



**CURRICULUM VITAE**  
**Fredrick W. S. Ndede**  
(PhD, M.com, B.Com, Cert.in PR., MKIM)  
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**1.1 PERSONAL DETAILS:**

Name : Fredrick W. S. Ndede (PhD)

**1.2 Academic and Professional Qualifications**

**1.2.1 Academic Qualifications**

2015: PhD (Finance): Kenyatta University

**1.2.2 Summary of Professional Qualifications**

- 1 Teaching Methodology
- 2 Blended Module writing
- 2 Research and supervision,
- 3 Teaching using the Smart Board
- 4 Writing and Teaching with Cases
- 6 Basic Staff Safety, Health and Welfare
- 7 Advanced Staff Safety, Health and Welfare
- 9 Proven organizational, analytical and management ability

**1.2.3 Other Qualifications**

- 2010: Basic Course on Security in the Field for United Nations Staff Safety, Health and Welfare
- 2010: Advanced Course on Security in the Field for United Nations Staff Safety, Health and Welfare

### **1.3. Employment History**

2019-Present: Senior Lecturer, Kenyatta University  
1991-2019: Lecturer, Kenyatta University  
1989-1991: Tutorial Fellow, Kenyatta University  
1988-1989: Senior accountant, The National Treasury  
1987-1988: Accountant, the National Treasury

#### **1.3.1 Major achievements in the current position**

1. Successfully supervised 1 PhD, 9 MSc(Finance Theses) and 13 MBA (Finance Projects)
2. May, 2021, successfully organized and participated at a half day on line workshop on Creative Economy and Sustainable development in Africa, organized by the School of Business.
2. 2021: Participated as Life Skills Experts in Youth Empowerment Consultancy under the Consortium (the AESA Consortium), **a World Bank funded consultancy for Kenya Youth Employment and Opportunities Project (KYEOP)**. REF No: MPYG/KYEOP/FBS/02/2017
3. 2021: Received a Professional Development Named Award after Successful completion of developing a blended learning module at Kenyatta University.
- 4 Attended the Workshop for Developing Blended Learning 3 (DBL3): Making the most of March online; 1- 4 March 2021 via Zoom platform
5. Extension of directorship of Kenyatta University Embu Campus
6. Attended and participating as **a Session moderator** in the 2<sup>nd</sup> International Business Research and Industrial Conference (IBRIC) 3rd - 4<sup>th</sup>December 2020 via Zoom Platform.
7. Developed two vetted blended Interactive Modules BAC 814 & 300 for the KU
8. Have published ten articles in refereed international journals

#### **1.3.2 Achievements before the current Position**

1. Graduating 9 MSc (finance) and 20 MBA students in 10 years
2. Participating in **one NRF Multidisciplinary Research Grant proposals writing**, headed by Dr. Duncan Elly of university of Nairobi (for sh. 20,000,000).
3. Being one of the Core Business Skills Experts for a successful youth empowerment consultancy through a Consortium (the AESA Consortium), which **won a World Bank funded consultancy for Kenya Youth Employment and Opportunities Project (KYEOP)**. REF No: MPYG/KYEOP/FBS/02/2017-2018: Framework Agreement for delivery of Core Business Skills Training lot 2”.
4. Appointment by National Commission for Science, Technology and Innovations (NACOSTI) as a member of peer reviewers’ team (2016 to present)
5. Publishing as an individual and /or with other co-authors, **12 articles in refereed journals**.
6. Attending and participating in the **2016 Global Development Finance Conference** held between 23<sup>rd</sup> and 24<sup>th</sup> November 2016 at Gateway hotel Umhalanga, Durban, South Africa.
7. Attending and participating in the **2016 Workshop on Supporting Entrepreneurship Education in East Africa** held between at the School of Business University of Nairobi. Organized by Plymouth University, ISSR and university of Nairobi
8. Attending and participating as **a Guest Speaker (Discussant)** in 8th annual Africa banking and finance conference held between 6<sup>th</sup> and 7<sup>th</sup> March 2012 in Nairobi.
9. Attending and participating at **International Conference** on Micro, Small and Medium Enterprises (MSMEs) at the Centre for Entrepreneurship and Enterprise Development (CEED), Kenyatta University, on 14 - 16<sup>th</sup> November 2007.
10. Attending and participating at a workshop on *Entrepreneurship for Agribusiness and Trade* in Hargeisa, Somaliland on 1<sup>st</sup> and 2<sup>nd</sup> February 2011

