



# NEWSLETTER

## GRADUATION 2022

A Publication of the Office of the Vice Chancellor

| 25<sup>th</sup> March, 2022

ISO 9001:2015 Certified



**10 years of Harnessing Technology  
for Quality Teaching, Research and  
Innovation**

# 6<sup>TH</sup> GRADUATION CEREMONY

SPECIAL EDITION

**10** CELEBRATING  
YEARS





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**A Publication of the Office of the Vice Chancellor**

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**His Excellency, Hon. Uhuru Kenyatta, C.G.H.,**  
President of the Republic of Kenya and Commander-in-Chief of the Defence Forces and Chancellor of  
Kibabii University

## MESSAGE OF THE CHAIRMAN OF COUNCIL



Dr. Ernest Mwangi Njoroge  
**Chairman**

### **Commitment to Automating Operations and Functions**

It gives me profound pleasure to congratulate the Class of 2021 for this achievement. Your endurance, discipline and love for Kibabii University has seen you through your stay and today is a culmination of your merit. It is notable that this celebration is coinciding with the marking of 10 years since the establishment of this great University, an institution whose niche is information technology and innovation. Council has continued to invest in equipment and skills as well as automating operations and functions to leverage on this.

As Kibabii University grows in leaps and bounds, we appreciate the support of the Government of Kenya for funding key infrastructural projects. The completion of the Sports Fields, the equipping of the Laboratories as well as the construction of the Ultramodern Student Centre will go a long way in realizing academic and social wellbeing of our students being our number one client.

Important to note too, is the multiagency cooperation involving the National Government, external partners and the County Government of Bungoma in supporting this University. The South Korean funded Chebyuk-Kibabii Water project has been one of the most significant investments that the University as well as the community shall benefit from through provision of clean water, which has been a challenge for years.

In the second decade of existence, we shall see vibrant scholarship that shall propel Kibabii University to a premier institution of higher learning.



**MESSAGE FROM THE VICE CHANCELLOR**



**Prof. Isaac Ipara Odeo  
Vice Chancellor**

**Ten years of steady growth**

It is my pleasure to present 1542 graduands who satisfied the University Senate for conferment of degrees and award of diplomas and certificates during the 6th Graduation Ceremony of Kibabii University. Among them are two special cases. Foremost is the first cohort of the Inter-University Council for East Africa sponsored masters students and second is Ms. Faith Ogalo, the only Olympian who represented Kenya in Taekwondo at the 2020 Tokyo Olympics.

Congratulations graduating class of 2021! You have achieved this milestone because of your hard work, determination, sacrifice and dedication. We are proud of your achievement.

As we celebrate 10 years this month, Kibabii University prides in the milestones recorded since establishment in 2012. Our major achievement this year is the admission of our pioneer class of the Bachelor of Science in Nursing programme.

In our endeavor to provide value to the community through Corporate Social Responsibility, the University has participated in various activities. Recently, we signed a Memorandum of Understanding with Kenya Prisons Service, Bungoma with the aim of providing counselling, mental health intervention and training to the staff and clients with the objective of providing successful corrective action.

It is important to note that all these accomplishments have been achieved out of the continued technical and financial support from our Chancellor and the Ministry of Education, untiring resolve and guidance from our University Council, committed Senate, faculty and staff, exemplary behavior from our students and goodwill from all our stakeholders.

# GOVERNANCE

## Kibabii University: The Journey

Kibabii University College, the forerunner of Kibabii University, was established via a Legal Notice No.115 of 2011 as a Constituent College of Masinde Muliro University of Science and Technology. On 14<sup>th</sup> November 2015, His Excellency Hon. Uhuru Kenyatta C.G.H., President of the Republic of Kenya and Commander-in-Chief of the Kenya Defence Forces and Chancellor of Kibabii University awarded the University College a Charter to become the 23<sup>rd</sup> fully-fledged University in Kenya.

The titular head of the Institution is the Chancellor. The University is run by Council which is the supreme decision-making organ. The day-to-day activities are run by the University Management Board and the Senate, both chaired by the Vice Chancellor. Other members of the Senate include; the Deputy Vice Chancellors, Deans of Faculties, Directors of Institutes, Schools and Centres, Chairpersons of Teaching Departments, University Librarian, Faculty Representatives, Professors, Student Representatives and Academic Staff Union Representatives. The co-ordination of administrative, financial and academic functions of the University is handled by the Deputy Vice Chancellors supported by Registrars, Finance Officer and Librarian. The University Management Board assists the Vice Chancellor in making operation decisions in the University.

### THE UNIVERSITY COUNCIL

The University has had three sets of Council from 2013 who have been committed to ensuring implementation of strategy and the realization of the University vision of being a global and dynamic University of excellence in Science, Technology and Innovation.

The first Kibabii University Council was established via Kenya Gazette Notice No.6608 of 14<sup>th</sup> May, 2012. The Board had a tenure of three (3) years with effect from 9<sup>th</sup> May, 2012. The First Council Board Members were:

- |                                 |   |
|---------------------------------|---|
| i) Prof. Shem Migot Adhola      | - Chairman  |
| ii) Mrs. Connie Okwisa Mogaka   | - Vice Chairperson  |
| iii) Mr. Korir Sing'oei Abraham | - Member  |
| iv) Dr. Kipera Issa Athman      | - Member  |
| v) Mr. Lawrence Angolo Omuhaka  | - Member  |
| vi) Mr. David Ng'ang'a Watene   | -Representative, Principal Secretary, State Department for University Education |
| vii) Mr. James Gatere           | -Representative, Principal Secretary, The National Treasury                     |



The first Chairman of Council Prof. Shem Migot Adhola (Left) receives a gift from the First Vice Chancellor in a previous event.

The Second Kibabii University Council was established via Kenya Gazette Notice No.13077 of 18<sup>th</sup> September, 2013. The Board had a tenure of four (4) years with effect from 27<sup>th</sup> August, 2013. The Second Council Board Members were:

- |                                 |   |
|---------------------------------|---|
| i) Prof. Shem Migot Adhola      | - Chairman  |
| ii) Mrs. Connie Okwisa Mogaka   | - Member  |
| iii) Prof. Mary Wanjiku Gikungu | - Member  |
| iv) Ms. Cheptoo Caroline Irene  | - Member  |
| v) Mr. Lawrence Angolo Omuhaka  | - Member  |
| vi) Dr. Anyang Nicodemus Ojuma  | - Member  |
| vii) Mr. David Ng'ang'a Watene  | - Representative, Principal Secretary, State Department for University Education, Ministry of Education |
| viii) Mr. Michael Jasper Obonyo | - Representative, Principal Secretary, The National Treasury  |

The Third Kibabii University Council was established via Kenya Gazette Notice No.7604 of 31<sup>st</sup> July, 2017. The Board had a tenure of three (3) years with effect from 1<sup>st</sup> August 2017. The Third Council was reappointed for a further term of three (3) years with effect from 4<sup>th</sup> November, 2021. The Third Council Board Members are:

- |                             |   |
|-----------------------------|---|
| i) Dr. Ernest M. Njoroge    | - Chairman  |
| ii) Mr. Lukes K. Shiroya    | - Representative, Principal Secretary, State Department for University Education and Research, Ministry of Education/Member |
| iii) Mr. Michael J. Obonyo  | - Representative, Cabinet Secretary, The National Treasury/Member   |
| iv) Mr. Hussein A. Farah    | - Member  |
| v) Mr. Francis Asunah       | - Member  |
| vi) CPA Vincent M. Nyabiosi | - Member  |
| vii) Amb. Tom M. Wambua     | - Member  |





**The 3<sup>rd</sup> University Council**

## ACHIEVEMENTS

Among the major achievements recorded in the ten years are:

- i) **Instruments of Governance:** The Council has put in place a governance structure which involved approving the following key documents: Kibabii University Charter; Kibabii University Statutes, 2021; Council Charter, 2017; University Policies; Strategic Plan 2020-2022; and the University Master Plan.
- ii) **Students Enrolment:** At inception, the students' enrolment stood at 333 but has now grown to over 7,000 students.
- iii) **Performance Contract:** Since 2013, the University has prepared the Performance Contracts annually.
- iv) **Funding:** The University receives capitation and Capital Development Funds from the Government. In addition, the University has attracted funds from Research and Proposal writing.
- v) **Recruitment of staff:** In March, 2012, the University started off as a Constituent College of Masinde Muliro University of Science and Technology (MMUST) with a total of 53 staff seconded from Masinde Muliro University of Science and Technology (MMUST). Currently, the University has a total number of 435 employees.
- vi) **University Land:** The land on which the University stands is 70 acres. An additional parcel of land measuring 4.5 acres was purchased for construction of oxidation ponds. The University also received a donation of parcels of land; 5 acres in Sirisia and 30 acres at Kopsiro in Mt. Elgon.
- vii) **ISO Certification:** The University is ISO 9001:2015 Certified and has made Quality Management Systems part and parcel of all its operations.
- viii) **Graduation Ceremonies:** The University has held five (5) Graduation Ceremonies since inception.
- ix) **Needy Students Fund:** The Council established a Needy Students Fund whose objective is to support needy female students and a few vulnerable but bright male students through award of scholarships, awards and grants for their tuition.
- x) **Pension Scheme:** The University has a Pension Scheme for all employees engaged on permanent and pensionable terms.
- xi) **Automation of Services:** The University has developed ICT infrastructure and automation including an Enterprise Resource Planning (ERP) System.
- xii) **Conferences:** The University hosted five (5) International Conferences since 2016.



**DEPUTY VICE-CHANCELLOR (PLANNING,  
PARTNERSHIPS, RESEARCH AND  
INNOVATION)**

**Prof. Dr.-Ing. Benedict M. Mutua,  
PhD, Rer. Nat.**



**“Even as you graduate, I urge  
you to always remain in touch  
with the University”**

On behalf of the Division of Planning, Partnerships, Research and Innovations (PPRI) and on my own behalf, I wish to congratulate all the graduands on this auspicious occasion of the 6<sup>th</sup> Graduation Ceremony of Kibabii University which coincides with the University’s 10<sup>th</sup> Anniversary. I salute all the graduands for their determination, vehemence and patience; having withstood the very laborious process of hard work that comes with academic accomplishment we are all celebrating today. Despite the unprecedented effects of COVID-19 pandemic that you faced during the very last sessions of your educational path and the subsequent adjustment to blended teaching and learning, and a series of life-style adjustments, you still kept your focus, zeal and determination to complete your studies. We appreciate and acknowledge the critical role of technology through research and innovation in all spheres of our lives that has enabled us to reach this far. This reminds us therefore that we must keep abreast with the latest and emerging technologies and innovation for respective enterprise developments in all our areas of specialization.

I am happy to note that the University through the Division of Planning, Partnerships, Research and Innovation (PPRI) has prepared a generation of people with innovative skills on entrepreneurship through the AHEAD Project and Vecture4Change (V4C) Programme among many others. The Division of PPRI has spearheaded the areas of research, consultancy and innovation through training, capacity building and development for both staff and students. This has enabled Kibabii University to attain national, regional and global recognition in quality teaching, learning, research and innovation.

