

## **CURRICULUM VITAE (FEBRUARY 2012)**

**Prof. WILPHREDIAN OKUMU-BIGAMBO, (PHD Moi University;  
MA (Moray Hse)Edinburgh(UK);  
PGDE Kenyatta University;  
BA University of Nairobi)**

**Professional interests:** - **Communication Strategist**  
- **Human Resource Development Consultant**  
- **Public Relations Consultant**  
- **Conflict /Reconciliation Management**  
- **Motivational Speaker**

**Personal data:** Address: P.O. Box 5192 ó 30100 Eldoret, Kenya.

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**Kenyan Citizen** ó Identity No. 2058649

**Date of birth:** Sept. 22, 1957

**Home District:** Busia; Nambale Location

**Passport No.** A704688

**PIN No.**A001518769 L

**Marital Status:** Married to Jael Joan Khayongo

**Children:** Javas, Joy, Jack and Jasper Samson.

**Next of Kin:** Mrs. Jael J.K.Bigambo (Wife, ID. No.16049558).

**Religion:** Christian (**Born Again**)

### **Current Employer:**

Moi University, School of Human Resource Development, **Department of Communication Studies**; P.O. Box 3900-30100, ELDORET, Kenya.

#### **Current Status:**

- **Professor (Associate) of Communication in Human Resource Management** (Scale 14) ó Permanent and Pensionable (I have been in Moi University since 1992 to-date).
- **Former Head of Department, Communication Studies**(Main Campus; Eldoret West Campus; Nairobi Campus; Odera KangøYala Campus; South Nyanza Rongo Campus; Central Kenya Karatina Campus, and Coast Campus-Mombasa).

### **Teaching Subjects**

- **Doctor of Philosophy Courses:**
  - Theories of Communication and Communication Systems.
  - Communication and Media Ethics.
  - Public Relations Campaigns, Advocacy and Lobbying.
  - Practice of Public Relations Consultancy.
  - Communication and Public Relations Management

- **Master of Philosophy Courses:**
  - Communication Theory
  - Public Relations
  - Communication in Human Resource Development
  - Introduction to Development Media Studies
  - Public Relations Strategies and Techniques
  - Issues in Public Relations
  - Research Skills
- **Undergraduate Courses:**
  - Communication Aesthetics
  - Communication for Social Influence
  - Advertising and Marketing Communication
  - Public Speaking Skills
  - Interviewer-Interviewee Skills
  - Introduction to Communication and Public Relations
  - Reading, Writing and Research Skills

**Qualifications:** Education and Training (I am a Career Educationist; Communication, Public Relations and Media for Development Specialist):

**Ph.D (1997-2000):** Moi University, Faculty of Education - Department of Educational Communication and Technology (ECT).

**Thesis:** Communicative Competence: Role of Speaking and Writing in the Performance of Chemical and Process Engineering Students of Moi University.

**Special Emphasis:** Communication Strategies; Information Processing and Transfer Skills; Use of Interactive Media Skills for Competitive Human Resource Management.

**M.A (1990-1991):** Moray House College, Edinburgh, U.K.

**Thesis:** "An Investigation of the Method of Simulation in Communicative and Experiential English Language Teaching and Learning: Its Role in Teacher Education Language Curriculum in Kenya."

**Special Emphasis:** Experiential Communication; Language Use Strategies i.e. Course designs, Implementation, Monitoring and Evaluation; Critical, Analytic Skills, Reflective Skills; Preparation of Position Papers; Teaching of Literature.

**Postgraduate Diploma in Education (1986-1987):** Kenyatta University, Nairobi.

**Dissertation:** "Drama as a Medium of Classroom Instruction in Secondary Schools: A Case of Busia District Secondary Schools."

**Special Emphasis:** Philosophy, Theory and Practice of Education; Special Methods in Teaching English Language, Literature and Kiswahili.

**Bachelor of Arts (1979-1982):** University of Nairobi

**Subjects:** Literature (Theatre Arts), Philosophy and History.

**East African Advanced Certificate of Education (1977-1978):** "A" Level; Chesamisi High School, Bungoma District.

**Subjects:** Literature in English, History and Kiswahili.  
**East African Certificate of Education (1973-1976):** “Oö Level; Lugari Secondary School, Kakamega District.  
**Certificate of Primary Education (1966-1972):** Sikinga, Maji Mazuri and Lugari Primary Schools.