## 1.4 RESEARCH PUBLICATION

### 1.4.1. Refereed journal paper

- Muthini, J., & **Ndede, F.** (2022). Socio-Economic Factors and Table Banking Loans Default Levels Among Women Groups in Machakos County, Kenya. *International Journal of Current Aspects in Finance, Banking and Accounting*, 4(1), 91-103. <https://doi.org/10.35942/ijcfa.v4i1.235>
- Kimani W. S., **Ndede F WS** & Atheru G A (2022). Financial Structure and Financial Growth of Financial Firms Listed at Nairobi Securities Exchange, Kenya. *Journal of Finance and Accounting*. Vol 6(1) pp. 28-45. <https://doi.org/10.53819/81018102t2042>
- Otieno, O. M., Ndede, F. and Atheru, G. (2021). Ethnic Diversity and Financial Performance of Deposit-Taking Savings and Credit Co-Operative Societies in Nairobi County, Kenya. *Journal of Accounting and Finance in Emerging Economies*, 7(4), 981-991.
- Mulwa, H., & **Ndede, F.** (2021). Board Characteristics and Capital Structure Decisions of Commercial Banks in Kenya. *International Journal of Current Aspects in Finance, Banking and Accounting*, 3(2), 129-143. <https://doi.org/10.35942/ijcfa.v3i2.222>
- Edward Simiyu Kiring'a, **Fredrick W. S. Ndede** and Argan O. Wekesa. (2021) Financial Statement Lending, Credit Information Sharing and Access to Financial Services by Small and Medium Enterprises in Kenya. *Research Journal of Finance and Accounting* [www.iiste.org](http://www.iiste.org) ISSN 2222-1697 (Paper) ISSN 2222-2847 (Online) Vol.12, No.16, 2021
- Kiring'a Simiyu Edward, **Fredrick W.S Ndede** and Argan O Wekesa (2021). Relationship lending and access to financial services by SMEs in Kenya. *International Journal of Research In Business And Social Science* 10(5) (2021) 235-244
- Wafula Isabella, **Ndede Fredrick** (2021) "Effects of Taxation on Public Infrastructure Financing in Nairobi City County, Kenya" *International Journal of Science and Research (IJSR)*, [https://www.ijsr.net/get\\_abstract.php?paper\\_id=SR21830125010](https://www.ijsr.net/get_abstract.php?paper_id=SR21830125010), Volume 10 Issue 9, September 2021, 260 - 267
- Ratemo, S., K., & **Ndede, F., W., S.** (2021). Liquidity Risk and Financial Performance of Commercial Banks in Kenya. *Journal of Finance and Accounting*, 5(1), 113-128
- Winga, E., & **Ndede, F.** (2021). Adoption of financial innovations by tier one commercial banks and financial deepening in Kenya. *The Strategic Journal of Business & Change Management*, 8 (2), 566 – 576.
- Mwangudza, C. K., Jagongo, A., & **Ndede, F. W.** (2020). Liquidity Management and Financial Performance of Teachers Deposit Taking Savings and Credit Cooperative Societies in Kenya. *International Journal of Finance and Accounting*, 5(2), 1–26. <https://doi.org/10.47604/ijfa.1152>
- 2020: Karakacha Tolo Moses 1, **Fredrick W.S. Ndede** 2 Capital Structure Formation and Investment Performance of the General Insurance Companies in Kenya. *International \ \ Journal of Management and Commerce Innovations* ISSN 2348-7585 (Online) Vol. 8, Issue 1, pp.: (557-570), Month: April 2020 - September 2020, Available at: [www.researchpublish.com](http://www.researchpublish.com) Page | 557 Research Publish Journals
- 2020: Apunda, M. A. & **Ndede, F. W. S.** (2020). The effect of adoption of management accounting practices on financial performance of commercial parastatals in Kenya. *International Academic Journal of Economics and Finance*, 3(6), 119-13
- 2020: Ouma, S., & **Ndede, F** Adoption of Digital Banking Technology and Financial Performance of Commercial Banks in Kenya. *International Journal of Current Aspect Finance, Banking and Accounting*, 2(1), 42-50 <https://doi.org/10.35942/ijcfa.v2i1.108>