During the 10 years of its existence, the University through the Division of PPRI has been able to achieve great milestones which include: establishment of two (2) Research and Development Centres of Excellence in ICT and Engineering; Trade and Industrialization; an Innovation Hub, a Data Centre; Linkages and International Affairs Office. Over the last 10 years, Kibabii University has established several Partnerships and Collaborations with other Institutions. Some of these Collaborations and Partnerships have enabled the University to establish MoUs on; joint research and supervision of postgraduate students, staff and students exchange programmes, sharing of teaching and learning equipment, co-hosting of International Conferences, Training, Workshops and Seminars among many other activities.

Challenges notwithstanding, the last 10 years have been a journey of great achievements as the University has grown in terms of students and staff numbers in addition to acquiring and building state-of-the art infrastructure.

In order to address the challenge of low funding to Universities and other institutions in Kenya, Kibabii University through the Division of PPRI has endeavoured to attract research and development funds and grants through writing fundable research project proposals. Some of the funding agencies include: European Union (EU) through +Erasmus, Horizon 2020 (H2020); IDRC, Africa Union (AU), Commonwealth of Learning (COL), Association of Commonwealth Universities (ACU), National Research Fund (NRF), Austria-Africa-UniNet, Austrian Partnership Programme in Higher Education and Research for Development (APPEAR), DFID Africa, Inter University Council of East Africa (IUCEA), Dialogue on Innovative Higher Education Strategies (DIES) Programme jointly coordinated by the German Academic Exchange Service (DAAD) and the Germany, SUN24 Mini-Grant, John Templeton Foundation (USA), UNEP/UNOPS, Tetra Tech International Development Ltd (UK).

This gives me confidence that the skills that our graduands have gained at Kibabii University will provide solutions to innumerable challenges on emerging health, socio-economic imbalance, environmental degradation, and technological issues afflicting the society in the entire world.

I sincerely acknowledge the contribution and sacrifice made by parents, guardians and sponsors to support our graduating students realize this critical milestone in their career aspirations and growth. I also appreciate the great support and commitment by the University Council, University Management, Faculty and all Staff who made it possible for the graduands to realize their academic dream.

Finally let me wish you all a very blessed and prosperous future in all your endeavors. Once again, congratulations for realizing your academic qualifications.

God bless you all, God bless KIBU, God bless Kenya.



**AG. DEPUTY VICE CHANCELLOR  
(ACADEMIC AND STUDENTS AFFAIRS)**

**Prof. Stanley Ngome Mutsotso  
(Phd)**



**“Embrace life with passion and  
keep up your good work”**

On behalf of the staff of the Division, I congratulate the graduands during this 6th graduation ceremony as we celebrate KIBU at 10. This is a huge step towards your future. You have completed your studies in the midst of a global pandemic. Despite these challenges, you are a stronger job applicant as you have persevered and overcome.

I extend my gratitude to the staff of the Division for their resilience and mentorship to the graduating class. I also wish to thank the parents, guardians and the Government of Kenya for their support.

In the academic year 2020/2021, the Division achieved significant milestones. First and foremost, an endowment fund has been established, awaiting official launch. The initiative is anchored on the premise that many Kibabii University students come from humble backgrounds; they face economic challenges as many not only struggle with fees payment, but also grapple with meeting their basic needs. Already, an M-Changa account has been opened to facilitate fundraising efforts. The Division has also automated the admission process and new applicants are now processed online. This effort has increased efficiency and effectiveness and greatly reduced the time taken before applicants receive responses for admission. More significantly, it has minimized wastage.

The Division prides itself with the Internationalization Programme. The growth of international student is impressive. The University was privileged to be awarded a scholarship to host four academic programmes by the Inter University Council of East Africa (IUCEA) and German Development Bank KFW. The 3rd Cohort of international students reported on 21st February, 2022. They were admitted in the following programmes; Master of Science in Information Technology, Master of Business Administration with IT, Master of Business Administration, and Master of Science in Human Resource Management.

The mentorship programme has been a pillar in the Division. Through the Office of Career Services, the Division has managed to mentor four out of the fifty top national schools drawn from different counties. These include; Kapsabet Boys School in Nandi County, St. Brigid’s Girls National School in Trans Nzoia County, Friends School Kamusinga in Bungoma County and Kabianga High School in Kericho County. Over 200 other schools drawn from Busia, Bungoma, Siaya, Kakamega, Vihiga and West Pokot Counties have visited the University for the Mentorship Programme. The Office of Career Services has also facilitated the alumni community to draw a plan for future investment projects to generate resources mainly to support the needy students and other University activities.

Indeed, in line with the University vision and core values, the academic division has embarked on developing new academic programmes to meet the demands of the current dynamic world. The academic programmes are hosted in the following seven (7) Schools and Faculties; Schools of Computing and Informatics, School of Business and Economics, School of Nursing, School of Education and School of Graduate Studies. The two Faculties are; the Faculty of Arts and Social Sciences and Faculty of Science. The schools and faculties have experienced faculty who are highly motivated and self-driven in mentoring the students. Therefore, as we celebrate Kibabii University at 10, we reflect with pride and appreciate the tremendous growth in the faculty, students and state-of-the-art learning resources. This has been possible due to the focused leadership of the University Management and Council.

Lastly, to our graduands, you have worked hard to achieve your goals and are on your way to seek and dream new dreams, embrace life with passion and keep up your good work. **CONGRATULATIONS!**

**DEPUTY VICE CHANCELLOR  
(ADMINISTRATION, FINANCE AND  
DEVELOPMENT)**

**Prof. Donald Siamba Namasaka,  
(Phd)**



**We Are Committed To Highly  
Skilled, Quality And Comfortable  
Staff**

Kibabii University is a centre of Excellence in Learning, Research and Innovation in the region. The Division of Administration, Finance and Development (AFD) provides enabling systems; activities and structures that support the University's core mandate of Teaching, Research and Outreach. As we endeavour to fulfil this mandate, the University continues to invest in relevant and skilled human capital. So far, the University has employed 433 members of staff. We continue to advance this capacity by implementing the Career Progression Policy as well as the Staff Conversion to both teaching and administration for the qualified staff.

To ensure, a comfortable working environment, the University continues to invest heavily in capital development. The completion of state-of-the-art Sports Fields and the almost complete Students Centre will greatly enhance the learning and wellbeing of our staff and students. We thank the Kenyan Government for funding these projects. On behalf of the staff of the Division, I would like to congratulate all the graduands of 6th Graduation ceremony of Kibabii University for their great effort, endurance, hard work and determination to complete their respective academic programmes. As we mark our 10th Anniversary, I wish to extend our sincere gratitude to all parents, guardians, local and international organizations, Government entities, industries, local and international universities, sponsors and stakeholders for the great financial and material support given to this great University.



**REGISTRAR (ACADEMIC AFFAIRS)**

**Prof. Ernest Sangai Mohochi**



**“We celebrate all the 1542 who are matching out today”**

Kibabii University made great strides in the 2021/2022 Academic Year. These included the launching of the School of Nursing which admitted its 1<sup>st</sup> Cohort of students and the Faculty of Arts and Social Sciences (FASS).

In its endeavour to create market driven courses, the Academic Affairs Division facilitated the accreditation and commencement of the following new programmes: Bachelor of Science in Nursing, Master of Arts in Kiswahili, MSc. in Digital Forensics, PhD in Kiswahili and Diploma in Journalism and Mass Communication.

In living its Vision; to be excellent in coordinating enrolment and facilitating registration and orientation of students in the University, the Department acquired an online Application and Admission Module System to strengthen efficient service delivery to potential students.

In 2018, IUCEA entered into a MoU with Kreditanstalt Fur Wiederaufbau (German Development Bank – KfW) geared towards the training of students within the East African Community with a main aim of enhancing leadership to foster regional integration. KIBU received the 1<sup>st</sup> Cohort of International students during the 2019/2020 Academic Year who benefited from the EAC Scholarship Programme and will be graduating in the 6<sup>th</sup> Congregation exactly two (2) years after admission.

As Kibabii University holds its 6<sup>th</sup> Congregation for the Conferment of Degrees and Award of Diplomas and Certificates, the University is churning out a total of one thousand five hundred and thirty nine students (1542).

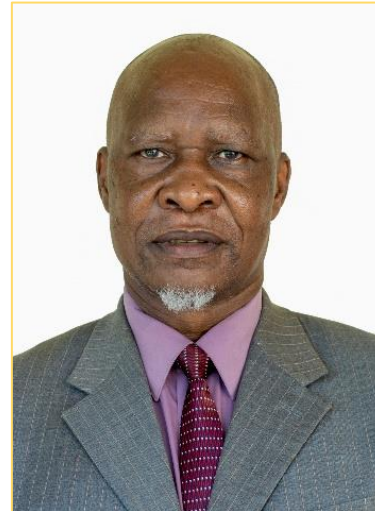
**Summary of Graduands**

S/N	Level	Gender		Total
		M	F	TOTAL
1.	Doctorates	9	3	12
2.	Masters	24	20	44
3.	Postgraduate Diploma	9	8	17
4.	Bachelors	711	624	1336
5.	Diplomas	50	61	112
5	Certificates	8	12	21
<b>Grand-Total</b>		<b>811</b>	<b>728</b>	<b>1542</b>

The Academic Affairs Division wishes the graduands all the best in their future endeavours as they exit to be involved in nation building activities in the disciplines they have been trained and qualified. We urge the graduates to be good ambassadors of Kibabii University by upholding the national and the core values of KIBU. We thank all those who have participated in ensuring that the 6th Graduation Ceremony is a success.

**REGISTRAR, PLANNING, PARTNERSHIPS,  
RESEARCH & INNOVATION**

**Prof. Barrack Abonyo**



## **Digitization of African Medicinal plants in Kenya: A Kibabii University Conservation Effort for protecting Endangered African Medicinal plant species**

Being the cradle of mankind, Africa has the oldest, and well assorted traditional therapeutic systems including medicinal plants, medicinal minerals and spiritual healers. This holistic approach to medicine has enabled Africans to survive for centuries in the presence of strange emerging pandemics and an absence of allopathic medicines. The most common practice across the African continent is the use of medicinal plants. This is because African plants found in the tropical and subtropical climate are exposed to strong ultraviolet rays and pathogenic microbes, enabling them to accumulate chemo-preventive substances. These accumulated secondary metabolites have been found to be essential for therapy of many human disease conditions. There is therefore an archive of many plant species traditionally used by a variety of African regions and tribes to treat a number of ailments. However the documentation of medicinal use of African plants is becoming a daunting task because of the rapid loss of the natural habitats, erosion of valuable traditional knowledge, lack of enthusiasm in developing technologies to identify and isolate relevant active ingredients and lack of application of modern computer technology to ethnomedicine.