**Exposure Levels:** I have been in the service of the Ministry of Education (in Schools, Colleges and Moi University (since 1979 to-date). This has involved not only teaching, examining, research and attending learned conferences/workshops, but also interacting with Institutional/University Management on matters of policy and excellence i.e. University Image, Student Discipline, Academic Quality and Enhancement; and Harmonization of Staff and Students relationship (have participated in conflict resolution in the institutions). These institutions have provided me with opportunities which have exposed me to wider professional challenges i.e. External Examining at Makerere University, University of Nairobi/Kenya National Theatre, interacting with University Researchers in Eastern Africa, South Africa, West Africa; and Europe. This exposure has enabled me to belong to several international bodies of learned friends, and in the process, I have been able to generate and exchange research findings and ideas that have been published. I have also been involved in consultancy/research with national and international government ministries and organizations i.e. Ministry of Regional Development Authority; Ministry of Education, Science and Technology; East, Central and South Africa Seed and Food Security, Action-Aid; World Vision; Care- Kenya, Lutheran World Relief, All Africa Conference of Churches, The Aga Khan Foundation, and World Bank on matters of education, culture, gender, conflict management, communicating human rights in community development: the results of my research/consultancy are currently used as authority and reference documents by these organizations in planning for funding, Campaign, Advocacy, Lobbying (among donor organizations and nations), and follow-up in Kenya, Eastern and Southern Africa.

In 1997 at an international conference in Austria, Salzburg, I was opinion polled one of the best speakers, hence asked to speak on behalf of the African Continent among scholars and senior government officers from all over Africa. Her Excellency Hillary Rotham Clinton being the Chief Guest made special mention of me. In 2003 I was honoured to travel to University of Ghana, Accra, to participate in All Africa Literature, Theatre and Film Practitioners. I have had a personal interaction with graced personalities like Chinua Achebe, Taban Lo Lyong, John Ruganda, David Rubadiri, Okot pöBitek, Ngugi wa Thiongo and Micere Mugo, scholars who shaped the trend of literary arts in Kenya and Africa.

In 2005-2007 I had unique opportunities to work on, and participate in International Governmental forums on Small Arms in Dar-es-salaam (Tanzania), Addis Ababa (Ethiopia) and Kampala (Uganda) on Interpol's information sourcing and management; Policy Document; Parliamentarians' role in information and security management, and the harmonization of legislature in the Great Lakes Region/Horn of Africa respectively. I had a chance to interact with senior top Security Officers and Parliamentarians from The Great Lakes Region and Europe.

### **Key Functional Skills:**

**Experiential/Interactive Teaching and Learning Skills** i.e. I like involving participants in meaningful experiences in context. This skill draws a distinction between teaching and lecturing.

**Team Building Skills** i.e. I advocate "Solution-Centre" approach to problem management and empower individual "Self-Regain" out of a problem. I am a willing learner from my seniors and colleagues. I believe in consultation. I too offer my wisdom where necessary. I approve of "management by consultation" or "participatory management" that seeks to build up one another. I impart skills on how people as like-minded partners should always work together.

**Public relations/Image building/Marketing/Damage control Skills** i.e. I like mending human fences; Improving on institutional image and promoting institutional values.

**Developing Curricular and Community-Based Project Proposals** i.e. I have developed curricular for Moi University (Dept. of Communication Studies i.e. undergraduate and postgraduate courses; and School of Business and Economics (i.e. Public Relations for MBA); Ministry of Education, Science and Technology & Ministry of Culture and Social Services (Music, Dance and Drama); Electoral Commission of Kenya (Civic Education Programme and Current Polling & Counting Procedure); Churches, Non-Governmental Organizations, and Community-Based Organizations (Civic Education, HIV/AIDS awareness, Family and Marriage Challenges; Communicating Human Rights through Community Development Programmes; Conflict Mediation, Negotiation and Resolution; Early Childhood Development; Strategic Communication Ethics).

**Public Opinion Research Skills** i.e. relating with institutional/organizational clientele for purposes of image creation and sustenance.

**SpeechWriter** i.e. have written Specific-Occasion-Speeches for President (Retired) Daniel Arap Moi; President Emilio Mwai Kibaki; Vice President Moody Awori; Ministers (and other officers) of Education, Science and Technology; members of Moi University Management, etc. on issues related to Art, Culture, Quality Education, Ethics; Discipline; Enhancing Competitive Performance in Organizations; Youth, Communication and Media Use in Conflict Management; and Public Relations.