- 2020: Ruth Marenya Ochieng<sup>1</sup>, Ambrose Jagongo<sup>2</sup> & **Fredrick.W.S. Ndede**<sup>3</sup> Working Capital Management and Financial Performance of Manufacturing and Allied Category of Firms Listed at the Nairobi Securities Exchange, Kenya *International Journal of Research in Finance and Marketing (IJRFM) Vol. 10 Issue 01, January –2020. Available online at: <http://euroasiapub.org/current.php?title=IJRFM> ISSN(o): 2231-5985 | Impact Factor: 6.397*
- 2019: Jackline Naburi & **Dr. Fredrick W. S. Ndede**. Board Composition and Dividend Decisions of Companies Listed at the Nairobi Securities Exchange Kenya. *International Journal of Current Aspects, Volume 3, Issue VI, 2019, PP 354-371, ISSN 2616-6976*
- 2019: Faith Kwamboka Ongera & **Fredrick W.S Ndede** Shariah Banking and Financial Performance of Selected Commercial Banks in Kenya *International Journal of Current Aspects; Volume 3, Issue VI, 2019, PP 50-66, ISSN 2616-697*
- 2019: Felix Ouma Odhiambo & **Dr. Fredrick W. S. Ndede**. Credit Information Sharing Practices and Financial Performance of Commercial Banks in Kenya. *International Journal Of Current Aspects, Volume 3, Issue VI, 2019, PP 67-82, ISSN 2616-6976*
- 2019: Ernest Opiyo<sup>1</sup>, Lucy Wamugo Mwangi, (PhD) <sup>2</sup>, & **Fredrick W.S. Ndede**, (PhD) <sup>3</sup>. Credit Risk Management Policies and Debt Collection Performance by Registered Security Companies in Kenya. *International Journal of Science and Research (IJSR) ISSN: 2319-7064*
- 2019: Kiara, A. K., & **Ndede, F. W. S.** Internal environment and financial performance of Deposit taking microfinance institutions in Nairobi City County, Kenya. *The Strategic Journal of Business & Change Management, 6 (3), 145 – 159*
- 2019: Jackline Wasilwa, **Dr. Fredrick W.S. Ndede** & Dr. Mungai J.N. "Tax Compliance and Level of Tax Collection among Small and Medium Size Enterprises in Kiambu County, Kenya", *International Journal of Science and Research (IJSR), [https://www.ijsr.net/archive/v8i7/show\\_abstract.php?id=4071901](https://www.ijsr.net/archive/v8i7/show_abstract.php?id=4071901), Volume 8 Issue 7, July 2019, 635 – 643*
- 2019: *Isabella Kogei, Ambrose Jagongo, & Fredrick Ndede, "Lending Interest, Inflation and Foreign Exchange Rates Relationship with Loan Delinquency in the Tea Subsector in Kenya", International Journal of Science and Research (IJSR), [https://www.ijsr.net/archive/v8i5/show\\_abstract.php?id=22051901](https://www.ijsr.net/archive/v8i5/show_abstract.php?id=22051901), Volume 8 Issue 5, May 2019, 1611 – 1619*
- 2019: Noah A. M., Jagongo A. O., & **Ndede F. W. S.** Effect of Internet Banking on Financial Performance of Tier One Commercial Banks in Kenya. *J Entrepren Organiz Manag 8: 275.*
- 2018: Samoei, A. K. & **Ndede, F.** Adoption of e-procurement and financial performance of Ministry of education, science and technology, Kenya. *International Academic Journal of Economics and Finance, 3(2), 385-409*
- 2018: Nyangori Wilfred, Makori and **Dr. Fredrick, W S Ndede**. [Credit Risk Management and Level of Non-Performing loans in Commercial Banks in Kenya](#). *International Journal of Trends in Scientific Research and Development Vol.2. ISSN-2456-6470(Online)*
- 2017: Agunga Mourine A., Jagongo Ambrose (PhD) & **Ndede Fredrick W. S (PhD)**. [Financial Literacy and Financial Preparedness for Retirement among Permanent and Pensionable Employees in State Owned Corporations in Nairobi, Kenya](#). *International Journal of Business and Social Science Vol. 8. No. 11 Pp. 68-83 ISSN 2219-1933 (Print), 2219-6021 (Online)*
- 2017: **Fredrick W.S. Ndede**, Martin Otieno Mbewa & Jagongo Ambrose. [Regulatory Framework Demographic Determinants of Acquisition of Financial Services by MSEs in Nairobi County, Kenya](#). *International Journal of Business and Social Science Vol. 8 No.8 Pp.67-80 ISSN 2219-1933 (Print), 2219-6021*
- 2017: Hussein, D J and **F.W.S Ndede**. [Credit Risk Management and Access to Banking Services by Islamic Banking Customers in Kenya](#). *International Journal of Finance. Vol.2 (6) Pp. 75-102.*

- 2017: **Ndede Fredrick W.S** & Kavoya Job Musyoka [The effect of market structure on The level of non-performing loans among commercial banks in Kenya](#) International Journal of Scientific Research and Innovative Technology ISSN: 2313-3759.
- 2017: Mwai E. Nyawira, Jagongo Ambrose (PhD), **Fredrick W. Ndede** (PhD). [The Relationship between Capital Requirement and Financial Performance of Commercial Banks in Kenya.. International Journal of Business and Social Science](#) ISSN 2219-1933 (Print), 2219-6021 (Online)
- **Ndede Fredrick** and Mokuanga Angela, 2017, [Evaluation of Micro-credit finance on financial performance of small and medium enterprises in Nakuru County](#), Imperial Journal of Interdisciplinary Research Vol. 3 Issue 2, ISSN 2454-1362.
- Tuigong Wilson Kibet, Jagongo, A.O, **Ndede, F.W.S** (2016); [Empirical Analysis Of Determinants of Dividend Payout of Agricultural Firms Listed on the Nairobi Securities Exchange](#), Research Journal of Finance and Accounting. Vol. 7 No. 7, Pp;220-230
- Waswa, C. W., **Ndede, F. S.**, and Jagongo, A 2014. [“Empirical Analysis Of Determinants of Dividend Payout of Agricultural Firms Listed on the Nairobi Securities Exchange.”](#), *International Journal of Business and Social Science* Vol. 5, No. 11(1),ISSN 2219-202
- Matete, J.K, **Ndede, F.S**, and Jagongo A. (PhD), [Factors Affecting Pricing of Loanable Funds by Commercial Banks in Kenya](#) *International Journal of Business and Social Science* Vol. 5, No. 7;

#### 1.4.2 Other Publications

##### i) Book review

- Commissioned by Nairobi University Press as Manuscript Reviewer for a book titled “Elements of Organizational Behavior”.