Ethnobotanical and ethnopharmacological surveys have recently allowed researchers to identify certain African Medicinal plants as having medicinal properties. For example, *Croton macrostachyus* is used for treating wounds, *Acacia lahai* treats skin eruptions resulting from abnormal cell divisions and *Clerodendron myricoides*, is used as a remedy for cancer related symptoms. Furthermore, these plants have secondary metabolites accumulated in their leaves, trunks, roots and bark that have been found to have high medicinal value. Such metabolites include sesquiterpenes, diterpenes, triterpenes, steroids, alkaloids and Polyphenols. Alkaloids such as vinblastine 1 and vincristine 2 isolated from Madagascar periwinkle (*Catharanthus roseus*) for example have two semisynthetic derivatives; vinblastine sulfate (Velban) and vincristine sulfate (Oncovi), which are effective against cancer. These findings indicate that African Medicinal plants, if subjected to modern research, have the potential of yielding a variety of compounds against many diseases.

A study carried out in the Tropical rain forest of Kakamega County, Kenya has described Sixty five (65) plants with potential of generating therapeutic ingredients. These reports indicate that indigenous East African plants may have a great potential for discovery of therapeutic agents. However, Africa and Kenya in particular is one of the continents where the highest rate of deforestation in the world has been reported. Besides drought and bush fires, uncontrolled exploitation of plants whose therapeutic effect is known represents a threat to species survival.

Kibabii University is currently at the forefront of identifying all the medicinal plants in the Kenyan protected forests by their local name, name in Kiswahili, scientific name, botanical structure, picture, medicinal value, medicinal products, and locality, and record the details for further geo-referencing and data basing. This project will be the first of its kind in creating a comprehensive inventory of medicinal plants in Kenya. It will be unique in the sense that it will furnish the government, herbalists, health workers and the local community with accurate knowledge of the medicinal value of the plants complete with commonality of names, locality and basic health benefits.



**REGISTRAR, ADMINISTRATION AND HUMAN RESOURCE**

**Dr. Ruth Atidah Mitalo**



**“Congratulations to the graduating class of 2021 and to Kibabii University for its 10<sup>th</sup> Anniversary!”**

The Administration and Human Resource Department articulates the vision of Kibabii University through strategic hiring of a highly committed and capable world-class workforce, developing and retaining them to enable the University achieve competitive advantage. The department envisages defining a scope that would reach out to every member of the University’s workforce: from acquiring staff, training, appraising, compensation, attending to their labor relations, health and safety, and fairness concerns. It endeavors to provide quality and efficient services through developing and implementing human capital management strategies, policies and practices that cultivate an engaged, proficient, and diverse workforce to transform and continually improve services to Kibabii University students, staff and other stakeholders. Our Guiding Principle is: *Do the right thing even when your supervisor is not watching.*

Since inception, the Department has managed to facilitate recruitment of 433 members of staff (155 academic and 318 administrative staff), out of which 341 are on permanent terms and 92 are on contract terms. The Department has managed to provide office space and adequate furniture for the recruited staff.

The Department has facilitated implementation of Performance Management System which included development of performance evaluation tools and implementation of 2019/2020, 2020/2021 staff performance evaluation. The Department is in the process of automating the staff performance appraisal.

The Department also facilitated evaluation by the Public Service Commission on Compliance with Values and Principles as set out in Articles 10 and 232 of the Kenyan Constitution where the performance of the University improved from 49 to 73% in the year 2020/2021 and from 73 to 78.9% in the year 2021/2022. The University was No. 5 Countrywide and No. 1 in all Public Universities in Kenya.

In the year 2020, the Department carried out Employees Satisfaction Survey. From the survey, the level of employee job satisfaction was concluded to be moderate with an Employee Satisfaction Index of 72%.

Further, the Department assisted the University to carry out 2020/2021 Internal Legal and Governance Audits.

In the Department, policies ensure that all employees are treated equally. The Department has facilitated preparation of the following policies: KIBU Human Resource Policies and Procedures Manual, 2020; KIBU Career Progression Guidelines, 2020; KIBU Optimal Staffing Levels, 2020; KIBU Organizational Structure; KIBU Succession Planning Policy; Knowledge Management Policy; Part-time Management Policy; KIBU Career Conversion Policy; KIBU Transport Policy; Reward and Recognition Policy, and; KIBU Staff Code of Conduct.

On training matters, the Department, in liaison with other line managers, has tried to come up with some in-house trainings for staff. The Department sensitized all staff on approved University policies on Thursday 26<sup>th</sup> August, 2021. The Department also allows staff to further their education while in employment by approving course requests and incremental credits through the Staff Establishment and Training and Appraisals Committee. The Department ensures Training Needs Analysis is done annually and a Training Plan prepared as per the Training Budget.

The Department offers professional advice to the University Management and Council on Human Resource related issues and ensures that the University adheres to statutory laws and regulations. The Department has continued to ensure harmonious industrial relations by ensuring compliance to signed Collective Bargaining Agreements such as the implementation of 2017-2021 National CBA. KIBU implemented new salaries as per the approved National CBA.

## Cont'd

The Department facilitated Completion of 2017-2021 Local Chapter CBAs for all the three Unions awaiting signing.

Central and Personnel Registries have been separated for confidentiality of personnel information. The University is registered with the Directorate Occupational Safety and Health (DOSHS). The appointed members of Occupational Safety and Health (OSH) Committee have been trained. The Committee Members carried out the first Internal Occupational Safety and Health Audit from 8<sup>th</sup> to 9<sup>th</sup> February, 2022.

The Department has also ensured automation of Staff Clearance Process whereby staff leaving the University are able to clear online. The Department has also Automated leave management where leave approvals are done online. Job Descriptions for all staff were presented to SRC for evaluation through the department.

The Department also facilitated University Management Board Retreat and Team Building from 27<sup>th</sup> to 29<sup>th</sup> January, 2021. Part-time payments have been streamlined where all claims are taken to the Part-time Management Committee before being paid. The Committee has developed payment criteria to ensure fairness in payment of part-time claims. The part-time payment process has also been automated. A training for Chairpersons of Departments, Deans of Schools/Faculties was held on 8<sup>th</sup> November, 2021 on Part-time management.

The Department advocates for employees' good welfare through laid down policies. Currently, the Department is in process of reviewing Training Policy and Staff Children Education Support to ensure improved staff welfare. To improve staff welfare and for staff motivation, the Department facilitated promotion of 100 members of staff in the year 2021 who had stagnated in the same job group for some time. The Department has also conducted recruitment and selection process for various positions in the University.

In the approved Human Resource Policies and Procedures Manual, there are many welfare issues that we intend to implement as a department. We intend to approach the banks to provide car loan and mortgage facilities to staff at favorable interest rates. In the HR Manual, in case of loss of a member of staff, the University contributes an additional amount of Kshs.50, 000/=.

The Department has begun implementing the approved Reward and Recognition Policy, by recognizing excellent performers in the University through an approved criteria.

The Department is also implementing the approved Career Conversion Policy where members of staff are able to convert to either academic or administrative positions if they meet the provisions of Career Progression Guidelines, thus improving staff morale.

To improve employee morale, the Department has reserved offices for Professors and Senior Lecturers in Academia Block (ABB 301) and allocated offices for the Lactating Mothers and Day Care Centre at the Women's Hostel (HB 5).

## STUDENTS AFFAIRS DEPARTMENT

**Dr. Alice Mutai,  
Dean of Students**



**“We Commit to give  
you more”**

This year marks Kibabii University’s 10 year’s anniversary. KIBU was established in March 2012 as a young University college, a constituent college of Masinde Muliro University of Science and Technology (MMUST). To celebrate this 10 years milestone, we are taking time to reflect on the incredible achievements and successes as Students Affairs Department. Students are at the heart of everything we do as a department. This, we have happily done for the last 10 years.

At inception 10 years ago, the Students Affairs Department had only 1 staff member, a students’ counselor who was everything at the time (a jack of all trades so to say). She coordinated all aspects and sectors of the department. As the years rolled on, the department continued to grow in leaps and bounds to the present enviable status. It is now headed by the Dean of Students, Dr. Alice Mutai, and Deputized by Dr. Benson Nasongo. Dr. Mutai leads a team of 10 members of the Department who are highly professional and competent. Other members include the Senior Assistant Dean, the Senior Counselor, the Senior Games Tutor, the University Chaplain, and the Assistant Students Counselor, among others.

For the last 10 years, we have not had our own office space. As it is common with budding institutions, we had to do with the available space at Hostel Block 3, where our counseling and Chaplaincy offices are still domiciled. The mainstream office of Dean of students moved to the eastern wing of the University Library where it still operates to date. The Games and Sports section is housed at the Sports Pavilion. Our 10<sup>th</sup> year anniversary celebrations will also usher in our new Students Centre that will be officially commissioned by our Chancellor during our 5<sup>th</sup> Graduation ceremony on 25<sup>th</sup> March 2022.

As a Department, we are grateful and feel indebted to our Chancellor, His Excellency President Uhuru Kenyatta. Our state of the art Games and Sports Playgrounds, the towering Students Centre and the magnificent Women Hostel were constructed through his initiative. These modern facilities have placed our University at a very high and enviable pedestal.

The Students Affairs Department over the last decade has presided over students elections as enshrined in the University Statutes and SOKU Constitution. These elections have produced high caliber leaders who (after graduation) have ventured in national politics where they have excelled. In 2020, our student, Faith Ogalo represented the University and Kenya at large in the Tokyo Olympic Games. A host of other athletes and sportsmen and women represented the University in National, Regional and Continental Games where they performed very well. Our University Choir and Drama have not been left behind. They have done us proud by scooping highly coveted trophies and other awards at the National competitions.

All other sections and sectors of the Department have excelled in most of their operations. Clubs and societies, students center operations, needy students intervention measures, financial aid services and work study programs have all grown and tremendously improved over the last decade. Counseling and chaplaincy services have greatly supported our core customers in both psycho-social and spiritual growth and nourishment, translating into excellent results in academics and research activities.

As a Department, we are extremely proud of our tremendous achievements and look forward to another decade of massive growth and expansion of our cardinal services to our students who are our key customers. Kibabii University now receives post-graduate students from the East African region, who have all enjoyed our services. We look forward to serving more international students in the coming years.

For the Graduating class of 2021, we are proud of you! You have bravely faced all the odds amidst the Corona pandemic and made it to the Graduation list! We urge you to remain focused as you venture into the world’s frontiers ready to serve mankind in all spheres of life. Congratulations.



## SCHOOL OF COMPUTING AND INFORMATICS (SCAI)



**Prof. Franklin Wabwoba,  
Dean, SCAI**

The School of Computing and Informatics (SCAI) has been one of the fastest growing School of Computing in Africa. Having started as a Department of Computer Science in 2012, it became a School in 2013 with two departments, namely; Department of Computer Science and Department of Information Technology. The School started with two undergraduate programmes: Bachelor of Science in Computer Science and Bachelor of Science in Information Technology. It now hosts the Bachelor of Science in Computer Science, Bachelor of Science in Information Technology, Master of Science in Information Technology, Master of Science in Computer Science, Master of Science in Digital Forensics, and Doctor of Philosophy in Information Technology programmes, not to mention certificate and diploma programmes.