**Motivational Speaker** ( to institutions ó schools, colleges, university groups; church organizations, family/couples meetings; organizations e.g. bankers-get-togethers, etc. i.e. usually invited to speak on *opportunities and related challenges; gender issues, youth and adolescence issues; conflict management in the workplace; how to enjoy life with limited resources; making choices that make a difference; etc.*

### **Other Strengths:**

Have high power of **Listening**; **Patient** despite the amount of pressure; **Tolerant** in spite of the nature of intimidation.

**Results-driven** drawn from the nature of Vision, Mission and Service i.e. whenever I am assigned a duty (or duties) by the institution, organization, or community I do not stop at anything else but the acceptable result in context.

In the course of discharging duty, I **do not fear persons** but **respect** and **interact** with them meaningfully.

I have a **bias for innovation** and **change** instead of routine, based on the vision and mission of the institution/organization.

I **encourage high level of communication** between persons, departments, schools and Management, and organizations for purposes of effective and efficient Public Relations.

**Experience:** Apart from teaching at the University, I have dedicated myself to public service in Kenya, East Africa, etc. in Consultancy Services i.e.

### **Lead-Consultant Services Offered:**

- Moi University School of Medicine Medical Doctors ó *Strategic Management Plan* (July 2010).
- Ministry of Regional Development Authority ó *Development Plan: A Country – Wide Survey* (April-June, 2010).
- British American Tobacco: *Public Relations and Communication Ethics in Field Projects Management- Western Kenya* (November, 2008).
- Electoral Commission of Kenya (ECK): *Communication and Public Relations for Commissioners, Returning Officers, and Presiding Officers* (Nairobi; Rift Valley and Western Province, August/September/October 2007).
- Germany Development Agency (GTZ): *Strategic Management Communication Skills for Kenyan Projects* (Nairobi, 2007).
- World Vision: *Communication in Financial Management –Rift Valley Development Projects* (Keiyo, 2007).
- Care-Kenya: *Communication Skills for Empowerment in Women Projects in Nyanza Province* (Ahero, 2007).
- Great Lakes Region Small Arms Management ó Kenya: *Policy Document* (Kampala; Dar-es-salaam; Addis Ababa 2005; 2006and 2007).
- PELUM Kenya: Eastern and Southern Africa (Kenya, Uganda, Tanzania, Zambia, Malawi, Zimbabwe, Lesotho, Botswana, and South Africa): *Food Security and Seed Security Movement ó An Evaluation in Thika; Muhoroni* (2006; 2007).
- The Aga Khan Educational Foundation: *Coastal Region Primary Schools Education Progress Assessment* (Coast-Mombasa 2004/2005).
- ActionAid Kenya: *Early Childhood Development Baseline Study ó Busia District* (March, 2004).
- National Agency for Control of Drug Abuse (NACADA): *Materials Development for Schools in Kenya* (Nairobi, 2004).
  
- Kenya-Finland Water Company (KenFinco): *An Evaluation of the Water Hygiene Management Programmes in Western Region –Kakamega* (2002).

- World Bank Project (through Action Aid) for the Ministry of Education, Science and Technology: *Arid and Semi-Arid Primary Schools Baseline Study in Kajiado and Narok* (1997; 1998).
- The Kenya Police Force: *Communication Skills and Public Relations* (Nairobi, 1999).
- Community Theatre Groups Initiatives for HIV/AIDS awareness (Country-wide Facilitator Since 1992 to-date).

**Trainer of Trainers (Since 1992 to-date):** Target content areas have always been i.e. *Communication Skills; Team-Building; Motivation; Public Speaking; Conflict Management; Public Relations; Strategic Management Skills; Performance Appraisal Skills;*

- Kenya National Heads Association
- Schools/Teachers Colleges Boards of Governors and Parents Teachers Associations.
- Universities Students Organizations.
- Professional bodies i.e. Teachers; Medical Doctors; Community Workers.
- Schools Prefects and students bodies.
- HIV/AIDS initiatives.
- Church-Based Organizations.
- Women Movement bodies.
- Non-Governmental Organizations and Community-Based Organizations.
- Married Couples.