##### ii) Vetted learning modules

- 1 2020: BAC 814: Management Accounting
- 2 2020: BAC 300: Management Accounting 1
- 3 2012: EBS 101: Basic accounting practice.

##### iii) Reviewed Conference Papers

- 1 2021: International Business Research and Industrial Conference (IBRIC) held virtually between 26<sup>th</sup> and 27<sup>th</sup> August, 2021. *Paper presented by 1 Charles Kai Mwangudza, 2 Ambrose Jagongo and 3 Fredrick W. S. Ndede. “Liquidity Management and Financial Performance of Teachers Deposit Taking Savings and Credit Cooperative Societies in Kenya”.*
- 2 2021; International Business Research and Industrial Conference (IBRIC) held virtually between 26<sup>th</sup> and 27<sup>th</sup> August, 2021. *Paper presented by 1Stella Kemunto Ratemo and 2F.W.S Ndede “Liquidity Risk and Financial Performance of Commercial Banks in Kenya”.*
- 3 2019: International Business Research and Industrial Conference 20<sup>th</sup>- 21<sup>st</sup> June 2019, held at Kenyatta North Coast Beach Hotel Mombasa, Kenya. Paper presented by *Isabella Kogei, Ambrose Jagongo, Fredrick Ndede, “Lending Interest, Inflation and Foreign Exchange Rates Relationship with Loan Delinquency in the Tea Subsector in Kenya”.*
- 4 2019: International Business Research and Industrial Conference 20<sup>th</sup>- 21<sup>st</sup> June 2019, held at Kenyatta North Coast Beach Hotel Mombasa, Kenya. Paper presented by *Judith Thogori Nyambura, Ambrose Jagongo, Fredrick Ndede, Effect of Agency banking transactions on financial performance of small-scale enterprises in Kiambu Town, Kenya.*
- 5 **2016:** Global Development Finance Conference: 23-24 November 2016: Gateway Hotel, Umhalanga, Durban, South Africa: Paper presented: *Ndede, F., Mbewa M. and Jagongo A. (2016) Regulatory framework and demographic determinants of acquisition of financial services by MSEs in Nairobi County, Kenya. <http://j.mp/2cr3feb>*

##### iv) Scholarly Presentations at Conferences/Workshops/Seminars

- 6 **2021:** International Business Research and Industrial Conference (IBRIC) held virtually between 26<sup>th</sup> and 27<sup>th</sup> August, 2021. *Paper presented by 1 Charles Kai Mwangudza, 2 Ambrose Jagongo and 3 Fredrick W. S. Ndede. “Liquidity Management and Financial Performance of Teac Deposit Taking*

*Savings and Credit Cooperative Societies in Kenya*”.

**7 2021;** International Business Research and Industrial Conference (IBRIC) held virtually between 26<sup>th</sup> and 27<sup>th</sup> August, 2021. *Paper presented by 1Stella Kemunto Ratemo and 2F.W.S Ndede* “*Liquidity Risk and Financial Performance of Commercial Banks in Kenya*”

**8 2019:** International Business Research and Industrial Conference 20<sup>th</sup>- 21<sup>st</sup> June 2019, held at Kenyatta North Coast Beach Hotel Mombasa, Kenya. Paper presented by *Isabella Kogei, Ambrose Jagongo, and Fredrick Ndede*, “*Lending Interest, Inflation and Foreign Exchange Rates Relationship with Loan Delinquency in the Tea Subsector in Kenya*”.

**9 2019:** International Business Research and Industrial Conference 20<sup>th</sup>- 21<sup>st</sup> June 2019, held at Kenyatta North Coast Beach Hotel Mombasa, Paper presented by Judy Nyambura, Thogori *Ambrose Jagongo, and Fredrick Ndede*, “*Effect of Agency banking transactions on financial performance of small-scale enterprises in Kiambu Town, Kenya*”.

**10 2016:** Global Development Finance Conference: 23-24 November 2016: Gateway Hotel, Umhalanga, Durban, South Africa: Paper presented: *Ndede, F., Mbewa M. and Jagongo A. (2016) Regulatory framework and demographic determinants of acquisition of financial services by MSEs in Nairobi County, Kenya.* <http://j.mp/2cr3feb>.

#### **v) Conferences and Workshops attended**

2021: 3<sup>rd</sup> International Business Research and Industrial Conference (IBRIC) held virtually between 26<sup>th</sup> and 27<sup>th</sup> August, 2021.

2021: Half day on line workshop on Creative Economy and Sustainable development in Africa, organized by the school of Business.