The School has grown from having two normal computer laboratories to having an ICT Hub with several postmodern state of art laboratories (which includes 4 computer laboratories, a postgraduate laboratory that supports the HPC platform, a robotics workshop, video conference center, mobile computing and digital forensics laboratories to mention the key ones) supported by postmodern data center with the state of art specialized equipment and computers. These well-equipped state of the art laboratories provide an opportunity for practical experience to our learners.

The World-Class Faculty is the foundation of the SCAI constituting of Professors, Associate Professors and Senior lecturers all the way to well skilled technologists who are international leaders in their respective fields to guide teaching, training, research, discovery of new knowledge, as well as dissemination of the same. The few staff without Ph.Ds, inclusive of technologists are at a very advanced level towards completion of their doctoral studies. The School boasts of having the first Professor of Information Technology (Prof. Franklin Wabwoba) in the republic of Kenya alongside an Associate Professor (Prof. Samuel Mbuguah).

The School has an excellent track record of having its postgraduate students obtain research-funding scholarships that have enabled them complete studies on time. The school's graduates are holding various positions of responsibility as they build the Nation. To mention but a few; Mr. Arnold Ndukuyu, the ICT manager at National Centre for International Arbitration; Dr. Masese, Head of Department at Kabarak University, Dr. James Abila, Director ODeL at Rongo University; Dr. Ratemo Makiya, Director of ODeL at Kisii University; Dr. Vincent Motochi, Head of IT Kakamega County Government; Dr. Daniel Otanga, Dean School of Computing and Informatics at Masinde Muliro University of Science and Technology and also Secretary General of Kibabii University Alumni Association.

Among other achievements, the School of Computing and Informatics has participated in bidding for research and developmental funds and won the Centre of Excellence in Information and Communication Technology in the Lake Region Block and a Centre of Excellency in Information Technology in East African region hosting the Master of Science in Information Technology. This has enabled the School to host students from other East African nations as these are awarded fully-funded scholarship to pursue the mentioned programme.

Due to its well-equipped laboratories, the School has participated in outreach services in the country and collaborated with the National Industrial Training Authority (NITA) to train youth in ICT and business. In addition, the School's robotics team of students has always done well in the national robotics competition. In the last competition, the team emerged the best in the universities category nationally.

SCAI pulled a first when it won funding of KShs. 64.6 million for the establishment of Kibabii University ICT Hub infrastructure from the National Research Fund, Kenya, having successfully competed against other universities in the country.

SCAI avowals of the University industry collaboration. It is part of the well-known professional bodies like HUAWEI, IBM, CISCO, ORACLE, GOOGLE and ISACA, some of which are collaborating with the University to offer training to the students in professional areas such as AJIRA, among others. These collaborations are key in catalyzing innovation and growth in technology, hence, have been instrumental in creating a skilled workforce. The students under these programmes gain by having opportunities to learn and work on relevant technologies and challenging problems.

The School is committed to preparing its students for careers in the emerging knowledge-based economy and helping them become life-long learners. It seeks to enrich the learning environment through the active professional development of its faculty. Students in SCAI have proved their worth in the Presidential Digital Talent Program, among others, that has enabled many to quickly secure jobs. Many employers have absorbed our students in organizations where they underwent their industrial attachments. The School engages first class student as Graduate Assistants with view of developing them as future lecturers. However, most of our first class honors graduates end up in industry, preferring industry to academia due to the better pay offered there.

During this ten-year celebration of Kibabii University's existence, we as SCAI are proud of the momentous role we have played in making Kibabii University a global University and contributing in growth of ICT manpower for global, regional, national and local market.

We wish the graduating class all the best as they practice what they were educated on in the global arena. We also invite new students to join our SCAI community and explore our programmes.

## FACULTY OF ARTS AND SOCIAL SCIENCES (FASS)



**Dr. Edwin Masibo,  
Ag. Dean, FASS**

On behalf of the Faculty of Arts Social Sciences of Kibabii University, I take this chance to congratulate our graduands of the 6<sup>th</sup> graduation ceremony for their success in attaining their academic dreams. From the desk of the Dean of the newest Faculty in the institution, I applaud the first group of graduands of the Faculty from the disciplines of Journalism and Mass Communication, Criminology, and Social Work. Your sterling performance is a culmination of the hard work, determination and clear focus that you demonstrated in the course of your study.

I also take pride in the work done by the lecturers and professors of the Faculty that has contributed immensely to this attainment. As we celebrate you today, remember that your success today is only but opening a new door of opportunities for you. I am confident that you have what it takes to conquer the next frontier of opportunities that come your way.

It is quite fulfilling that your graduation is marking ten years of the existence of our beloved University. You have been part and parcel of the developments in the University during the course of your studies. It is my prayer that even as you graduate at this momentous time, you will keep remembering the good work and the values the University has inculcated in you, and use them for the development of society. Be the agent of the change that is most desired as you exercise the virtues of integrity, honesty, tolerance, self-respect and personal responsibility that Kibabii University has instilled in you.

As you go out of this great Institution, remember your Faculty and your young comrades remaining behind. When you prosper in the new land that you are going to, be reminded that paying back in any small way to the welfare of those you have left behind will be the greatest demonstration of your gratitude to the work Kibabii University has done for you.

Once again, **CONGRATULATIONS** and may God bless you and bless Kibabii University.





## SCHOOL OF EDUCATION (SoE)

**Prof. Julius K. Maiyo,  
Dean, SoE**



On behalf of the School of Education of Kibabii University, I wish to congratulate our graduands on their great achievement. As with all the previous five convocations, this 6<sup>th</sup> ceremony brings with it pleasant memories of the eventful journey we have had and the milestones we have been able to accomplish as a School amidst many challenges brought about by the COVID-19 pandemic.

Over the last six years, our School (formerly FESS) has grown in leaps and bounds. The Faculty has transformed from a fledgling faculty of modest numbers in enrolment, staff, and programs to one that became gigantic enough to recently warrant a split into two: School of Education (SoE) and Faculty of Arts and Social Sciences (FASS). Our growth has been most profound in the spheres of human resource development, student enrolment, graduation rates, research, as well as resource mobilization.

On the academic front, our programs have grown in ways that reflect the ever changing needs of our target market. We continue to receive encouraging feedback from around the world concerning our alumni. In addition, enrolment in our programs is on an all-time high and the completion rates at both undergraduate and graduate levels quite impressive. Our various programs have seen our young staff gain high levels of competence. Our School now has 3 professors, 3 senior lecturers, 7 lecturers (all with PhDs) and four Masters Holders currently pursuing their PhDs.

The School continues to develop the research capacity of its staff. In the current academic year, the School won the IDRC Project on Strengthening In-Service Teacher Mentorship and Support through School Based In-service Teacher Training (SITT) Model; National Multiplication training grant from DAAD to support Head of Department on enhancing strategic leadership and management of higher institutions of learning in post COVID-19 era; and also a grant from Association of Commonwealth Universities to equip the early career researchers with knowledge, skills and competences in writing a competitive grant proposals.

To the graduating class, we are very proud of your academic achievements. I am glad that you have been equipped with a wide range of knowledge, and you are now ready to serve our Nation. May you prosper in your endeavors. God bless you, God bless Kibabii University.





## FACULTY OF SCIENCE

**Dr. Lucy Chikamai**  
Dean, Faculty of Science



Congratulations to Kibabii University on its 10<sup>th</sup> anniversary and 6<sup>th</sup> graduation ceremony. The Faculty of Science is composed of four departments, namely: Agriculture and Veterinary Sciences; Biological and Environmental Sciences; Mathematics; and Science, Technology and Engineering respectively. The 2021 graduating class is testimony to the systematic capacity development at all levels of academic excellence culminating to graduands present today with various degrees in science courses. Hard work pays and the reward of the long days of work for staff, students, parents, guardians and all stakeholders is now observable and manifested in increasing students enrolment high graduation rates, resource development of teaching and learning infrastructure, and research-centric grants and scholarship.

Recent developments in the present world have revealed the importance of Science and Technology for not only for the well-being but also for survival of mankind. Breakthroughs in Science and Technology have fueled global development and progress. Advances in these fields are necessary not only to recover better from any crisis but also to address other global challenges such as; poverty, climate change, inequality and pandemics.

As such, there is need to reimagine how we re-pursue our goals. Nationally, the government has structured the solutions to these global challenges through the big four agenda: Affordable Health Care; Affordable Housing; Manufacturing; and Food Security. The curricula in all the four departments has be aligned to the big four agenda.

In response to the Ministry of Health guidelines and the University policy, the Faculty staff and students embraced Online Interaction Technology and back to back semesters to achieve the lost times. Additionally, the Faculty initiated the production of soap and sanitizers approved by KEBS for the University and the Community at large.

The Faculty has achieved several milestones in teaching, research and innovation. These include scholarships and grants for students to study nationally and internationally, staff and students winning several scholarships and grants, an increased number of faculty publications and book chapter in reputable journals, increased enrolment in undergraduate and post graduates students, acquisition of more lab equipment, and Faculty Staff attending and participating in online international conferences.

The Faculty is in the final stages of developing and launching additional academic programs in the near future. These include Bachelor of Science in Environmental Sciences, Bachelor of Science in Biochemistry, Masters of Science in Cancer Biology, Masters of Science in Environmental Sciences, Masters of Science in Microbiology, Masters of Science in Zoology, Masters of Science in Fish Biology and Aquaculture, Masters of Science in Immunology, Masters of Science in Medical Parasitology, Diploma in Sustainable Building and Technology, Diploma in Statistics and Data Analysis, Certificate in Statistics and Data Analysis, Masters of Science in Crop protection and PhD in Crop Protection. Successful candidates in undergraduate level qualify to register for these postgraduate programs in the respective Departments.



## FACULTY OF SCIENCE

# KIBU SCIENCE: 10 YEARS OF IMPARTING PRACTICAL SKILLS

By Joseck Alwala



This year, Kibabii University's Faculty of Science celebrates its ten-year anniversary. On its formation, it branched off from Masinde Muliro University of Science and Technology and brought together Mathematics, Science, Technology Engineering, Agriculture, Veterinary Science, Biological and Environmental Sciences to catalyze collaborations in the classroom, laboratory and field.

Albert Einstein said, "Education is not learning of facts but training of the mind to think. The Faculty of Science, through the laboratories, has embraced the teaching of natural sciences because they are at the engine of innovation.

Over the past ten years, technical staff have continued to interrogate the way science education is conducted in established learning institutions, more so universities. They accept the fact that people's need have changed with the changing world and that calls for university science teaching to prepare students for the future.

Science has many disciplines but Chemistry, which largely cuts across all sciences, is a central discipline as far as innovation and inventions are concerned. As such, its teaching must be aligned with specified objectives, such as the development of scientific thinking. It is worth noting that, all laboratories are equipped with modern state of chemistry equipment and graduates from Faculty of Science undergo chemistry techniques. Through that, the graduates prioritize their gifts and talents rather than the Degrees or Diplomas. In the Faculty of Science, the place of a laboratory cannot be overemphasized. Staff are aware that this is where scientific laws, theories and narratives are executed and students develop research skills.

