Drug abuse- 2016 KICD
- Evaluation of Leadership Training -2013 MODP
- Conflict Management and arbitration- 2016 Upper Tana Resource Management
- Human Resource management- 2014 Embu County Public Service
- Qualitative and Quantitative Research Methods- 2014 Kenya School of Law
- Strategic planning and contract Management- 2015 MODP
- Social Accountability- 2013 MODP
- Public policy Management- 2013 MODP
- Management of Examinations- 2013 & 2016 KRA
- Entrepreneurship Group Dynamics and Procurement- 2015 Muranga Dotas and Kikuyu Constituency women groups-
- Minutes and report writing- Meru University of Science and Technology (MUST) and KU
- Capacity Building in curriculum development process and skills- Kenyatta University: 2010- Centre for capacity building
- 2008: Capacity Building for Education managers- strategic leadership; Change Management; KESI
- 2008-2009: Facilitator at Kenya Institute of Education on Public Procurement and Asset Disposal Act, 2015, Management and Leadership: gender; performance based management/contracting and appraisal; work place counselling; project monitoring and evaluation

**1.4.6 Membership to acad/prof. bodies**

- Chair of Women Educational Researchers of Kenya (WERK)
- Member- Africa Network for internationalisation of Higher Education (ANIE)



- Member Gender Network of Universities in Africa (GENUA)
- Centre for Corporate Governance
- Forum for African Women Educationalists- Kenya Chapter

#### 1.4.7 Any other (Editorial/peer review, external examiner, etc)

- Editor** - Journal of Educational Research in Developing Areas
- Associate Editor:** - African Educational Research Journal
- Reviewer** - European journal of training and development
- External Examiner:** - Bomet (Moi University)

### 1.5 Administrative Responsibilities

#### 1.5.1 Recognized University administrative positions

- Director – International Centre for Capacity Development: 2012-2018 Jan
- Member of Board – Teacher Professional Development Excellence (TPDEX)- Current
- Mentor- Kenyatta University Students- Current
- Mentor of Staff Non-PhD holders 2010 to date
- Member of School of Education Board- To date
- Board Member- Teaching Excellence-Inception to 2018- Reorganised
- Board Member- Institute of African Studies- Inception to 2018- Reorganised
- Coordination of Collaboration between KU and Germany: 2012- 2014
- Member of Committee for Developing “ Leadership and Management Certificate Programme” for 4th years.
- Member of Committee for developing Monitoring and Evaluation Courses for the University (Certificate, diploma, Post Graduate Diploma, Masters)
- Committee for Development of EMPPA and MPPA and BPPA Programme

#### 1.5.2 Other Responsibilities in the University

1. Chair, First International Conference Planning Committee (2012)
2. Member of Editing Team in Departmental Conference since 2012
3. Acting Chair of Department (EMP)
4. Acting director of Regional Centre for Capacity Development
5. Acting Director for Institute of African Studies (IAS) Kenyatta University
6. Acting Director of Teaching Excellence Directorate
7. Acting Director of Directorate of Consultancy
8. Member of Curriculum Review team for Departmental Courses
9. Lecturer’s mentor- VC’s Programme
10. Student Mentor

### 1.6 Community Engagement and Other Contributions

#### 1.6.1 Research Funding

- Muranga County Research on Mukurwe wa Nyagathanga- 5m
- Research on teacher deployment and utilisation in Kenya- Co PI- 24m
- Consultancies at ICCD- 300m

#### 1.6.2 Community Outreach

- Chair of Muranga County Education Board- Current- 2nd term now
- Member of Expert Committee in Education for KNATCOM for UNESCO- 4years: 2014-2018

- KICD Curriculum Development (CBC): 2018-2019
- Member of Kagira Secondary School Board- Current
- Member of Ngararia Secondary school Board- One Term
- Member of Majuu Secondary school Board- One term
- Elder/leader in the Executive Committee of Charismatic Renewal in Nairobi Archdiocese

### **1.6.3 Professional Affiliation and portfolios**

- Visiting Professor- Mahtma Gadhi Mission University (MGM)- Maharashtra India
- A member of Council of Corporate Governance (Kenya)
- Chair of Board- Women Educational Researchers of Kenya (WERK)
- Kenya National Commission of UNESCO- (KNATCOM) Education committee of Experts
- Member of Forum for African Women Educationalists (FAWE- Kenya Chapter)
- Member- Africa Network for internationalisation of Higher Education (ANIE)
- Member Gender Network of Universities in Africa (GENUA)

### **1.6.4 Recognition Awards and Honours**

1. VC Extra Mile recognition in 2014
2. Common Wealth Scholarship- PhD, 2003
3. University of Nairobi Scholarship- Masters Level, 1995
4. SIDA scholarship for Women 2000 for Africa- Bachelor of Education, 1986