2021: Developing Blended Learning 3 (DBL3): Making the most of March Online Workshop 1- 4 March 2021 via Zoom platform

2020: 2nd International Business Research and Industrial Conference (IBRIC) 3rd -4<sup>th</sup> December 2020 via Zoom Platform.

2019: International Business Research and Industrial Conference 20<sup>th</sup>- 21<sup>st</sup> June 2019, held at Kenyatta University North Coast Beach Hotel Mombasa, Kenya.

2016: The 2016 Global Development Finance Conference held 23rd - 24th November 2016, at The Gateway Hotel Umhalanga Durban, South Africa.

2016: Workshop on Supporting Entrepreneurship Education in East Africa at the School of Business, University of Nairobi, Kenya.

2013: Teaching Methodology and Evaluation workshop; by the Center for Teaching Excellence and Evaluation, Kenyatta University.

2012: Open Access and Institutional Repository Workshop at the Kenya School Of Monetary Studies 29th and 30th August, 2012.

2011: Workshop on Entrepreneurship for Agribusiness and Trade in Hargeisa, Somaliland On 1st and 2nd February 2011.

2011: Kenyatta University Leadership Orientation Workshop 29th and 30th March, 2011 at Utali Hotel.

2010: Management of University Departments at the School of Monetary Studies in Nairobi, Kenya on 8th- 10th September, 2010.

2007: International Conference on Micro, Small and Medium Enterprises (MSMEs) at the Centre for Entrepreneurship and Enterprise development (CEED), Kenyatta University, On 14 - 16th November 2007.

2007: Seminar on the sustainability of informal finance products titled “Unleashing the Potential of informal financial sector in Kenya”. Held at the Norfolk Hotel on 28<sup>th</sup> February, 2007.

- 2006: Case writing workshop- Richard Ivey School of Business. The University of Western Ontario. 2005: Teaching with cases workshop-Richard Ivey School of Business. The University of Western Ontario.
- 2000: Public Relations Strategic Seminar Nairobi. A workshop for middle level Management For Jaribu Credit Traders.
- 2000: Kenya Institute of Management Public Relationship Budget Seminar at Nairobi Safari Club, Nairobi, Kenya.
- 2000: Financial Management for SACCO Societies. Optimum Management Institute Nairobi. Ngong Hills Hotel, Nairobi.
- 1999: Financial Management Workshop for publishers. Kenya Publishers Association Workshop Lake Nakuru Lodge, Kenya.
- 1999: Financial Management for pre-primary Institutions' managers. Kenyatta University, Nairobi.
- 1998: Effective Management of Examinations Workshop: Lillian Towers, Nairobi, Kenya, on 22nd Aug.-29th Aug. 1998, organized by Kenya Institute of Management (KIM).
- 1988: Role of Auditing in Public Sector – Ministry of Finance workshop. Kenyatta International Conference Centre, Nairobi.
- 1987: Inaugural Workshop for the Institute of Certified Public Secretaries (ISPK), Kenya Institute of Administration, Nairobi

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

### **1.5.1 Training in Higher Education Teaching Completed**

1. 2021: Received a Professional Development Named Award after Successful completion of developing a blended learning module at Kenyatta University.
2. 2021: Blended module development training under PEBL Project (2020- 2021)
3. Teaching using the Smart Board by the Center for Teaching Excellence & Evaluation, Kenyatta University.
4. Teaching Methodology Covering Teaching Methodology, Evaluation, Administration and Marking of Examinations, by the Center for Teaching Excellence & Evaluation, Kenyatta University.
5. 2005: Case Writing and Teaching with Cases

### **1.5.2 POST GRADUATE SUPERVISION**

#### **a) Completed PhD**

1 Kiring'a, Simiyu Edward D86/CTY/32086/2015 Title "Demand and Supply Factors and access to Finance by Micro and Small Enterprises in Makueni County, Kenya".

#### **b) Ongoing PhD**

- 1 Issac Maramba Omware: Access to Credit Services and Financial Performance off Micro, Small and Medium Enterprises in Nairobi City County, Kenya
- 2 Otai Isaac Peter D86EA/CTY/37141/2017 Demographic Factors and tax Compliance among Small and Medium Enterprises in Soroti District, In Uganda
- 3 Charles Odongo Omwanza: Banking Innovations, Competition Regulatory Framework And Financial Performance of Microfinance Banks in Kenya
- 4 Akama, Thaddeus D86/CTY/22843/2012. Effect of Affiliation, Bench Marking and Management Fees on Investment Performance of Unit Trusts in Kenya
- 5 Wasike, Titus W "Determinants of Public Private Partnership Cost of Financing of Infrastructure Development in Kenya"
- 6 Njue, Alexius Stephen "An analysis of the effect of Performance Budget on Service delivery by county Government of Narok in Kenya".