As American philosopher of science Thomas S. Kuhn said, Science Education ought to be conducted in tandem with research tradition; laws, theory application, and instrumentation. This informs the scientific process, providing real engagement with content and consequently opening the thought process. Based on this, the University has employed qualified personnel in the laboratories and bought adequate facilities for University teaching to produce graduates who discover themselves.

Laboratory experience is continuously becoming central to questions of public concern. Affordable healthcare, manufacturing, environmental conservation, climate issues, terrorism threats, among many others, call for thorough knowledge and competence in all sciences. But scientific theories and principles must be supplemented with actual examples and analogies which spark creativity and imagination, the core ingredients of innovation. All this is practical in the chemistry laboratories because Kibabii University is also a technical and vocational education and training (TVET)

Our TVET center is a good option for students. We equally ensure that it is supported adequately by being well-manned and facilitated for our graduates to emerge the best. The university has allocated more practical teaching hours in the laboratory and industrial visits to achieve the government's 'Big Four Agenda'.

The Faculty of Science view research as an integral part of each undergraduate student's academic preparation. Consequently, the faculty has continued to provide many on-campus research opportunities for students. It also assists students in obtaining internships throughout the country. The Faculty's maintain active scholarly programs that are supported by internal and external funding. It welcomes student participation in their research laboratories. These research experiences complement the content of the University's robust graduate and undergraduate academic programs.



## SCHOOL OF NURSING

**Dr. Jane W. Kabo**  
**Founding Dean, School of**  
**Nursing**



Kibabii University School of Nursing, established in 2020, derives its focus from the University's vision of achieving excellence in generation, transmission and enhancement of new knowledge in Science, Technology and Innovation through quality teaching, research, training, scholarship, consultancy and outreach programmes.

The School of Nursing has therefore crystalized this endeavor into three focus areas of; Education to be the best in academic practices and an innovator in preparing students for practice within complex and changing systems to improve the health of the populations served; Research and Innovation to offer distinction in research and scholarship, and; Service to partner with communities and health entities in Western Kenya in meeting health priorities and improving care outcomes by enhancing student's educational opportunities.

This School was envisaged in Kibabii University's strategic plan as part of its institutional realignment towards achievement of national and international social and development agenda. In that respect, the School endeavors to be relevant in terms of incorporating innovative teaching and learning methodology, student centered approach in learning and co-creation of instruction environment that will nurture the virtues of self-reliance, teamwork, innovation, leadership, critical thinking and knowledge development and evidence based practice.

This school is where-to-be in terms of health related academic freedom and excellence, research and innovation and community service and linkage. The School of Nursing has great collaborative initiatives in research and service provision through its novel program dubbed Community and Institution Based Education and Extension Services (CIBEES) where ground breaking ideas are actualized in empowering both the learner and the health care system in dealing with day-to-day health challenges of individuals and groups right from the community to the mainstream health care system.

The school endeavors to produce professionals who are relevant to the job market with clear occupational standards and exit pathways to employment, higher education, entrepreneurship and other meaningful destinations.

Welcome on board, in whatever capacity, and experience ground breaking innovations and world class education in nursing and other health disciplines.



Launch of the School of Nursing on Friday  
 15<sup>th</sup> October, 2021.





## SCHOOL OF BUSINESS AND ECONOMICS (SOBE)



**Dr. Kadian W. Wanyama**  
Dean, SOBE

It gives me great honor to laud Kibabii University (KIBU) as it celebrates 10 years of service since inception in 2011 when it was established through Kenya Gazette Legal Notice Number 115 of August, 2011. The School of Business and Economics takes great pleasure in congratulating the University Chancellor, Council, staff, students, alumni and its stakeholders on this auspicious 10th anniversary celebration. KIBU is a highly recognized hub of nurturing professionals through teaching, research and community engagement in tandem with its Vision and Mission.

The University also provides postgraduate learning opportunities to students who would like to pursue professional advancement in diverse fields. These postgraduate academic programmes have earned the University international recognition through attraction and admission of international students, winning of research funds and collaborations through research. Kibabii University's persistent efforts to create a stimulating educational environment for its students and staff have paid off handsomely. Today, its graduates and staff can be found in very influential positions in every sector of the Republic of Kenya and globally.

The School of Business and Economics (SOBE) has the Department of Business Administration and Management, led by Dr. Sylvia Chebet Sirai and Department of Economics, Finance and Accounting spearheaded by Dr. Fred Atandi Gichana. The School has achieved numerous milestones. On the 4th of August 2016, the SOBE became a member of the UCTAD Virtual Institute, and on the 21st of April 2016, it became a KASNEB Examinations Center. It also competitively won the Centre for Trade, Industry and Entrepreneurship in the Western Economic Bloc in 2018 which established in 2014 to drive development in the Lake region. The School started with 133 students in 2014 and now has over 1,750 students, 14 full-time tutors, three (3) administrative employees, and more than 40 part-time teaching staff. Our faculty members are well-known in their fields and are known for their teaching abilities and dedication to the students.

In addition to local students, international students have been drawn and admitted to the Master of Business Administration, Master of Business Administration with Information Technology, and Master of Science in Human Resource Management programs.

Since 2015 to date, the School has successfully churned out the following graduates: 65 masters, 1,312 Undergraduates Degrees, 513 Diplomas and 166 Certificates.

Following a site visit by the Commission for University Education in April, 2022, the School plans to launch a Doctor of Philosophy in Business Administration and a Master of Science in Logistics and Supply Chain Management in May, 2022. The School engages in comparative research activities for the enhancement of inclusive growth to support the needs of individuals experiencing barriers to economic participation in enterprise development, trade, investment entrepreneurship and innovation; plans, implements and evaluates practice-based enquiry, with a view to improving and developing policies that facilitate inclusive growth, disseminate research findings and provide feedback for further research and development.

To the Class of 2021, I extend my heartfelt congratulations in all of your endeavors! I wish you boundless breakthroughs and happiness. I am extremely proud of you since I know how industrious you have worked at KIBU. Your achievements are even more astounding given that they were accomplished during a global Pandemic, Covid-19! I know you will make knowledgeable, empathic, and trustworthy human resources and I want to work with you again when you continue with your further studies! We wish you the best of luck. Shalom.



## SCHOOL OF GRADUATE STUDIES (SGS)



**Dr. Paul Obino**  
Ag. Dean, SGS

On my own behalf and that of the School of Graduate Studies, I take this opportunity to say *Kongole* to Kibabii University on marking ten years existence. Indeed it has been ten years of steady and admirable growth in all facets. To all our 2022 graduands, congratulations on this achievement. I know the KIBU experience has prepared you well as global citizens armed with requisite skills and ready to join the rest in offering solutions to local and global challenges facing humanity.

To the graduands, welcome back to Kibabii University in furtherance of your studies! The School of Graduate studies has continued to grow in all spheres since inception in 2014. This has been possible through multi-pronged strategies adopted by the School to ensure a lasting *KIBU experience* for our graduate students. These include recruitment of more graduate faculty, development of new graduate programmes, staff training and modernization of graduate learning facilities, marketing (through *Global KIBU Platform*) and local and international collaboration. To improve the quality of training and supervision, the University through the School continues recruit more graduate faculty and to hone their skills to adequately deliver quality graduate programmes. In the last three years, four staff have been supported, and successfully completed a six months DAAD sponsored *DIES/CREST Training Course for Supervisors of Doctoral Candidates at African Universities Programme* hosted by Stellenbosch University, South Africa. In addition, the School now boasts of three (3) fully furnished state of the art Teleconferencing facilities to facilitate virtual learning and examination for students. All these are aimed at improving the learning environment for graduate faculty and students.

The School continues to work very well with the Directorate of Research and Innovation to make local and global scholarship opportunities available to our graduate students. At the moment over twenty (20) graduate students are on scholarships, a fact that has considerably enhanced completion rates for students.

All these efforts have seen international student enrolment rates in various graduate programmes increase from six (6) three years ago to nine (9) in the 2021/2022 academic year. Students' completion rates for various programmes has also been on the upward trajectory with the introduction of online learning and examination. For instance all cohort one international masters students are graduating today after exactly two years. Indeed the KIBU Graduate School diversity and experience is becoming the talk of the region.

I wish to thank the University Management for its endless support to the transformation agenda of the University and indeed the Graduate School.





## OPEN, DISTANCE AND E-LEARNING (ODeL)



**Dr. Alice Nambiro**  
In-Charge, ODeL

The establishment of the Directorate of Open Distance and electronic Learning (ODeL) in Kibabii University brought about implementation of the blended mode of teaching and learning which eventually led to flexibility in learning and academic freedom. Learners are able to interact with lecturers in virtual environments either synchronously via video conferencing facilities or asynchronously via the Learning Management System. This makes education relevant in learners' digital lives while preparing them for the future since they are inspired to become collaborators, critical thinkers and problem solvers.

Over the past five years, blended learning has been fully activated in Kibabii University. This has facilitated and increased academic awareness of blended learning and its involvement. The utilization of guidance for students to be motivated in virtual learning depends on practical orientation on cognitive, emotional and behavioral engagement. ODeL Directorate has worked on the transition of this new environment of education where learners need special social care to improve their concentration and motivation to online learning during Covid 19 pandemic and beyond. The transition from face to face to blended learning was the only option during the pandemic.

As Kibabii University celebrates ten (10) years of existence, challenges to access online learning are minimal because both learners and lecturers have experienced an excellent opportunity of knowing and interacting with educational technology tools such as mobile-based learning, computer-based learning and web-based learning. Our graduands are therefore entirely different from their predecessors because they are native speakers of the technological language. Their interaction with the virtual and digital world for various learning purposes has enabled them to be active recipients of e-Learning.

The signing of an agreement with Commonwealth of Learning saw Kibabii University receive support to equip lecturers with high level skills and knowledge towards blended learning. Kibabii University was privileged to be among the three Universities in Kenya to be supported by Commonwealth of Learning. This was attributed to excellent management styles of our managers.

I take this opportunity to congratulate the graduands of all faculties and schools during the 6<sup>th</sup> graduation ceremony. I also wish to congratulate Kibabii University as we celebrate the 10<sup>th</sup> Anniversary.

# DIRECTORATE OF RESEARCH AND INNOVATION



**Dr. Abuya Joshua Olang'o,  
Director, Research and Innovation**

It is a great privilege and honor to welcome you all to Kibabii University's 6<sup>th</sup> Graduation Ceremony which coincides with our 10<sup>th</sup> Anniversary. Let me congratulate today's graduands for your marvelous and deserving success. We appreciate with no doubt that it has taken great vision and dedication to pursue a successful end-goal towards the attainment of your success today. We are therefore gathered here in this joyous occasion to celebrate your hard work, dedication and commitment that has culminated in today's celebration despite the unprecedented effects of Covid-19 pandemic that you faced during the very last sessions of your education path and subsequently pushed you into among other things, e-learning and a series of life-time adjustments.