**Responsibilities Held (in Schools, Colleges, Moi University, National and International Contexts):**

- **Head of Department (2001; 2003-2005; 2008-January 2012):** Communication Studies(Main Campus; Eldoret West Campus; Nairobi Campus; Odera AKangøYala Campus; South Nyanza Rongo Campus; Central Kenya Karatina Campus, and Coast Campus-Mombasa) i.e. Responsible to Chief Academic Officer through the Dean; provide overall leadership and co-ordination; Incharge of /Chief Internal Examiner; Ensure Courses and Academic programmes are developed and run according to University regulations; oversee appointment of External Examiners; Review Courses and Programmes; Recruit staff and Advise the University on departmental needs; Assign staff duties and be responsible for their supervision and Guidance; ensure inservice training. **Achievements:** Steered dept to greatest heights of success i.e. promoted and hired lecturers; developed courses: Bachelor of Science in Communication and Public Relations, Ordinary Diploma in Public Relations, Public Speaking; Master of Philosophy in Communication and Public Relations; Master of Philosophy in Communication and Journalism; Doctor of Philosophy in Communication Studies. **Note:** Defended them in Deansø Committee, Board of Graduate Studies and Senate ó Accepted, Passed and Implemented. **Newly developed:** Executive Masters Degree in Public Relations/Journalism; Doctor of Philosophy in Psychology of Communication.

- **External Examiner (University Examinations) Masinde Muliro University of Science and Technology (2010 –ongoing):** School of Journalism and Mass Media. **Duties:** Report to Senate: Standard of Examinations, Standard of marking by Internal Examiners, Standard of Course Work, and Studentsø performance. **Courses Examined:** JMC 100: Language Use in Communication; JMC 102: Introduction to Creative Writing; JMC 202: Print Media Practice; JMC 203: Introduction to Radio and TV Performance; JMC 212: Logic and Rational Thought; JMC 313: English Morphology and Syntax; JMC 401: Public Relations Theory and Methods; etc.
- **External Examiner (University Examinations) University of Nairobi (2008 – ongoing),** Dept of Linguistics and Languages (2008-ongoing). **Duties:** Report to Senate: Standard of Examinations, Standard of marking by Internal Examiners, Standard of Course Work, and Studentsø performance. **Courses Examined:** CLC 101: Principles and Practice of Communication; CLC 103: Computer Applications; CLC 112: A Communicative Grammar of English; CLC 113: Computer Applications in Information Communication; CLC 114: Communication Systems; CLC 205: Interpersonal Communication and Consultancy; CLC 204: Language in Broadcasting; CLC 211: Fundamentals of Writing; CLC 212: Public Speaking; CLC 310: Language in Advertising; CLC 311: DeskTop Publishing; CLC 313: Report and Project Writing; CLC 314: Stylistics; CLC 315: Business Communication; CLC 317: Principles of Persuasion; CLC 403: Organizational Communication; CLC 412: Communication and Development; CLC 414: Editing; CLC 416: Speech Writing; CLC 418: Intercultural Communication; CLC 419: Interviewing Principles and Practice.
- **External Examiner (2002-2007; 2011-ongoing): Makerere University,** School of Languages, Linguistics and Communication Skills, Dept of Communicati on Skills. **Duties:** Report to Senate: Standard of Examinations, Standard of marking by Internal Examiners, Standard of Course Work, and Studentsø performance. **Courses Examined:** CSK 120: Practice of Written Communication, CSK 121: Intercultural Dynamics in Communication; CSK 223: Organizational Communication and Behaviour; CSK 224: Communication for Persuasion and Social Influence; CSK 226: Public Relations and Advertising; CSK 320: Development Communication; CSK 321: Research Projects; CSK 322: Acquisition of Public Speaking Skills; CSK 323: Topical Issues in Communication; and CSK 325: Specialized Forms of Communication.
- **External Examiner (2006-2008)** Kenya National Theatre. Courses: Play Scripting, Play Production; Communication Skills.
- **Expert Book Manuscript /Journal Articles Reader** i.e. Ministry of Culture and National Heritage Book (2008); Organisation for Social Science Research in Eastern and Southern Africa (OSSREA 1997-2004); Emerald Electronic Resources and Book Publishers (2000- 2005); Moi University School of Education Journal *The Educator* (2005 to-date); School of Human Resource Development *Journal of Communication Development – ENCODER* (2005 ó to-date).
- **Acting DEAN, School of Human Resource Development (June 2008-Aug. 2009)** i.e. Responsible to Chief Academic Officer; Manage 66 (sixty six) members of staff; Oversee development and running of Academic Programmes (teaching, examining,

and supervising postgraduate studies) in three departments: Communication Studies, Development Studies, and Quantitative and Entrepreneurial Studies; Attend monthly Deans Management Meetings; Accompany and participate in the Vice-Chancellor's Select Management meetings/trips involving Satellite campuses, graduation, etc.

