

CURRICULUM VITAE (CV)

1.1 PERSONAL PROFILE

1.1.1 Personal Details

Name: Dr. Joseph Gachigua Mungai (PhD)

PF No.: 6303

Department: Educational Management, Policy and Curriculum studies

Designation: Lecturer

Email: josephmungai70@gmail.com; mungai.joseph@ku.ac.ke; mungaij344@gmail.com

Mobile: 0796004800; 0748639747

Area of Specialization: Educational management, planning and policy

Research interests: Gender, education, environment, ICT, social, cultural, economic and political issues.

Google Scholar: ORCID ID: 0000-0001-5530-7163

1.1.2 Academic and Professional Qualifications

PhD (Educational Management), Kenyatta University, 2011

Master of Education (MEd) (Educational Administration and Planning), University of Nairobi, 2001

Bachelor of Education (ARTS), University of Nairobi, 1995

Kenya Certificate of Secondary Education, Kiambogo Secondary School, 1989

Kenya Certificate of Primary Education, Kiambogo Primary School, 1985

1.1.3 Employment History

Lecturer/Supervisor/ tutorial Fellow, Kenyatta University, 2006 to Date

Regional Coordinator, Distance and Open Learning Institute, Kenyatta University, 2002 to 2006

Teaching, Mulot Secondary School, Teachers Service Commission, 1996

Teaching, Kiambogo Secondary School, Board of Management, 1993

1.1.4 Achievements

- i) Successfully supervised 54 postgraduate students to completion (52 Masters and 2 PhDs).
- ii) Trained in Social Science Research Methodologies, Organization for Social Science Research in Eastern Africa (OSSREA), 2001

1.2 Research Publications

1.2.1 Refereed Journal Papers

- i) Kithinji, E., & Mungai, J.G. (2019). Effects of Livestock Rustling on Headteachers' Instructional Leadership in Public Primary Schools in Laikipia County, Kenya. *International Journal of Humanities and Social Studies (IJHSS)*, September, 2019.
- ii) Mungai, J.G. (2019). Influence of Socio-Cultural Factors on Girls' Educational and Career Aspirations in Samburu County, Kenya. *International Journal of Humanities and Education (IJHE)*, October, 2019.
- iii) Mungai, J.G. (2019). Principals-Stakeholders Collaboration in School Guidance and Counselling: Effectiveness and Constraints in Control of Drug Abuse among Students in Kenya. *International Journal of Humanities and Education (IJHE)*, October, 2019.
- iv) Mungai, J.G. (2019). Functional Roles of Principals in Enhancing School Guidance and Counselling for Effective Control of Drug Abuse among Students in Kenya. *International Journal of Humanities and Social Studies (IJHSS)*, November, 2019.
- v) Nzangi, E.K., & Mungai, J.G. (2020). Principals' Effectiveness in Implementation of Safety Guidelines on Physical Infrastructure in Public Secondary Schools in Makueni County, Kenya. *International Journal of Humanities and Social Studies (IJHSS)*, March, 2020.
- vi) Namasake, M.N., & Mungai, J.G. (2020). Financial, Infrastructural and Socio-Cultural Barriers to Effective Implementation of Subsidized Day Secondary Education in West Pokot Sub County, Kenya. *International Journal of Humanities and Social Studies (IJHSS)*, June, 2020.

vii) Nthuku, D.M., & Mungai, J.G. (2021). Institutional Challenges and their Influence on Female Enrolment in Public Technical Institutions in Kenya: Case of Kakamega County. *Journal of the Kenya National Commission for UNESCO*, January-June, 2021.

viii) Nthuku, D.M., & Mungai, J.G. (2021). Do Policies Influence Female Enrolment in Technical Vocational, Education and Training Engineering Courses in Kenya? *Journal of the Kenya National Commission for UNESCO*, January-June, 2021.

ix) Nyakanga, M.P., & Mungai, J.G. (2021). Influence of Examinations on Principals' Instructional Leadership Practices in Public Secondary Schools in Nakuru County, Kenya, *International Journal of Humanities and Social Studies (IJHSS)*, November, 2021.