## **b) COMPLETED MASTER OF SCIENCE (FINANCE) THESIS SUPERVISION**

1. 2022: Owalo Otieno Maurice. Board diversity and Financial Performance of Deposit- Taking Savings and Credit Co-operative Societies in Nairobi County, Kenya.
2. 2022: Kimani W Samuel. Financial structure and Financial Growth of Financial firms listed at the Nairobi Securities Exchange, Kenya.
3. 2021: Odhok Winnie Aluoch. The effect of mobile money transfer adoption on Financial Performance of Hospitality firms in Nakuru County, Kenya.
4. **2021**: Charles Kai Mwangudza: Liquidity Management and Financial Performance of Teachers Deposit Taking Savings and Credit co- operative Societies in Kenya.
5. **2020**: Ruth Marenya Ochieng: Working Capital Management and Financial Performance of Manufacturing and Allied Category of firms listed at the Nairobi Securities Exchange, Kenya.
6. **2019**: Ernest Otieno Opiyo: Credit Risk Management Policies and Debt Collection Performance by Registered Security Companies in Kenya.
7. **2019**: Isabella Kogei Effects of Macro-Economic Fluctuations on Financial Performance of Listed Agricultural firms in Kenya’.
8. **2019**: Alice Mwale: Business Process Re-Engineering and Financial Performance of Commercial Banks in Kenya.
9. 2019: Jackeline Wasilla: Small and Medium Enterprises Tax Compliance and Tax Collection in Kikuyu Town, Kiambu Kenya.
10. Performance of manufacturing 2019: Judith Thogori Nyambura ‘Effect of Agency banking transactions on financial Performance of small-scale enterprises in Kiambu Town, Kenya.
11. 2017: Fridah Meme: “Board Characteristics and Financial firms listed at the Nairobi Securities Exchange in Kenya”
12. 2017: Mwai, E. N “The Relationship between Capital Requirements and Performance of commercial banks in Kenya”.
13. 2016: Chen Nengwu “Effects of Contractual Foreign Exchange Risk Management on Financial Performance of Chinese Owned Enterprises Operating in Kenya’.
14. 2016: Agunga, M. A. Determinants of Financial Preparedness for retirement among employees of the selected state-owned corporations in Kenya.
15. 2015: Tuigong Wilson Kibet “An Investigation into the Effects of Dividend Policy on Share Price of Firms Listed at the Nairobi Securities Exchange, Kenya.”
16. 2015: Kavoya, J. Musyoka. “The Effect of Market Structure on Level of Non-Performing Loans among Commercial Banks in Kenya’.
17. 2013: Matete J.K, Factors Affecting Pricing of Loanable Funds by Commercial Banks in Kenya.
18. 2013: Calistus Wekesa Waswa. “Empirical Analysis of Determinants Of Dividend Payout of Agricultural Firms Listed On the Nairobi Security Exchange.”
19. 2012: Kubasu Upungu Alex. “Factors Affecting the Adoption of Technological Innovation by Commercial Banks in Kenya.”

## **c) COMPLETED MBA PROJECT SUPERVISION**

1. 2021: Ogola Omondi Victor: Working Capital Management and Financial Performance of Deposit -Taking Microfinance Institutions in Mombasa County, Kenya.
2. 2021: Gachibi Gakinya Fredrick; Financial Factors and Financial Performance of Insurance Companies in Kenya.
3. 2021: Emily Akinyi Winga; Adoption of Financial Innovations by Tier One Commercial Banks and Financial Deepening in Kenya.
4. 2021: Stella Kemunto Ratemo; Liquidity Risk and Financial Performance of Commercial Banks in Kenya.