- **Chairman SHRD Postgraduate Committee (2001 - 2005):** i.e. Co-ordinate short-listing/admission, teaching and supervision of graduate students.
- **Moi University Graduation Day Maze-Carrier (Dec, 2004; Dec, 2009):** i.e. was responsible for the instrument of Power without which the University could not hold the graduation ceremonies. **Note:** Such responsibility comes to an individual once in a lifetime.
- **Electoral Commission of Kenya Appointed Peace Chairman (2002):** Was in-charge of the Peace Committee for Nambale Constituency at a time of the big wave of the NARC elections i.e. watched and kept politicians, agents, ECK officials in check; worked close with the District Commissioner, Security and Observers; Visited/attended campaigns, polling stations; Was directly answerable to the Chairman, Electoral Commission of Kenya. Had successful election. (Ref. ECK Chairman Samuel Kivuitu and Vice Chairman Gabriel Mukele).
- **Founder-Member, Moi University Research Committee of Senate (2001-2004):** i.e. Together with Prof. Samuel Gudu and Prof. Margaret Kamar formulated policy for the current University Directorate of Research. Today, Academic staff compete for Research Awards worth millions of Kenya Shillings.
- **Chairman, Moi University Public Relations Committee (2004-2006):** On behalf of the Vice Chancellor (Prof. D.K. Some) i.e. Design and Establish a Public Relations Frame Work for Moi University; Participate in the recruitment of the Public Relations Officer; Rework the Desired and Corporate Images of the University.
- **Chairman, Moi University Transport Policy Committee (2004-2005):** On behalf of the DVC (Planning and Development: Prof. S. Gudu i.e. Studied the existing local and international transport policies; provided a Transport Policy Framework for Moi University.
- **Member, Moi University Planning Committee (2000-2002):** i.e. worked with Prof. Wangila Khaemba to: Advise on matters related to planning of the Academic Programmes, Physical facilities and Human Resources of the University:- Co-ordinated the 3 year Finance Plan 2000-2004; Co-ordinated the 6 year Development Plan 2000-2006; Update the 10 year Projection Plan 2000-2010; Performed such other duties as were referred to by Development Planning and Establishment Committee, the VC or other Committees of Senate; and Made regular reports to Development Planning and Establishment Committee.
- **Member, Board of Moi University School of Graduate Studies (2000-2005):** i.e. worked with Deans Prof. Koske and Prof. Peter Amuka to: Formulate Policy related to graduate studies; Reviewed Academic Policy; Advised Senate on Graduate Studies Admissions and Standards of Academic Performance.
- **Founder - Member, Moi University (SHRD) PSSP Research Committee (1999-2000):** i.e. With Dr. Lutta ó Mukhebi, etc. carried out a Needs Analysis study in

Western Kenya and Nairobi; Wrote a report that resulted into the current lucrative Moi University Privately Sponsored Students Programme (PSSP).

- **Founder - Member, Western University of Science and Technology (WUST) (2001-2002):** i.e. With Prof. Everett M. Standa, etc. Worked on the logistics for turning Western College of Technology (WECO) from its Polytechnic status to a Constituent University College of Moi University ó today known as **Masinde Muliro University**. I was to move to WUST on implementation, but was requested by Moi University Management to stay.
- **Member, Satellite Campuses/Programmes Campaign (2004 to-date):** i.e. travelled to target institutes and colleges with Vice Chancellor and University Deans seeking to popularize Moi University HRD, BBM and PSSP Courses, and sign memoranda of understanding (MOU). Since then Moi University has Satellite Campuses/Programme links in Nairobi, Nyeri, Narok, Kabianga, Kericho, Kitale, and Mombasa.
- **Trainer of Trainers (1979 to-date):** i.e. with the Ministries of Education, Science and Technology; Culture and Social Services; Health; Electoral Commission of Kenya; the Kenya Police Force and Non-Governmental Organizations, in-service staff and clients on issues and strategies of service in the specific Needs Areas e.g. Communication in Human Resource Development; Public Relations; Music, Dance and Drama for Schools and Colleges; Effective and Efficient teaching of Integrated English Language and Literature; Guiding and Counseling for Youth and Married Couples; Impact of Free Education on teachers, learners, and infrastructure; Participatory Community Health Practices; Responsible Electioneering; Child Labour; Girl-Child and Women Empowerment through Community Theatre Groups; Food Security; Afforestation; Safe Use of Agro-Chemical Products.
- **Senior Examiner, Kenya National Examinations Council (1984-1991):** i.e. the youngest, yet one of the fastest examiners of Literature Paper One; team leader of yearly national examiners: ensured discipline of examiners, appropriate interpretation of questions and marking scheme; correct allocation of marks in scripts; announced successful end of sessions.
- **Founder-Chairman:** i.e. Western Province of Kenya Schools and Colleges Drama Adjudicators Association (1987 ó 1988) the 1<sup>st</sup> of its kind in Kenya then.  
**Duties:** - Co-ordinate all Music, Dance and Drama adjudicators activities; train/in-service adjudicators; Deploy adjudicators for the national exercise.
- **Director (1992-1997): Eldoret Professional Players; Kamila Community Theatre Group (Busia):** i.e. Facilitate Focus Group Community Skills; Train young performers; Co-ordinate team activities.
- **Teacher (1983-1987)** i.e. Taught English and Literature in High Schools (Talai Sec ó Baringo; Kisoko Girls ó Busia; St. Peter ó Mumias - Mumias).