x) Mwakisha, E., & Mungai, J.G. (2022). Prefects' Academic Performance as a Predictor of Learners' Academic Achievement in Public Secondary Schools in Matuga Sub County, Kenya, *Global Scientific Journals*, Vol. 10, Issue 1, January, 2022.

xi) Dube, A.K., Mungai, J.G., & Nyaga, P.M. (2022). Influence of Head Teachers' Performance Monitoring on Participation of Female Students with Physical Disabilities in Primary Schooling in Mandera County, Kenya. *Research on Humanities and Social Sciences*, 12 (4), 11-18.

xii) Ndirangu, L.W., & Mungai, J.G. (2024). Influence of Principals' Responsibilities Delegation and Feedback Provision on Teachers' Work Performance in Public Secondary Schools in Kiambu County, Kenya, *International Academic Journal of Social Sciences and Education /Volume 2, Issue 3*, pp. 443-470.

xiii) Ndirangu, L.W., & Mungai, J.G. (2024). Influence of Principals' Financial Incentives and Exceptional Performance Recognition on Teachers' Work Performance in Public Secondary Schools in Kenya, *International Academic Journal of Social Sciences and Education / Volume 2, Issue 3*, pp. 415-442.

xiv) Ekal, C.S., & Mungai, J.G. (2024). Principals' Communication and Decision-Making Practices' Influence on Students' Academic Performance in Public Secondary Schools in Turkana County, Kenya, *International Academic Journal of Social Sciences and Education* | Volume 2, Issue 3, pp. 482-514.

xv) Ekal, C.S., & Mungai, J.G. (2024). Principals' Motivation and Problem- Solving Practices' Influence on Students' Academic Performance in Public Secondary Schools in Turkana County, Kenya, *International Academic Journal of Social Sciences and Education* | Volume 2, Issue 3, pp. 515-540.

xvi) Mwangi, L.M., Mungai, J., & Kiende, H. (2025). Principals' Rational and Avoidance Decision-Making Styles and Their Influence on Teachers' Work Motivation in Public Secondary Schools in Laikipia County, Kenya, *European Journal of Education Studies*, Volume 12, Issue 10, pp. 220-234.

xvii) Mwangi, L.M., Mungai, J., & Kiende, H. (2025). Principals' Participatory and Intuitive Decision-Making Styles and Their Influence on Teachers' Work Motivation in Public Secondary Schools in Laikipia County, Kenya, *European Journal of Education Studies*, Volume 12, Issue 10, pp. 235-247.

xviii) Nasambu, C. M., Mungai, J. G., & Otieno, M. (2025). Selected Learner-Centered Strategies' Influence on Acquisition of Core Competencies among Grade Six Learners in Kiambu County, Kenya. *Journal of Education*, 5(4), 49-64.

xix) Kasimu, E.K., Kariuki, S.I., & Mungai, J.G. (2026). Industrial Attachment and Its Effect on Employability of Diploma Graduates from Public Technical Institutes in Machakos County, Kenya. *IOSR Journal of Humanities and Social Science (IOSR-JHSS)*, Volume 31, Issue 3, Series 3 (March, 2026) 81-97.

xx) Kasimu, E.K., Mungai, J.G., & Kariuki, S.I., (2026). Hands-On Technical Skills Developed During Industrial Attachment and Its Effect on Employability of Technical Institutes' Diploma

Graduates from Machakos County, Kenya. IOSR Journal of Research & Method in Education (IOSR-JRME) e-ISSN: 2320–7388, p- ISSN: 2320-737x Volume 16, Issue 2 Ser. 1 (Mar. – Apr. 2026) 97-111.