### **1.6.5 Any Other sub-categories- Conferences/Workshops/Seminars Attended**

#### **1.6.5.1 Conferences Attended**

1. Conference on National Teachers Congress, At MIT World Peace University, PUNE, Maharashtra, India. 2019.
2. Monitoring and Evaluation Department of the Ministry of Devolution - Workshop on Strengthening monitoring and evaluation education and training in Anglophone East and Southern Africa-Nairobi 1-3 March, 2016
3. From MDGs to SDGs: The Contributions of international Higher Education, ANIE in Dares-Salaam, 7<sup>th</sup>-9<sup>th</sup> October, 2015.
4. Regional Monitoring and Evaluation (M&E), Theme "Africa for Results" 17-20<sup>th</sup> November, 2014: Kenya
5. National Monitoring and Evaluation (M&E ) *Theme: "Kenya @50: Best Practices in Shaping the Future Towards Vision 2030"*, 11-14<sup>th</sup> November, 2013 By Ministry of Devolution and Planning-
6. Association of Common Wealth Universities Conference on Women, gender and leadership in Higher Education in Nairobi, 26<sup>th</sup> August, 2013
7. Convenor, KEMI Conference on Capacity Building, 26<sup>th</sup> -28<sup>th</sup> June, 2013
8. Internationalisation of Education September 25<sup>th</sup> -28<sup>th</sup> , 2012 in Pretoria South Africa
9. Gender violence in Schools August 26<sup>th</sup> -28<sup>th</sup> 2012, Kenyatta University

10. International Conference on Education Innovation quality and equity, Kenyatta University, February 2012

#### **1.6.5.2 Workshops Attended**

1. Workshop on Training Curriculum Developers for Teacher Education Competence Based Curriculum (CBC) in Early Years -KICD April 2019
2. Workshop on Preparing (CBC) EYE Scope and Sequencing for Pre-Service Teacher Education- KICD May 2019
3. Sensitization and validation workshop on Gender Responsive Pedagogy (GRP) - FAWE Regional - August 2018
4. Expert consultation meeting on girls' education in science and mathematics preparing for a state-of- the-art report at the UNESCO headquarters, Paris-Africa Representative. March 24-25,2016
5. Expert consultation meeting on girls education in science and mathematics Workshop on Strengthening monitoring and evaluation education and training in Anglophone East and Southern Africa-Nairobi 1-3 March, 2016
6. Regional Monitoring and Evaluation (M&E), Theme "Africa for Results" 17-20th November, 2014: Kenya
7. National Monitoring and Evaluation (M&E ) Theme: "Kenya @50: Best Practices in Shaping the Future Towards Vision 2030", 11-14th November, 2013 By Ministry of Devolution and Planning
8. Regional workshop on challenges of ensuring Quality Teaching in every classroom in Africa by World Bank - Nairobi, Kenya, 2009
9. Regional workshop on challenges of ensuring Quality Teaching in every classroom in Africa by World Bank - Nairobi, Kenya, 2009
10. Workshop- Global Forum on Science Technology and Innovation (STI), Washington DC, February, 2007

#### **1.6.5.3 Seminars Attended**

- 1 Training on SDGs- Education for sustainable Development (18th April, 2019). By Kenyatta University Staff, Department of Education Management, policy and Curriculum Studies (Facilitator).
- 2013 *Multidisciplinary International Seminar on "UN's Sustainable Development Goals (SDGs), Social Justice and Media"*- at Dr. Babasaheb Ambedkar Marathwada University (BAMU), Aurangabad, Maharashtra, India, May 2017.
- 2014 Association of Common Wealth Universities Seminar on Women, gender and leadership in Higher Education in Nairobi, 27<sup>th</sup> - 30<sup>th</sup> August, 2013
- 2015 International Seminar on Inclusive Education (Gender, HIV/AIDs and Special Needs Education (SNE) by IBE/UNESCO - Nairobi, Kenya, 2008
- 2016 Seminar - Nairobi Cluster Meeting on EFA Goals by UNESCO - Kigali, Rwanda, 2007

### **1.7 Referees:**

1. Dr. Martin Ogola- Email- ogola.martin@ku.ac.ke  
Chair, Department of Educational Management Policy and Curriculum Studies
2. Dr. Samuel Waweru- Email- waweru.samuel@ku.ac.ke  
Former Chair- EMP & Associate Dean- School of Education
3. Prof. Catherine Ndungo- Email- ndungo.catherine@ku.ac.ke  
School of Humanities- Kiswahili & Former Director- IAS  
All of Kenyatta University – Box 43844-00100 NBI.