5. 2020: Faith Kwamboka Ongera; Shariah Banking and Financial Performance of Selected Commercial Banks in Kenya.
6. 2020: Ouma Stephen Otieno; Adoption of Digital banking technology and Financial Performance of Commercial banks in Kenya.
7. 2020: Mary Auma Apunda; Management Accounting Practices and Financial Performance in Commercial Parastatals in Kenya.
8. 2019: Agnes Karimi Kiara; Internal Environment and Financial Performance of Deposit -Taking Microfinance Institutions in Nairobi City County, Kenya.
9. 2018: Michael Ochieng Oloo; Human Resource, Marketing and Environmental Management on Financial Performance of Manufacturing firms listed at the Nairobi Securities Exchange, Kenya.
10. 2018: Emmanuel Otieno Okello; Credit Union Financial Services and growth of Teachers owned Small and Medium Enterprises in Kakamega County, Kenya.
11. 2018: Nyangori Wilfred Makori; Credit Risk Management and Level of Non- Performing Loans in commercial banks in Kenya.
12. 2017: Justin Irungu Gachigo; Regulatory Modularity and Access to Capital Market by Small and Medium Sized Enterprises in Kenya.
13. 2017: Victor Otieno Ogada; Corporate Downsizing and Financial Performance of commercial banks in Nakuru Central Business District, Kenya.
14. 2017: Winny Chepngeno Chirchir; Angel Financing and Youth Empowerment in Bureti Sub-County in Kenya.
15. 2017: Mitei Edith Chepkorir; Financial Support Programmes by Kenya Women Trust and Financial Performance of women owned small enterprises in Kericho town, Kenya.
16. 2016: Hussien Diriye Jimale; Credit Risk Management and Access to banking services by Islamic banking customers in Kenya.
17. 2016: Mohamed Farah Abdi; Effects of Financial Records Management on Financial Performance of Micro and Small Enterprises in Garissa County, Kenya.
18. 2016: Parsitau, R. M: "Effects of Corporate Governance on financial performance in Telecommunication firms in Kenya".
19. 2016: Enoch Kipchumba Chebii; Governance and Regulatory Strategy and Financial Performance of Pension Schemes in Kenya.
20. 2016: Kimuyu Alois Munyao; Internal Financial Controls and Financial Performance of Machakos County Government, Kenya.
21. 2016: Wisley Amudala Isuvi; Effects of Mobile Money Transfer Services on Financial Inclusion among informal traders at Gikomba Market in Nairobi, Kenya.
22. 2016: Irene Atieno Ogum; Financial Management and Growth of Agro - based Manufacturing Sector in Kiambu, Kenya.
23. 2016: Muturi Njoka Gathimba; Effects of Donor Funding on the realization of Infrastructural Development in Kenya.
24. 2016: Ngure Njeri Anne; Business Process Outsourcing and Profitability of Manufacturing Companies listed at the Nairobi Securities Exchange, Kenya.
25. 2015: Emelda, N. N: "Factors affecting revenue collection in the water services industry in Kenya"
26. 2014: Kipketer, S: "Determinants in repayment performance in Micro-Credit: A case of Co-operative Bank Group Lending Model"
27. 2013: Munguti, J. M: "Determinants of Micro-Credit Performance in Microfinance in Kenya".
28. 2013: Cheruiyot, R. K: "Effects of Human Resource Management Practices on Financial Performance of some selected Agricultural Firms in the Sugar Industry in Kenya".
29. 2013: Isaboke, E. B: "Impact of Initial Public Offer on Performance of Nairobi Securities Exchange in Kenya".
30. 2013: Karanja, A. W: "Mortgage Financing and Profitability of Commercial Banks in Kenya"
31. 2013: Lydiah Khaemba; Assessment of the Impact of Foreign Direct Investment on the growth of selected Flower firms in Naivasha, Kenya.
32. 2010: Jeremiah J M Makokha; Factors influencing the Adoption of Electronic Tax Registers by traders in Nairobi, Kenya.

33. 2009: Orem, Z. A “Factors Affecting Employee Turnover in Non-Governmental Organizations in Kenya”.
34. 2007: Wanja, A. K: “Determinants of Women Participation in Corporate Governance in Kenya”.

## **1.6 PROFESSIONAL CONSULTING AND APPOINTMENT TO NATIONAL BOARDS**

### **1.6.1 Consultancies**

1. **2021:** Consultant on Youth Empowerment Consultancy through Consortium the AESA Consortium: **a World Bank funded consultancy for Kenya Youth Employment and Opportunities Project (KYEOP)**. REF No: MPYG/KYEOP/FBS/02/2017-2021: Framework Agreement for delivery of Life Skills Training lot 2
2. **2018:** Consultant as Core Business Expert in Kenya Youth Employment and Opportunities Project (KYEOP) Framework Agreement for Delivery of Core Business Skills Training LOT 2” REF No: MPYG/KYEOP/FBS/02/2017-2018.
3. **2013:** Consultant for Centre for Parliamentary Studies and Training (CPST) to Enhance capacity Of County Assembly Members on Public Financial Management during the transition period.
4. **2013:** Participated in Developing and delivering training program for Kenyan Parliamentarians From the Committee on Implementation on monitoring and evaluating assurances made by Government agencies, resolutions of Parliament, and implementation of legislation.
5. **2011:** Contracted as a consultant to deliver seed entrepreneurs on Basic Financial Management Skills - for Food and Agricultural Organization (FAO) Workshop in Hargeisa Somaliland on 2<sup>nd</sup> February 2011.

### **1.6.2 Appointment to National Board as a Consultant.**

1. 2016 to present: Member of the peer reviewers’ team of the National Commission For Science, Technology and Innovation (NACOSTI)

### **1.6.3 External Examiner in other Universities.**

1. 2018 to present: Educational Studies department, University of Nairobi (UON)
2. 2015 to 2019: Faculty of Business and Communication, St. Paul’s University (SPU)

### **1.6.4 Membership of Professional Bodies**

- 1 2019 to date: Full Member Kenya Institute of Management (**MKIM**)
- 2 2012 to date: Kenya Non-Fiction Authors Association
- 3 1992 to 2018: Associate Member, Kenya Institute of Management (**AMKIM**)

## **1.7 ADMINISTRATION AND OTHER UNIVERSITY RESPONSIBILITIES**

### **17.1 Renewal of Appointments**

- 2021: Re- appointed director Kenyatta University Embu Campus.
- 2012: Re-appointed, Chairman, Department of Accounting and Finance. School of Business, Kenyatta University.
- 1997: Re-appointed, Chairman, Department of Business Studies, and School of Education Kenyatta University.