1.2.2 Published Academic Books

- i. Mungai, J.G. (2020). Communication: Essential Fundamentals of Communication. Chisinau: Scholars Press, 2020 (Amazon, Barnes and Noble, etc., online Stores).
- ii. Mungai, J.G. (2021). Educational Management and Leadership: Theoretical and Practical Trajectories. Chisinau: Scholars Press, 2021.
- iii. Mungai, J.G. (2022). Employee Motivation in the Workplace: Application of Motivation Theories to Enhance Employee Motivation Utilizing Appropriate Strategies and Techniques. Chisinau: Scholars Press, 2022 (Amazon, Barnes and Noble, Thrift Books, etc., online Stores).
- iv. Mungai, J.G. (2023). Instructional Leadership: Fundamentals of Instructional Leadership and Supervision. Generis Publishing, 2023.
- v. Mungai, J.G. (2023). Professional Development: Fundamental Dimensions of Professional Development for Educators. Chisinau: Scholars Press, 2023 (Amazon, Barnes and Noble, Thrift Books, etc., online Stores).
- vi) Mungai, J.G. (2023). Money Making Avenues and Highways: Attested Money-Making Opportunities, Strategies and Techniques. Chisinau: Scholars Press, 2023 (Amazon, UK, Ceneo, etc.).
- vii) Mungai, J.G. (2024). Managing Organizations in a Competitive Business Environment: Strategies for Sustaining Competitiveness in the Face of Contemporary Challenging Realities (Scholars Press, 2024).
- viii) Mungai, J.G. (2024). Strategic Communication and Decision Making: A Macroscopic View of Fundamental Dimensions (Scholars Press, 2024).

ix) Mungai, J.G. (2024). Online Money-Making Jobs: Make Money Working Online on Hobby and Other Activities (Amazon-Kindle Publishing, 2024).

x) Mungai, J.G. (2024). Get Rich, Wealthier with Exceptional Blogging Activities and Strategies: A Comprehensive Analysis and Guide (Amazon-Kindle Publishing, 2024).

xi) Mungai, J.G. (2024). Strategic Communication and Motivation: Adapting Strategic Management Approaches to Organizational Communication and Employee Motivation (Amazon-Kindle Publishing, 2024).

1.2.3 Modules

xii) Mungai, J.G. (2020). EMP 028: School Financial Management (Interactive Module). Digital School of Virtual & Open Learning & Department of Educational Management, Policy and Curriculum Studies, Kenyatta University.

xiii) Kinyanjui, G., Wanjau, C., Njogu, I., Kariuki, D., Mungai, J., Muchanje, P., Boit, L., Kibaara, J., & Otieno, D. (2020). EMP 401: Educational Management and Leadership (Interactive Module). Digital School of Virtual & Open Learning & Department of Educational Management, Policy and Curriculum Studies, Kenyatta University.

xiv) Ogola, M., Muchanje, P.M., & Mungai, J. G. (2020). EMP 903: Legal and Policy Framework of Education in Kenya (Interactive Module). Digital School of Virtual & Open Learning & Department of Educational Management, Policy and Curriculum Studies, Kenyatta University.

1.2.4 Reviewed Conference Papers

i) The Influence of Special Education Teachers' ICT Access, Competency and Utilization on their Instructional Effectiveness in Special Schools and Integrated Units in Kenya, Department of Educational Management, Policy and Curriculum Studies, Kenyatta University, 2018.

ii) The Influence of Special Education Teachers In-service Training on their Instructional and Evaluation Effectiveness in Kenya, Department of Educational Management, Policy and Curriculum Studies, Kenyatta University, 2018.

1.2.5 Articles Ready for Submission to International Refereed Journals for Publication

i. A Review of Alternating Cause and Effect Relationship between Drug/Substance Abuse and Indiscipline in Secondary Schools in Kenya.

ii. Bureaucratic Impediments to Effective Participation of Teachers in Making Secondary School Decisions in Kenya.

iii. Assessment of Physical Infrastructural Guidance and Counselling Facilities Used in Control of Drug Abuse among Students in Secondary Schools in Kenya.

iv. A Critical Review of Professional Growth and Development Opportunities for Progressive teachers in Kenya.

v. A Review of Social and Cultural Factors Influencing Educational and Career Aspirations of Girls with Disabilities in Kenya.

vi. A Review of the Most Common Strategies and Techniques for Enhancing Communication Effectiveness in Organizations.

vii. Participative, Statutory and Task Management Strategies Used to Enhance School Guidance and Counselling in Kenya: Effectiveness and Challenges in Drug Abuse Control

viii. A Review of the Process, Directions and Networks of Communication in Formal Organizations.

ix. Dimensions and Levels of Teacher Participation in School Decision Making in Kenya: Participatory Effectiveness and Personality Limitations

x. A Comprehensive Review of Multidimensional Barriers and Impediments to Effective Organizational Communication.