Despite the Covid-19 pandemic interruption, we appreciate the critical role of technology through research and innovation in all spheres of our lives that has enabled us to reach this far. We must therefore keep abreast with the latest technologies and innovation for respective enterprise developments in all our areas of specialization. Kibabii University staff have won a number of research grants directed towards generating new ideas in solving societal challenges. Some of our students excelled on innovation competition (V4C) and their innovative products are due for Intellectual Property Protection.

On behalf of the Directorate of Research and Innovation at Kibabii University, I urge you to continue succinctly exploiting the tenets of positive disruptive technologies harnessed through research and innovation for the sustainability of the industries out there and be keepers of our environment. I am confident that our graduands have been fully prepared for the life ahead. I do not doubt that the kind of training that you have received at Kibabii University will fit you into the practical side of life and enable you to employ your knowledge for the good of the nation and humanity in general. Once more, congratulations to all of you, your families, guardians and faculty who contributed to your success.

In Research and Innovation, we endeavor to achieve our goal through promotion of the University mandate as a primary source of research, innovation and enterprise development through strategic collaborative research. Upon being chartered in 2015, the University embarked on a transformative journey to establish itself as a Centre of Excellence in Teaching, Training, Research and Innovation and to see it play in the league of Premier Universities locally, regionally and indeed globally. Kibabii University received a 'Clean Bill of Health' in Research Infrastructure. Kibabii University was identified by the Ministry of Education through a collaboration between the Directorate of Research, Science and Technology (DRST) and the National Research Fund (NRF) in the State Department of University Education and Research to participate in the National Research Infrastructure (NRI) assessment. The purpose of the exercise was to assess status of Research Infrastructure in Kenya for evidence-based decision making and policy formulation. The assessment team led by Dr. Sawanga N. Ndakala from DRST visited the University on Friday 28<sup>th</sup> February 2020. The University was applauded for having invested heavily in ICT infrastructure that is now attracting students from the region, and for subscribing to critical teaching and research data bases for staff and students.

The University now boasts of eleven (11) on-going donor funded research and innovation projects. In addition, the University hosts four (4) regional (Inter-University Council of East Africa) Masters Scholarship Programmes in the School of Business and Economics as well as School of Computing and Informatics won through competitive calls. The University also won two (2) Centers of Excellence (ICT and Engineering, and Trade and Industrialization) for the Lake Region Economic Bloc (L-REB).

Recently, the University won a Twenty-One Million Kenya Shillings IDCR-CRDI Project on - *"Strengthening In -Service Teacher Mentorship and Support through School Based In-service Teacher Training in Tanzania, Kenya and Zambia (SITT Model) Project"* led by Prof. Maiyo Kiprop Julius, Dean School of Education; a Five Hundred and Sixty Five Thousand Shillings SUN24 Mini-Grant on - *"Assessment of Small-Scale Biochar Field Trials for Soil Amendments and its observed Influence on Maize Production in Different Soil Types of Bungoma County, Kenya"* led by Dr. John Makhoha, a Senior Lecturer in the Department of Science, Technology and Engineering ; and a Sixty-Nine Million Kenya Shillings NRF Research Grant on - *"Upscaling Bio-Vector Technology as a Novel Tool for Transforming Science into Economic Gain"* led by Prof. Mary Gikungu from our Partner - National Museum of Kenya/Dr. Paul Obino, a Senior Lecturer and Director of Partnerships and Linkages, Kibabii University.

In our continued effort to provide fora for academicians, researchers, students and other stakeholders to disseminate knowledge and innovations, the University continuously organizes International Research Conferences with the 5<sup>th</sup> having been held in June 2021 whose theme was: *"Mitigating the Post COVID-19 Impact on the Realization of the Sustainable Development Goals"*.

The University participated in a collaborative project with Moi University, University of Eldoret and Making More Health (MMH) in partnership with Boehringer Ingelheim from Germany in the Venture for Change (V4C) Project 2021 competition. The project theme was, *"Fostering Social Entrepreneurial Solutions for Food Safety and Food Security Challenges in Low-Income Communities."* Kibabii University students presented four (4) innovations in the competition and one (1) innovation titled- *"Ugali Dawa"* was awarded EU 1000 for Company Start-Up and Commercialization of 'Ugali Dawa' products. The next sets of innovations are being prepared for the forthcoming 2022 Venture-For-Change (V4C) Innovation Competition Project scheduled to start in April, 2022 whose theme is coined on *"Waste Management."*

## DIRECTORATE OF ICT



**Dr. Anselemo Peters Ikoha**  
ICT Director

### ICT, THE ENABLER OF KIBU'S 10 YEARS OF TRANSFORMATION

The Directorate of ICT continues to soar high as it deliverables on its mandate. From conceptualization, to development of functional systems, to linking actors, the Directorate remains to be a basic entity of the Kibabii University's history. The success of important university events such as the 5<sup>th</sup> graduation ceremony that was conducted virtually is just but one of the landmark indicators that COVID-19 made us realise the other side of what we can achieve through technology. As we grow in years, our history as a university keeps advancing through our achievements as well.

Walking through the Kibabii University's gate gives you a sense of appreciation of what a technology, with proficient systems and right people in the right roles could bring about. The hypothetical global village is simply a reality and ripe at Kibabii University. Today, at the click of a button, teaching and learning is made easy, resources are made available. Intercommunication is no longer depended on hard paper, a move that has seen the university not only saving on costs, but also one that is contributing to the environmental conservation call.

All these would not have been possible were it not for the goodwill and support so far received from the university management, appropriate policies, and teamwork from the staffers in the university. The collaborative efforts has seen the university reap in big from the multi-billion ICT centred projects, several research and development grants from national, regional and even international development partners such as the European Union. All which are geared towards improving the users' experience better across sections in the university.

To this effect, Kibabii University takes pride in the recently unveiled Research & Innovations Hub that hosts the region's only Data Centre. As Kenya continues to embrace the 4<sup>th</sup> Industrial Revolution, data becomes the backbone of every engagement and business dealings. Hence, taking care of individual and organizational data becomes a critical if not a mandatory concern of any organization, in this case Kibabii University. As we celebrate one decade of transformation, KibU's vision is way beyond what we have been able to achieve and rather focused on what the next ten years and beyond will look like. With the dynamic technology driven society, the big question for us as a spinal shaft of the university is, how shall we be able to solve challenges of our clientele (students, staff, departments of the university etc)?

It is from such tough questions that the dedicated team in the Directorate of ICT gets its impetus to keep churning out Project Proposals, engaging in collaborations and other scholarly works that add value to knowledge. With these resourceful endowment, part of our transformation agenda as a directorate is to move with ICT technological trends, if not being ahead of users' imaginations. In this spirit therefore, the Directorate is working towards realizing virtual reality. As an institution whose flagship projects are in ICT, the directorate is putting things in place to enhance virtualization in service delivery. This shall be embedded in our culture and of course for Kibabii's new normal going forward.



## DIRECTORATE OF PLANNING AND ORGANIZATION PERFORMANCE



**Prof. Samwel Mbuguah**  
**Director, Directorate of Planning and Organization Performance**

The Directorate was established in March 2021 with appointment by the University Management of Prof. Samwel Mbuguah as the First Director. This was done after splitting the directorate of Performance Contracting and Quality Assurance (PC&QA) into Directorate of Quality assurance (QA) and Planning and organization performance that retained the PC aspect and expanded role to planning.

The Directorate of (PC& QA) was established in April 2014 with the appointment by the University management of Dr. Julius K. Maiyo, now a Professor as the first director. The directorate was administered through three major Sections; Quality Assurance, ISO Quality Management System and Performance Contracting.

Performance Contracting, which is a product that supports strategies used to achieve measurable performance outcomes for an organization and its subsystem. It is a mechanism under Public Sector Reforms that aims at improving performance of the Public Sector through; setting clear objectives, targets, and specifying agent performance in terms of results. Performance contract is an agreement entered into between the government of the republic of Kenya through the Ministry of Education, Science and Technology and the Management of Kibabii University.

The Directorate is charged with the responsibility of overseeing the commitment of the University Management in setting compressive performance targets and ensuring their achievement, cascading the contract to all departments, sections, units, levels and cadres of employees for the purpose of integration. The Directorate is also responsible in assessing and submitting quarterly and annual reports to designated agencies for the purposes of monitoring progress of performance and evaluation of performance.

The Directorate is also charged is involved in the planning of growth of the University and associated activities. This is done through the development, review. Implementation, monitoring and evaluation of the University Master Plan, Strategic Plan and Annual work plan. The Master Plan is long term plan, normally 50 years on how the university is envisioned to be in 50 years' time. From this Master Plan, a five year medium term plans referred to as the Strategic plans are developed. The strategic plan is based on six strategic directions, namely: Promote and Maintain Excellence in Teaching and Learning; Advancement in Research, Innovation Partnerships and Linkages; Enhance Administrative, Financial and Human Resource Management Systems; Invest in Marketing and Public Relations; Expand, Maintain and Improve Physical Facilities and Infrastructure, and; Provide Quality Health Care Services

From the Strategic plan, annual work plans are developed for the University Divisions, Schools/Faculty, Department, Sections and Committees. To ensure effective management of activities and resources available, a University Almanac was also developed.

As Kibabii University celebrates its 10 years in existence, we are proud that as a Directorate, we have: a Master plan that is under review; A strategic plan is in place implemented monitored and evaluated; Annual work plans that are developed and implemented; and Almanacs that have guided the activities of the University. Since inception, we have always developed the PCs, negotiated, vetted, reviewed, contracted, cascaded the PCs as required, implemented the PCs and evaluated them annually. The PC evaluation reports have shown a steady improvement over years.

The Directorate takes this opportunity to congratulate this year's graduating class for their determination, self-discipline, focus that has enable them achieve their objective. We wish them all best as they move into world to practice what they have learnt and offer innovative solutions to problems facing humanity, locally, nationally, regionally and globally.

## DIRECTORATE OF TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)



**Mr. Humphrey Juma Kilwake**  
Director, TVET

The Directorate of TVET at Kibabii University is charged with the responsibility of coordinating skills training in preparation of youth for work (both formal employment and self-employment). This takes the form of learning and developing work related skills and mastery of underlying knowledge and scientific principles. A related role is to support continuing professional development given the rapid technological changes which demand that workers continuously update their knowledge and skills. In contrast with the industrial paradigm of the old economy, today's global economy lays the onus on the worker to continually reinvent himself or herself because the knowledge dependent global economy is characterized by rapid changes in technology and related modes of work. Often, workers find themselves declared redundant and out of work. The directorate has acquired 51 relevant curricula and occupational standards from TVET- CDACC as follows: School of Business and Economics – 21 programs, School of Computing and Informatics – 14 programs, Faculty of Science – 12 programs and Faculty of Education and Social Science – 4 programs.

We are looking forward to admitting more students to these programmes in May and September 2022.