### **Community – Related Services:**

- **Chief Guest: (Since 2000-to-date) Parents’ Annual General Meeting; Fundraising; Book Harvests; Attitude Change:** i.e. Kabarnet High School; Kakamega High School; Paul Boit-Kapkong High School; Mundika High School, Malanga Sec. School; Fr. Simon Matsekhe Sec. School; St. Benedict Budalangi High

School; Khabukoshe Sec. School; Turbo Girlsø Plateau Girlsø High School; Mokwo Girlsø High School; Lirhanda Girlsø High School.

- **Initiator/Founder - Member, Moi University Festival of the Arts (MUFA) (Sept.1998-2003):** i.e. one weekø (every October) inter-cultural extravaganza that attracted members of University Council, Management, lecturers and students from all Moi University Campuses; public and private universities; Makerere University; Cultural communities from around and about Moi University. MUFA, therefore, introduced the university to a heterogeneous clientele. It served as the Open Day of the University.
- **Workshops for Moi University Students' Organization (MUSO) (Since 1998 to-date):** i.e. through Dean of Students ( Mr. David Mureithi, Mr. Ayieko, Mrs. Omwoha, Mr. Lelei, Mr. Ochola, and Dr. Mwinzi; etc.) with the support and participation of Moi University Management, made the following Paper seminar/workshop presentations that changed/improved the university studentsø perception of life:
  - **Role-play in a Competitive Society**
  - **Gender dynamics in University Students Movements.**
  - **Discipline and Teamwork for Successful Self/Institutional Management.**
  - **The Changing Image of Student Leadership Styles.**
  - **The Art of Successful Interactions in Competitive Institutions.**
  - **The Role of Peer Counselors in Situation Control.**
  - **Planning to Succeed in Life: Ethical Implications.**
  - **Time Management.**
  - **Everything is Negotiable Except Quality!**

**Note:** These occasional presentations have had a positive impact on the students leadersø perception of University Management, hence long periods of tranquility to-date.

- **Returning Officer for MUSO Elections (Since 2000 to-date):** i.e. appointed by the Vice Chancellors (Prof. Munavu and Prof. D.K. Some) to oversee effective and efficient democratization of student leadership and elections. Always had successful preparations and results.
- **Member, Eldoret Anglican Church of Kenya Diocese Board of Social Services (Since 2003)** i.e. appointed by Bishop Thomas Kogo of the Anglican Church Diocese of Eldoret, onto the Board of Social Services e.g. to oversee the services provided by churches, schools, hospitals and community centres.
- **Patron, Moi University Students Public Speakers Club (2005 to-date):** i.e. engage club members in Speech Needs Analysis; Speech Processing; Focused Speech Skills; Competitive Speech Skills; Speech and Media use; University Debate Day.
- **Guest Speaker at Students' Associations/Parties (Since 2000- On-going):** Together with some members of University Management, addressed: Moi University Students Organization (MUSO), Christian Union; International Students of Economics Exchange Programme (AISSEC); Guiding and Counseling; HIV/AIDS; Wildlife; Technology, etc. My speeches focus on Responsible, Competitive Relations and Performance in context.