1.3 Quality Teaching, Learning and Mentorship

ii) Teaching Methodology Training in Teaching Methods, Setting and Administration of Examinations, Marking and Scores Analysis

- ii) Training in Social Science Research Methodology
- iii) Ongoing Supervision-Appointment as a Supervisor for Christine Ekal Samal- (E55/CE/29210/2015)
- iii) Ongoing Supervision-Appointment as a Supervisor for Loise Wanjiku Ndirangu- (E55/CTY/PT/21787/2021)
- iii) Ongoing Supervision-Appointment as a Supervisor for Lizz Mwangi E55/CE/28950/2019)
- iii) Ongoing Supervision-Appointment as a Supervisor for Nasambu Chamao Miriam (E55.CE/20198/2022)
- iii) Ongoing Supervision-Appointment as a Supervisor for Muchangi Margaret Wagaki (E55/CE/22369/2022).
- iii) Ongoing Supervision-Appointment as a Supervisor for Edward Kolu Kasimu (E55/CE/28532/2015).
- iii) Ongoing Supervision-Appointment as a Supervisor for Peter C. Njogu (E55/21073/2020).
- iv) Successful Supervision of Fifty-Four (54) Graduate Students to Completion both Masters (52) and PhDs (2).

1.4 Professional/Consulting

- i) Professional Consultant-Sherecons Professional Educators, Managers and Research Consultants
- i(a) Evidence of Networking and Collaboration with External Organization-United Nations Educational, Scientific and Cultural Organization (UNESCO)
- i(b) Consulting for External Academic/Professional Organization- KANS 2021
- i(c) Evidence of Networking and Collaboration with External Organization- World Conference on Education (WCE)
- i(d) Networking and Collaboration with External Organization-Canada International Conference on Education (CICE)
- i(e) Networking and Collaboration with External Organization-London Book Fair
- i(f) Evidence of Networking and Collaboration with External Organization-Scholars Press for Books Translation-Multilingual
- i(g) Networking and collaboration with External/International Organizations-CEPROD, The Crown University, Delaware USA, APDP of Nigeria.

- ii) Editorial Board Member- International Journal of Contemporary Education (IJCE)
<https://redfame.com/journal/index.php/ijce/about/editorialTeam>
- iv(a) Consulting for External Academic Organization-Mustafa Science and Technology Foundation.
- iv(b) Consulting for External Academic Organization-STEDECK (I) Community Based Organization-Sustainability through Education and Environmental Conservation
- v(a) Member-Kenya Universities Quality Assurance Network (KuQan)
- v(b)) Member- Kenya Association of Educational Administration and Management (KAEAM)
- v) (c) Member-Association of Commonwealth Universities (ACU)
- v(d) Member-Universities Academic Staff Union (UASU)
- vi) Peer Reviewer-International Journal of Education, Culture and Society, Science publishing Group-USA <https://www.sciencepublishinggroup.com/journal/214/reviewers>
- vi) Goggle Scholar-Goggle Scholar for Extensive Worldwide reach

1.5 Administration and Responsibilities

1.5.1 Recognized University Administrative Positions

- i) Regional Coordinator, Distance and Open Learning Institute, KU
- v) Departmental Coordinator for Open Learning Programs.
- ix1) School Postgraduate Studies Board Member (1)
- ix) Departmental Postgraduate Studies Board Member (2)
- ix) Departmental Curriculum Review Committee Member (3)
- ix) Departmental Committee Member-Vetting of Applications for Part-time Lecturers (4)
- ix) Departmental Committee Member-Vetting of Applications for External Examiners (5)

1.6 Community Engagements and Other Responsibilities

- 1.6 (i) Research Funding 1-Participatory Processes and Dimensions in the Management of Juvenile Delinquency in Kenya, Joint Research/Exchange, Tokyo Foundation, 2002-2003.
- 1.6 (i) Research Funding 2-Influence of Socio-Cultural Factors on Education and Career Aspirations of Girls with Disabilities in Kenya, Joint Research/Exchange, Tokyo Foundation, 2001-2002.

1.6 (i) Research Funding 3-Influence of Andro-centric Bias on Girls' Educational and Career Aspirations Among the Samburu Nomadic Community in Kenya, Organization for Social Science Research in Eastern Africa (OSSREA), 2001-2003.