## 17.2 University Administrative Positions

- 2019 to date: Director Kenyatta University Embu campus
- 2018: Chairman Departmental Board of Postgraduate Studies,  
Department of Accounting and Finance, Kenyatta University.
- 2018: Member of School of Business Board of Postgraduate Studies,  
Kenyatta University.
- 2010 to 2014: Chairman, Department of Accounting and Finance, School of Business,  
Kenyatta University.
- 1995 to 1999: Chairman, Department of Business Studies, School  
Of Education Kenyatta University.
- 1994 to 1995: Acting Chairman, Department of Business Studies,  
School of Education Kenyatta University.
- 1993 Acting Chairman, Department of Business Studies School of Education,  
Kenyatta University
- 1993 to 1995: Examinations Coordinator, Department of Business Studies, School of  
Education, Kenyatta University.
- 1992 to 1993: Departmental Time-Tabler Department of Business Studies,  
School of Education, Kenyatta University.
- 1992-1995: Academic Advisor to Accounting Students in the Department of  
Business Studies

### 1.7.3 Other Responsibilities at the University

- 2018: Appointed by the Deputy Vice Chancellor (Academic) to the Advisory Committee on Maximum Utilization of Space and Facilities at Kitui Campus
- 2017: Co-option to the Vice - Chancellors Committee to Appraise Performance of Kenyatta University Petrol station.
- 2017: Appointed by the Deputy Vice Chancellor (Academic) to the committee to investigate the PhD progression by Rajiv Argarwal
- 2016 to date: Internal examiner of PhD thesis
- 2003 to date: Internal examiner of MSc thesis
- 1998 to date: Internal examiner of MBA projects
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### 1.7.4 Other Responsibilities at the School of Business, Kenyatta University

2021: to date: Member of the School Conference Organizing Committee

**2019:** Member of the Editorial Board of the International Business and Research Conference organized by the School of Business

2018: Member of the Board of Postgraduate Studies of the School of Business

#### 1.7.5 Responsibilities at the Department of Accounting and Finance

- 2018- 2019: Chairman Board of Postgraduate Committee
- Member of various committee.

### 1.7.6 Academic Leadership

#### a) Development of Teaching/Academic Programs in department/ School /University

- 2018: Appointed Chairman, Departmental Committee for the Review of the B. Com Curriculum.

#### b) Development of Teaching/Academic Programs in other Universities

- 2013: Reviewed the new Bachelor of Commerce programme for the proposed Lakenya University

- 1995: Reviewed Business Studies programme for the development of new academic Programmes for the proposed Kisii College Campus.

## **1.8. ATTRACTING GRANT, COMMUNITY ENGAGEMENT AND OTHER CONTRIBUTIONS**

### **1.8.1 Attracting Research Funds**

- **2022:** Community Building project grant of GBPs 20,000 funded by British Council for research on the thematic area of Youth Entrepreneurship Accelerator Programme
- 2021: A member of Kenyatta University team representing Sub - Saharan Africa, Northumbria University representing UK, Entrepreneurship educators Foundation East Africa (EEFEA) and Technical University of Kenya jointly attracted research grant of GBPs 60,000 from the British Council for research on the thematic area of Youth Entrepreneurship Accelerator Programme (YEAP)
- 2021: Jointly with other members negotiated and attracted a development grant for the establishment of a Coffee House at Kenyatta University worth Ksh. 2,538,594
- 2018: Applied for National Research Fund, Multidisciplinary Research Grant Programme 2017/2018 - Financial Year, **Concept Note:** A Comparative study on Education Philosophy, Environment, Curriculum and Entrepreneurial Orientation among University students and graduates.
- 2016: Application for the Vice Chancellors Research Grant. Project Title: University Faculty as “Agents of Change” **Kenya Project** team leader Dr. Munga Judith
- **2013:** Applied for 2013 Research Grant from Bill & Melinda Gates Foundations Project Title: University faculty as “agents of change” in rural development in Kenya,

### **1.8.2 Community Service and Outreach Board Appointments**

- 2018: Supporting St. Joseph Mixed Secondary School, Gul Kazembe, During a fund raiser for construction of class rooms.
- 2012- 2015: Member Board of Management, Nyakoko Secondary School. 2014-2015:
- Chairman, PTA St. Mary’s – Ronda School, Nairobi. 2012-2015: Chairman of PTF All Saints Cathedral Primary School
- .2012- 2021: Patron Kenyatta University Accounting Students Association.
- 2012-2014: Patron Kenyatta University Finance Students Association. 2007: SIFE-Africa Faculty Advisor at the National Competition in Nairobi, Kenya.
- 2006: SIFE-Kenya, Faculty Advisor at the National Competition in Nairobi, Kenya
- 2005: SIFE-Kenya, Faculty Advisor at the National Competition in Nairobi, Kenya.
- 2005-2008: SIFE-Kenya, Member of the judging panel for POSTBANK –SIFE Kenya Essay and Debate Competition on: Save to invest and grow the Economy

## **1.9 REFEREES:**

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