- **Guest Speaker/Guest of Honour (Since 1998 on-going):** i.e. Kenyatta University, Ministry of Culture, Gender and Sports; Egerton University ó Laikipia Campus; Chepkoilel Campus Christian Union; Secondary Schools Principals/Teachers/Prefects/Peer-Counselors Seminars/Workshops at Kapsabet Boys High School; Eldoret Polytechnic; Uasin Gishu High School; Kerotet Girlsø High School; Prilimo Academy; Umoja Secondary School; Kakamega High School; Busia ; Nambale High School; Malanga Secondary School; Nangina Girls High School; Moi Forces Academy-Lanet; Nairobi School; Staff ó Mumias Sugar Factory; etc.

### **Academic/Professional Memberships: National and International**

- **Member:** Public Relations Society of Kenya (PRSK) (Since 2004).
- **Member:** Inter- Universities Lecturers National Choir (2001-2002).
- **Member:** Association of Third World Studies, Kenya Chapter (2000 to-date).
- **Member:** The International Network of Community-Oriented Educational Institutions for Health Sciences in Collaboration with Linkoping University, Netherlands (Since 1999 to-date).
- **Member:** International Drama Theatre Education Association (IDEA), Kenya Chapter (KDEA, Since 1995-2000).
- **Member:** International Federation of Information Processing, Vienna ó Austria (Since 1997 to-date).
- **Member:** International Salzburg Seminars, Salzburg- Austria. (Since 1998 to-date). I am Kenyaø Salzburg ALUMNI representative (Some of the members are Honourables Paul Muite, Raila Odinga, Kiraitu Murungi; Dr Riria ó Ouko, Ms. Kavetsa Adagala; etc. **Note: I recommended/assisted some staff of Moi University to attend Salzburg conferences (Dr. Peter L. Barasa and Dr. Tirong Tanui – University Librarian).**
- **Member:** Association of World Education (AWE) Kenya Chapter (Since 1998 to-date).
- **Member:** International Indigenous Knowledge and Development Monitor, Center for International Research and Advisory Networks (CIRAN); The Hague, Netherlands (Since 1995 to-date).

**Special Awards of Merit:** i.e. Moi University Management honoured me with the following:

- **Staff Merit Award of Service to Moi University (2001).**
- **Staff Merit Award of Service to Moi University (2000).**
- **Staff Merit Award of Service to Moi University (1999).**
- **Moi University Deans' Research Award Winner 2002 and 2004** i.e. òAn investigation of the Output of Moi University Academic Staff: A Case of Trained and Untrained Lecturersö; and òAn Investigation of the Need for Appropriate ICT for Practical Health Responses in Non-Hospital Rural Settings in Busia, Kenyaö, respectively.
- **Other Awards of Merit/Recognition have been in relation to:**
  - National Schools, Colleges and Universities Drama Adjudication (Yearly since 1979).

- Inservice of Teachers of English Language and Literature 8-4-4 Programme (Since 1985).
- National Music Festival Adjudication (Yearly since 1994).
- The Smartest Student Award (Chesamisi High School, 1978).

### **CAPACITY TO WITHSTAND CHALLENGES**

- I am a **Team Builder**.
- I practice **Competitive Research Skills** in relation to tasks.
- I believe in **Guided Democratic Practice** of managing affairs.
- I encourage **participatory management** by allowing all voices on board i.e. the able and disabled; talented; orphans; all rank and file.
- **I make available the necessary information** for all the stakeholders.
- **I spearhead development programmes** generated by the various communities by exposing the people to related opportunities/programmes in context.
- **I participate fully in monitoring and evaluation** of programmes implemented without fear or favour.
- **I am an effective listener to issues** raised by stakeholders and respond to them appropriately.
- **I help empower all** i.e. youth, women and men, as a means of raising the standards of life.

### **REFEREES**

- Prof. Joshua Kwonyike, Dean School of Human Resource Development; P.O. Box 3900, Eldoret, Kenya. Telephone 0722 275 648.
- Prof. Bob Wishitemi, Deputy Vice Chancellor (Research and Extension); P.O. Box 3900, Eldoret, Kenya. Telephone 0721-342-510.
- Dr. Peter E. Opakas, Principal Administrative Officer, Moi University; P.O. Box 3900, Eldoret, Kenya. Telephone 0721-932687.
- Prof. Aggrey Simiyu, Dean School of Education, Masinde Muliro University, Kakamega. Tel. 0733-829713.