1.6 (i) Research Funding 4-Bureaucratic and Personality Factors Inhibiting Teachers' Participatory Formulation of Secondary Schools Operational Decisions in Nairobi Province, Eastern and Southern Universities Research Programme (ESAURP), 1998-2001.

1.6(ii)-Member, Whitegate Welfare Group Juja

1.6.3 Discussant-OSSREA Social Science Research Methodology Training Workshop

1.6.4 Motivational Speaker-Love of Jesus Ministry.

1.6.5 Discussant- In international Education Conference Organized by the Department of Educational Management, Policy and Curriculum Studies between 20th and 21st February, 2012.

1.6.6 Discussant and Presenter-International Conference on Theme "Weaving Education to Meet the Demands of 21st Century" organized by the Department of Educational Management, Policy and Curriculum Studies between 19th and 21st September, 2018.

1.6.7 Professional Affiliation-Kenya Association of Educational Administration and Management (KAEAM).

1.6.8 Professional Affiliation-Kenya Universities Quality Assurance Network (KuQAn).

1.3 List of Supervised Postgraduate Students and Projects/Theses Titles

1.3.1 Successful Supervision of MED Students

1. Ann, W. Kagocha (2013). Teachers' Information and Communication Technologies Competency, Access to Facilities and Integration in Instruction in Public Secondary Schools in Kieni East District, Nyeri County, Kenya [Master of Education-Management].

2. Wamae, G. Wairimu (2013). Teachers' Perception of Staff Performance Appraisal Methods Used by QASO in Public Secondary Schools in Igoji Division, Meru County, Kenya [Master of Education-Management].

3 Nyika, Augustina (2013). Contributions of Collaborative Management Strategies Used by Principals and Boards of Management to Students' Academic Performance in Kitui County, Kenya [Master of Education-Management].

4. Faith A. Aringo. (2013). Gender Policies and Advancement of Women to Leadership in Public Secondary Schools in Kisauni and Likoni Sub-counties, Mombasa County, Kenya [Master of Education}.

5. Wairagu, B. Wanjiru (2014). Institutional Management Practices for Enhanced Comprehensive Guidance and Counselling Services in Public Secondary Schools in Kahuro District, Murang'a County, Kenya [Master of Education-Administration].
6. Mary, W. Mwangi (2014). The Impact of Public Procurement Policy on Teaching and Learning in Selected Public Secondary Schools in Kahuro District, Murang'a County, Kenya [Master of Education-Administration].
7. Boke, R. Thomas (2014). Implementation of Quality Services in Early Childhood Educational Institutions: A Case on Ntimaru Division, Kuria East District [Master of Education-Administration].
8. Ayal, H. Auma (2014). An Assessment of Factors Affecting Girls' Performance in Secondary Schools in Rachuonyo South Sub-County, Homa Bay County, Kenya [Master of Education-Administration].
9. Jillo, Duba (2014). The Influence of Socio-Cultural and Socio-Economic Factors on Girls' Access to and Participation in Primary Education in Merti District, Isiolo County, Kenya [Master of Education-Administration].
10. Kimani, L. Wanjiku (2014). Headteachers' Roles in Enhancing Pupils' Performance in Mathematics in Public Primary Schools in Thika West District, Kiambu County, Kenya [Master of Education-Administration].
11. Joyce, M. Mutwii (2014). Status of Special Primary Schools/Units Physical Safety in Kitui County, Kenya [Master of Education-Administration].
12. Rachel, N. Kabono (2014). Contribution of In-Service Training for Headteachers Towards Teachers' Performance in Public Primary Schools in Kiambu East District, Kenya [Master of Education-Management].
13. Iribe, J. Warui (2014). Challenges Facing Teaching and Learning of Integrated Business Studies in Day Secondary Schools in Kirinyaga West District, Kirinyaga County, Kenya [Master of Education-Curriculum Studies].
14. Kaumbuki, P. M'Muiyo (2015). Influence of Miraa Business on Access, Retention and Academic Performance Among Pupils in Primary Schools in Igembe North District, Kenya [Master of Education}.
15. Nzoka. K. Francis (2015). Influence of Parents' Socio-Economic Background on Students' KCSE Performance in Public Secondary Schools in Kibwezi District, Makueni County, Kenya [Master of Education-Management].
16. Mildred A. Ogutu (2015). Strategies Used to Enhance Safe School Environment in Public Secondary Schools in Awendo District, Migori County, Kenya [Master of Education}.