### TVET PROGRAMMES MAY & SEPTEMBER 2022 INTAKE

Kibabii University wishes to invite applications for ongoing admissions to the following TVET approved Competency Based Diploma Programmes on a Blended mode of study in the following disciplines:

- |   |  |
|---|--|
| 1. Diploma in Computer Programming              | 13. Diploma in Business Management       |
| 2. Diploma in Computer Science                  | 14. Diploma in Banking and Finance       |
| 3. Diploma in Cyber Security                    | 15. Diploma in Credit Manager            |
| 4. Diploma in Data Management and Analysis      | 16. Diploma in Forex and Securities      |
| 5. Diploma in Electronics                       | 17. Diploma in Accountancy               |
| 6. Diploma in Fingerprints and Biometrics       | 18. Diploma in Cooperative Management    |
| 7. Diploma in ICT Technician                    | 19. Diploma in Human Resource Management |
| 8. Diploma in Library and Information Science   | 20. Diploma in Marketing                 |
| 9. Diploma in Network and System Administration | 21. Diploma in Project Management        |
| 10. Diploma in Applied Biology                  | 22. Diploma in Supply Chain Management   |
| 11. Diploma in Environmental Management         | 23. Certificate in Marketing             |
| 12. Diploma in Aquaculture                      |  |



## DIRECTORATE OF PARTNERSHIPS AND LINKAGES



**Dr. Paul Obino**  
**Director, Partnerships and Linkages (DPL)**

On behalf of the Directorate, I wish to cheer KIBU@10. To all our graduands of 2021, Hongera for achieving this critical milestone in your lives. May our Lord God light your paths as you venture out into the world of endless possibilities.

The precursor unit of Linkages and International Affairs (LIA) was started in 2019 and upgraded to the Directorate of Partnerships and Linkages (DPL) in 2021, with the expanded responsibility of overseeing matters of partnerships, collaborations, linkages and community outreach with the sole purpose of improving the University's image both locally and globally. The Directorate, therefore plays an important role in ensuring that University's mission of providing staff and students with the knowledge and cultural awareness to be responsible and successful citizens in today's globally integrated world is realized. DPL is dedicated to serving as the link between the academia and the non-academic community by developing services and delivering programs to facilitate students' and staff engagement for their personal growth and for the good of the society at large.

Directorate of Partnerships and Linkages with its Mission, "taking KIBU to the world" strives to make KIBU a truly global University. The University views internationalization as a way of enhancing global citizenship and mutual understanding through social and cultural integration. We believe that it is through internationalization that issues such as international awareness and deeper engagement with global problems such as those outlined in the United Nations' Sustainable Development Goals (SDGs) can be addressed.

The University, through DPL, initiates and sustains collaborations with partners across the world to produce ground-breaking research, deliver innovative teaching, and to create opportunities for students and staff to gain international experience. Currently, the University has academic and industrial collaborations with several institutions worldwide. Notable partners are from USA, Malaysia, Belgium, South Africa and India among others.

The establishment of "Global KIBU" website has been very instrumental in marketing the University globally, and the fruits are beginning to bear. For instance in the last three years, the University has consistently received Graduate Students for various programmes from the region courtesy of the partnership with the Inter-University Council of East Africa (IUCEA) Scholarship. The University believes that bringing together students from multiple cultures into one lecture hall can make for a very lively and productive learning experience; one that reflects the world students will graduate into. Indeed, we have become a truly diverse and global place which attracts the brightest and best international students and staff. We celebrate the first cohort of six (6) international students in the IUCEA scholarship programme who are all graduating today. We shall continue to explore more opportunities for staff and student mobility.

In addition, internationalization is a key driver of not just academic expansion but also quality research. The University through DPL continues to facilitate staff and students to participate in collaborative research to generate new knowledge and innovations for the good of humanity. At the moment, the University is actively involved in implementing over ten (10) donor funded research and innovation projects.

I wish to sincerely appreciate the University Management for making internationalization a priority and supporting its agenda and programmes. *Kudos* to the staff of the Directorate; Dr. Patrick Owoche (Co-ordinator, LIA) and Magdalene Karimi (Office Administrator) for their selfless service to the Directorate.

## FINANCE DEPARTMENT

**Dr. Benjamin Oduori**  
Finance Officer



It is a joy to be associated with Kibabii University's 10<sup>th</sup> Anniversary celebration. I wish to appreciate the opportunity accorded to us by the institution to serve humanity in Kenya and beyond. The Finance Unit staff will forever remain grateful for the support accorded to the Finance Department by both the University Council, University Management Board and University Senate among other governance organs of the University by putting in place strategies and policies that enhanced the performance of the unit. I appreciate the Finance Unit staff and the entire University community for their overwhelming agility, resilience, hard work and dedication to offer services to our clients throughout the 10 year period. The Finance staff will forever strive to ensure that their contributions to this great institution remain noticeable now and in the future.

During the 10 year period, the Finance Department has been able to institute internal control systems through development of quality control procedures and finance policy and procedure manuals. The Finance Unit has been able to adopt Enterprise Resource Planning in its operations. This has enhanced service provision to clients (students) and other stakeholders of the University. The department also implemented integration of its systems with the banks systems to enhance service delivery to stakeholders. This has enabled students to access real time financial services.

The operations of the Department are in total compliance with laws, policies, regulation and relevant circulars issued by Government organs from time to time. The Finance Department has been able to ensure services are offered within the University's means. This has enable the University to remain financially sound over the years. Currently, the University is up to date in terms of statutory remittances to Government Agencies.

The University has been able to timely pay its contractors as and when funds are disbursed from the Government of Kenya. This has promoted the image of the University and enabled it maintain a conducive working relationship over the years. This have seen the Institution complete its development projects with the targeted time frame.

Kibabii University has been able to attain unqualified opinion overs the years due to the department's ability to enforce financial reporting standards, public finance management act provisions, University Policies and other relevant legislations.

The Finance Department over the years has enjoyed a good working relationship with stakeholders. This includes financial institutions, students, suppliers of goods and services among other relevant stakeholders.

I wish to also heartily congratulate the graduands of the 6<sup>th</sup> graduation ceremony for their hard work and persistence in pursuing their studies at Kibabii University. The graduands support to the institution in terms of prompt fees payment to enable the University offer optimal services is highly appreciated with gratitude and wish you all the best as you pursue future endeavors.



## LIBRARY SERVICES & DOCUMENTATION CENTRE

**Ndukuh Charles**  
Deputy University Librarian



The University Library has a collection of both print and electronic books and journals. We pride in offering our services right on you mobile phone through My Library on Finger Tips (MyLOFT). This enables all our users to access our massive subscribed electronic resources remotely and therefore enabling library access without having to walk to the physical library.

In an effort to touch the community positively, the Vice Chancellor through the University Library donated 14,000 volumes of books to schools & community libraries in Bungoma County in collaboration with Rongo University and African Library Project which seeks to establish small self-sustaining libraries in their respective areas of operation. 14 librarians from the community were trained on management of libraries. This enriches the community and society at large. You may plug in to the library on <https://library.kibu.ac.ke/>





# KIBABII UNIVERSITY'S INFRASTRUCTURAL GROWTH

Eng. Julius Maloba  
Estate Officer

Kibabii University has witnessed tremendous strides when it comes to infrastructural development since the first group of students reported to the institution in 2012. The then Kibabii University College took over facilities from Kibabii Diploma Teachers' Training College.

The following were the facilities handed over at inception: One Administration block (four-storeyed); One Library block housing with a seating capacity of 2000 (three-storeyed); Two Male students' hostel housing 386 male students per hostel (four-storeyed building with 112 rooms); Two Female students' hostel housing 386 female students per hostel (four-storeyed building with 112 rooms); One Multipurpose Hall (one-storeyed building housing the dining hall and kitchen); One Academic block building (incomplete four-storeyed building at ground floor level); Eight Junior staff houses (2 bedroomed apartment units); Twelve Middle Level staff house (3-bedroomed maisonettes); Seven Senior level staff house (5-bedroomed maisonette); One Principal house (6-bedroomed maisonette); One Support Service Block (one storey building housing departmental offices, generator and main power switch gear); One Main gate house (one storey building housing security offices and main gate); One Health Unit Block (one storey incomplete building to house health clinic), and; One Academic Block A (incomplete three-storeyed lecture building)

These facilities meant that students had limited space both for learning and accommodation yet it was experiencing a gradual growth both in terms of student population, staff and programmes.

Kibabii University with the help of the Government through the able leadership of His Excellency the President Uhuru Kenyatta, the Chancellor of the University; has been able to deliver several infrastructural projects that have supported the core mandate of the University which is learning, teaching and research. Among the infrastructure developed since inception of the University include: Kitchen equipment (cooking and food stuff storage equipment); Library furniture (seats, tables and shelves); 1,800metres of University roads and parking (all weather roads and parking spaces); Academia Block (three-storeyed building) with 52 Lecture halls, 22 Laboratories and 30 staff offices; Oxidation ponds for foul water treatment- to serve a University population of 10,000; Women students' hostel (four-storeyed building) with a capacity of 412; Science laboratory equipment to all the 22 science and ICT laboratories; National Research Fund information technology equipment, and; The Kibabii University sports complex (football pitch, athletic track, rugby pitch and hockey pitch)

The ongoing projects under construction include the students' indoor games arena and commercial building center which the University is also targeting to commission by the end of the month of April 2022, which is currently at 90% completion. Slight completion delay was occasioned by funding delays from the parent Ministry.

The modern infrastructures, coupled with proactive maintenance services from the Estates Department has witnessed a tremendous reduction in requisitions for repairs. Other maintenance services that have ensured a conducive learning, living and working environment includes: Fabricating and installing students' study/discussion chairs and tables in the University to enhance students' group discussions in enabling environments; Installation of additional hands-free hand washing stations to combat the spread of Covid-19; Enhanced use of recycled water in the University as an alternative water source, reducing average water bills and enhancing steady availability of water in the University, and; Fencing and construction of the main access gate of Kibabii University Sirisia farm.

The University is looking forward to develop other grand projects with the top on the list being the nursing school to enable training of health professionals to support the universal healthcare agenda of the government.

The success of these projects in the University is attributed to the able guidance, planning and support of the University Management and University Council, coupled with the value engineered sustainable designs with a keen eye on the life cycle costs.



## HEALTH SERVICES DEPARTMENT



**Dr. Susane Masakhwe Nabulindo**  
Deputy Chief Medical Officer

### A JOURNEY FROM A CARTON BOX TO LEVEL 3B HEALTH FACILITY

It is with great nostalgia to recall that on **1<sup>st</sup> March 2012**, the Department of Health Services was born out of a carton box, a budget of Kshs.20,000, one member of staff, and an empty tiny room at the current administration block.

In the carton box were essential drugs, medical equipment and supplies procured from the twenty thousand shillings' budget to take care of three hundred students and twenty-two members of staff and their dependents. Two members of staff (a Clinical Officer and a nurse) were seconded from Masinde Muliro University of Science and Technology (MMUST) to start off a section of Health Services at the then, Kibabii University College, a constituent college of MMUST. The nurse declined to report, due to underlying health issues. Efforts to get a replacement failed, therefore, the Clinical officer started the Department with support from University Administration and related departments.

#### **Pulling Resources together – a Success Story of Health Services Department**

Sound interdepartmental and personal sacrifices and relationships ensured that the Department got the highly needed support within and outside the University. Networking with private health services providers and guided by the Ministry of Health policies and guidelines ensured our clients got services required at a high standard.