17. Janis M. Kiruriti (2015). The Obstacles Faced by Female Educational Administrators in Educational Administration in Mombasa County, Kenya [Master of Education}.
18. Josephine K.N. Onger (2015). Effectiveness of Boards of Management in Facilitating Quality Education in Kajiado County, Kenya [Master of Education}.
19. Abungu G. Maurice (2015). Factors Influencing Retention Rates of Girls in Secondary Schools in Ndhiwa Subcounty, Homa Bay County, Kenya [Master of Education}.
20. Timothy K. Kipkulei (2015). Influence of Principals' Leadership Characteristics on Students' Performance in Co-Curriculum Activities in Public Secondary Schools in Baringo Central Subcounty, Baringo County, Kenya [Master of Education-Administration].
21. Jennifer M. Reuben (2016). Effect of School Meals on Participation in Public Primary Schools in Machakos County, Kenya [Master of Education-Administration].
22. Kimama, R. Catherine W. (2016). Effects of Stress and Burnout on Teachers' Professional Performance in Public Secondary Schools in Kandara Sub-County, Murang'a County, Kenya [Master of Education-Management].
23. Mutune, A. Mulili (2016). Influence of Teachers' Characteristics on Students' Performance in KCSE in Mombasa County, Kenya [Master of Education-Management].
24. Mugo, S. Gitari (2016). Strategies Used by Managers in Implementation of Subsidized Secondary Education in Meru South Sub-County, Tharaka-Nithi County [Master of Education-Administration].
25. Ireri, D. Njeri (2016). Causes of School Dropout Out Among Male Students in Public Secondary Schools of Embu County, Kenya [Master of Education-Administration].
26. Chuma, W. L. Peter (2016). Issues in Effective Implementation of ISO 9001:2008 Quality Management System in Colleges: A Case of Nairobi Technical Training Institute, Nairobi City County, Kenya [Master of Education-Management].
27. Shuwali, R. Sood (2016). Determinants of Students' Mathematics Performance in National Examinations in Public Secondary Schools in Mombasa County, Kenya [Master of Education-Administration].
28. Rutoh. Kiptoo S.S. (2016). The Effects of Subsidized Day Secondary Education on Students' Enrolment in Kuresoi Sub-County, Kenya [Master of Education-Management].
29. Ellis D.N. Mbugua (2016). Challenges Facing Female Principals in Secondary School Administration in Githunguri, Kiambu County, Kenya [Master of Education-Administration].

30. Mugambi, Dorothy N. (2016). Challenges Facing Deputy Principals in Maintaining Students' Discipline in Public Secondary Schools in Imenti South, Meru County, Kenya [Master of Education-Management].
31. Kimotho, G. Gikonyo (2017). Teachers' Information Communication Technology Competence in Classroom Instruction in Day Secondary Schools in Murang'a County, Kenya [Master of Education-Management].
32. Kendi, John (2017). Determinants of Truancy Among Secondary School Students and Its Effect on Kenya Certificate of Secondary Education Performance in Central Division, Machakos County [Master of Education-Administration].
33. Sore, E. Shigali (2017). Public Primary School Headteachers' Involvement in Early Childhood Curriculum Implementation in Nandi County, Kenya [Master of Education-Administration].
34. Rosemary, W. Njagi (2017). Barriers to Implementation of Performance Contracting Among Public Primary Teacher Training Colleges in Kenya [Master of Education-Administration].
35. Grace, W. Ndung'u (2017). Disciplinary Measures Employed by Headteachers in Public Secondary Schools in Githunguri, Kiambu County, Kenya [Master of Education-Administration].
36. Grace, W. Ndung'u (2017). Teacher Indiscipline and the Effectiveness of Disciplinary Measures Employed by Headteachers in Public Secondary Schools in Githunguri, Kiambu County, Kenya [Master of Education-Management].
37. Kiunga, B. Mwenda (2017). Effects on Teacher Turnover on Students' Academic Performance in Kenya Certificate of Secondary Education [KCSE] in Public and Private Secondary Schools in Lamu County, Kenya [Master of Education-Management].
38. Peres, A. Okoth (2018). Principals' Supervision of Teachers' and Students' Performance in Kenya Certificate of Secondary Education in Public Schools in Migori County, Kenya [Master of Education-Management].
39. Hamida, S. Al-Amin (2018). Influence of School Culture on Students' Performance at Kenya Certificate of Secondary Education [KCSE] in Public Secondary Schools in Mombasa County, Kenya [Master of Education-Administration].
40. Abdullahi, A. Ahmed (2018). Principals' Perception of Factors Contributing to Students' Poor Performance in Chemistry in Public Secondary Schools in Wajir County, Kenya [Master of Education-Administration].
41. Frasihah, N. Ndegwa (2018). Students' Learning Challenges in Physics in Public Secondary Schools in Laikipia County, Kenya [Master of Education-Management].

42. Kondi, Roseline (2019). Challenges to Implementation of Life Skills Education in Public Secondary Schools in Nyando Sub-County, Kisumu County, Kenya [Master of Education-Curriculum Studies].
43. Njangi. P. Muiruri (2019). Influence of School Management Practices on Students' Performance in Kenya Certificate of Secondary Education Examination in Kirinyaga County, Kenya [Master of Education-Management].
44. Kithinji, Evans (2020). Effects of Livestock Rustling on Headteachers' Instructional Leadership in Public Primary Schools in Laikipia County, Kenya [Master of Education-Management].
45. Nzangi, E. Kioko. (2020). Principals' Effectiveness in Implementation of Safety Guidelines on Physical Infrastructure in Public Secondary Schools in Makueni County, Kenya [Master of Education-Management].
46. Namasake, M. Nasimiyu (2020). Socio-Economic and Socio-Cultural Challenges to Effective Implementation of Subsidized Day Secondary Education in West Pokot Sub County, Kenya [Master of Education-Management].
47. Eric, O. Ochieng (2021). Relationship Between School Based Tests' Validity and Reliability and Performance in Kenya Certificate of Secondary Education in Nairobi City County, Kenya [Master of Education-Research, Evaluation and Assessment].
48. Nthuku, M. Doris (2021). Determinants of Female Enrolment in Engineering Courses in Public Technical Institutions in Kakamega County, Kenya [Master of Education-Educational Planning].
49. Nyakanga, M. Pheophinah (2022). Influence of Examinations on Principals' Instructional Leadership Practices in Public Secondary Schools in Nakuru County, Kenya [Master of Education-Management].
50. Mwakisha, Euphemia (2022). Influence of Selected Prefects' Leadership Characteristics on Learners 'Academic Achievement in Public Secondary Institutions in Kwale County, Kenya [Master of Education-Management].
51. Christine S. Ekal (2025). Principals' Management Practices and Their Influence in Students' Academic performance in Public Secondary Schools in Turkana County, Kenya [Master of Education-Management].
52. Loise W. Irungu (2025). Principals' Motivation Strategies and Their Influence on Teachers' Work Performance in Public Secondary Schools in Kiambu County Kenya. [Master of Education-Management].

1.3.2 Successful Supervision of PhD Students

53. Nyakundi, G. Morara (2019). Dependability of Students' Learning Outcomes on Performance Appraisal for Teachers in Public Secondary Schools in Kisii County, Kenya [PhD-Educational Management].

54. Aftin, K. Dube (2023). Headteachers' Management Practices and Their Influence on Participation of Female Pupils with Special Needs in Primary Schools, Mandera County, Kenya [PhD-Educational Management].

1.8 Referees

i. Prof. Ireri Kamuti (PhD), Associate Professor of Mathematics, Department of mathematics, Kenyatta University.

ii. Dr. Mukirae Njihia (PhD), Chairman and Lecturer, Department of Educational Management, Policy and Curriculum Studies, Kenyatta University.

iii. Dr. Martin Ogola (PhD), Lecturer, Department of Educational Management, Policy and Curriculum Studies, Kenyatta University

iv. Dr. Samuel Waweru (PhD), Senior Lecturer, Department of Educational Management, Policy and Curriculum Studies, Kenyatta University