The janitors, driver and security personnel provided the highly needed support to the Clinical Officer to ensure that our students and staff were taken care of day and night. This made it possible for all medical emergency cases to be handled and referred appropriately and on time despite the obvious shortage of health professionals. Finance department provided some financial resources that were utilized to hire private taxis to offer ambulance services. Personal sacrifice from the staff members was commendable where staff members residing within the Kibabii University offered their vehicles to transport students who had medical emergencies to main hospitals. This gesture of generosity continued for a period of more than six months until the University was able to hire two nurses on twenty-four-hour locum basis to ensure quality of services were not compromised.

Currently, the Department boasts of a twenty-seven-member staff establishment with key sections including clinical services, nursing, laboratory, medical records, public health, ambulance services and pharmacy, making it a Level 3B health facility. Recently, the University added a Deputy Chief Medical Officer with the objective of upgrading the facility to Level 4 hospital.

The Health Department has led the University in participating successfully in numerous local and national health matters. The University community embraced the fight against COVID-19 spearheaded by the Health Department. Due to the good working relationship established over the years, all members of the University community were responsive and supported the department in the implementation of the Ministry of Health COVID-19 prevention protocol. COVID-19 vaccination has been a success with 97% of staff members being vaccinated to date. The Department is now on a campaign to encourage vaccination among students with the first vaccination outreach already carried out within the University. The Health Department will continue to offer a link between the University, the Ministry of Health, and the world at large on matters health to ensure that the Kibabii University community benefits from Universal Health Coverage going forward.

During the 10<sup>th</sup> anniversary celebration of our University, the Department joins the other departmental stakeholders to appreciate our Vice Chancellor, Prof. Isaac Ipara Odeo for his continued focused leadership and advice that has enabled Kibabii University and the Department of Health Services to grow. We have learnt key lessons from his leadership, patience and sacrifice. We also congratulate and thank the pioneer staff members of the Health Services department led by Mr Johnstone Eshirera for providing unwavering services within a resource constrained setup. May God bless you.

The 2021 grandaunts are special to our hearts as their graduation coincides with the 10<sup>th</sup> anniversary celebrations. I wish them a bright and successful future and may they impact the society positively wherever they will be.

## OFFICE OF CAREER SERVICES



**Dr. Robert Wafula,  
Coordinator, Academic Advisory & Career Mentorship**

As we mark a milestone in the existence of Kibabii University, the Directorate of Career Services has existed for five years after formation as a coordinating unit for career mentorship and placement services. A lot has been achieved in not only training but molding competent, creative and confident leaders impacting different parts of the globe through diverse disciplines.

The OCS has steered the mentorship boat well. We managed to mentor four out of the fifty top national schools drawn from different counties. These include, Top schools like Kapsabet Boys School in Nandi, St. Brigids Girls National School in Trans Nzoia County, Friends School Kamusinga in Bungoma and Kabianga School in the Kericho County.

We host over 200 schools from Busia, Bungoma, Siaya, Kakamega, Vihiga and West Pokot for mentorship. We mentored over 3000 students and about 400 teachers on academic advisory and career mentorship roles. This connects us with the clientele and stumps our authority and image as a national and universal institution beyond the local environment.

The Directorate has spearhead the formation and establishment of a Kshs. 10 Million endowment fund to aid needy students pursue to completion their dreams. This fund is set for official launch on 25<sup>th</sup> March, 2022 by the Chancellor during the 6<sup>th</sup> graduation ceremony that also marks a decade since Kibabii University was established. The Directorate attracted about Kshs. 400,000 through encouraging visiting schools to take meals in the university and payment of Kshs. 2000 facilitation fees per visiting school. This will improve our conference facilities and boost income generation.

OCS prepared and distributed success cards to secondary and selected primary schools as a means of creating rapport and marketing the institution. This is aimed at creating a lasting relationship with future clients, boost our image and show community support.

The OCS facilitated the alumni community to draw a plan of a future investment project to generate resources and support the needy students and university activities. Many graduates of Kibabii University from School of Education were absorbed by TSC or school boards where principals have given great commendation for being hardworking.

Finally, I wish to take this singular opportunity to congratulate the 6<sup>th</sup> congregation during this auspicious occasion of their graduation ceremony. May the Lord open great doors before you and make you outstanding in all your career pursuits.



## DIRECTORATE OF QUALITY ASSURANCE



**Dr. Munir Muganda**  
**Director, Quality Assurance**

The Directorate of Quality Assurance was established in April 2014. The Directorate is administered through two major sections; Quality Assurance and ISO Quality Management System.

Quality Assurance in higher education ensures that a system is 'fit for purpose' and it entails the systematic review of processes and programs of an educational institution to determine conformance with acceptable standards in teaching, education, scholarship, and infrastructure. Higher education has been recognized in Kenya as a driving force in the realization of its Vision 2030. The national development agenda hinges on quality higher education in cultivating competitive human capital and in building a knowledge-based society.

To ensure the quality and relevance of education, the University Management has renewed its commitment to consistently strengthen the quality of the higher education system at Kibabii University, in line with international standards by instilling a culture of quality managed through quality assurance frameworks that are also able to effectively measure performance. The Directorate supports the University Management in its endeavors in building institutional and human capacity in quality assurance that meets international standards and fostering a quality culture at Kibabii University.

To assure quality and promote international competitiveness on quality assurance, the University undertakes the following activities; introduction of quality assurance forums for class representatives, academic and administrative staff; plagiarism check for all theses; audit of marks for graduating students; survey on the admission process, online course evaluation; development and accreditation of market-driven curricula and review of quality assurance tools.

This far, the Directorate has: successfully underwent Institutional Quality Audit by CUE; facilitated approval and accreditation of academic programmes; conducted quality assurance training for staff and students; ensured course evaluation by students; established class representative forum; conducted raining of class representatives on leadership skills, ensured auditing of marks for the graduation class; conducted new staff orientation on quality assurance matters, and; facilitated approval and accreditation of academic programmes

Kibabii University has standardized its operation based on ISO 9001:2015 to enhance efficiency, effectiveness, and customer satisfaction in all its operations. The University attained the ISO 9001:2015 Certification after successfully achieving the ISO 9001:2008 certification in the year 2016. The University achieved this seal of quality from SGS Kenya and the UKAS Management System of the United Kingdom the leading international providers of QMS. This was a culmination of a concerted effort by the entire staff of the University stakeholders. The University successfully transitioned to the new standard in 2017. Further, the University underwent a re-certification audit in August 2020 by SGS Kenya the certification body where the University was recommended for re-certification.

ISO certification has enhanced the international recognition of the University improving the Webometric ranking. A culture of evidence-based decision-making, teamwork, and transformative leadership has been inculcated in both staff and students. This has resulted in increased efficiency in service delivery and continual improvement in all processes. Some of the achievements and innovations in strengthening the University's quality management system include; internal audits, external audits, sensitization and training on ISO standards, training of lead auditors, and management reviews.

The Directorate reaffirms its commitment to enhancing and maintaining quality standards at the University and congratulates the 2021 graduates.

## THE INSTITUTE OF GENDER AND DEVELOPMENT STUDIES (IGDS)



**Dr. Rispah Wepukhulu**  
Director, IGDS

The Institute of Gender and Development Studies (IGDS) of Kibabii University was established in 2017. The mission of the Institute is to advocate, promote, protect and evaluate gender equality through research, public education, policy development, collaboration and linkages at local, national, regional and international levels. The Institute, through the support of University Management, has trained and sensitized management, staff, students and other stakeholders on Gender Mainstreaming issues within and beyond the University.

The Institute in collaboration with the County Government of Bungoma celebrated the Twenty Five (25) days of Activism on 25<sup>th</sup> November 2021 at Mabanga Agricultural Centre. The Institute also successfully held and celebrated International Women’s day on 8<sup>th</sup> March, 2022 at the University. The Institute is keen on ensuring Gender Mainstreaming in all University policies and programmes

Graduation day is finally here and all your hard work has paid off we are proud of you and wish you success and may happiness and sunshine fill your days. You have worked hard and deserve much praise.

Congratulations.

### Images from the Twenty Five (25) days of Activism Celebrations on 25<sup>th</sup> November, 2021





## KIBU @ 10: REFLECTIONS ON STUDENT LEADERSHIP



**Tyson Muranda**  
(Current SOKU President)

I am happy to be the current Chairperson of this institution of higher learning as we celebrate 10 years of service.

We must continue sailing together in the Ship of transformation, giving more priority to the things that matter the most. The chorus to be sang in the comrades parade should always be, "learn comrade learn, so that we can earn comrade earn." This is only achievable in a peaceful environment exuding the virtues of love, peace and unity. For any forward step to be realized in any sphere of life, peace is key. Peace binds together forces that pull us apart. I'm deeply concerned with the wellbeing of our institution right from our education, basic needs and social life. As an institution we have come a long way but we still have a long way to go.

Kibabii University has been offering quality education and is a leading institution in Science, Technology and Innovation with the best ICT hub. It has always advocated for brotherhood and cooperation among the student body, the staff, the community and other stakeholders. The ultimate goal therefore should be the need to make Kibabii University a better place for everybody as we celebrate this 10 year milestone. The fruits of our education shall be the application of our skills, knowledge and wisdom in serving the nation and the world in its entirety.

May God grant us the strength to live for others and the faith that surpasses all human thoughts to turn imaginations into realities. God bless Kibabii University as it celebrates 10 Years of service and excellence.



**Caleb Musawa**  
(Former SOKU President,  
March 2020 to August 2021)

My sincere thanks goes to the Almighty God for the far we've come as the Kibabii University family over the last 10 years. As the immediate former SOKU president, my life experience in Kibabii University has been nice and enjoyable. To me, Kibabii University is the best university. It is actually a home of the best academic powerhouse and champion in many other fields which extends to games and sports.

Unity and the spirit of comradeship are what have been driving us towards achieving our dreams and goals as a University for the 10 years we have existed. It has been a long journey that sounds like "four days" as once said by our vice Chancellor, Prof. Isaac Ipara Odeo in our early days of joining this university.

I want to take this opportunity to congratulate the class of 2021 for making it this far. Congratulations! Remember, an investment in knowledge always pays the best interest. I wish you well in your endeavors.

## KIBU @ 10: REFLECTIONS ON STUDENT LEADERSHIP



**Collins Simiyu**  
(Former SOKU President,  
March 2019 to March 2020)

### CHEERS CLASS OF 2021!

Undeterred by global pandemic, quandary in the job market and transition to virtual reality, I have no doubt you have grown stronger. Yes, a stronger job applicant and a resourceful citizen equipped to change and make the world a better place. Please, don't allow the world to change you. As you cherish your hard-earned success, remember to dream new dreams, embrace life with passion, embark on your desires and keep reaching the stars. I am immensely proud of you all and I dare say...CONGRATULATIONS on your graduation.

On 30<sup>th</sup> Aug 2016, I joined the great Kibabii University. For lack of better words, I would have described Kibabii as a toddler striving to make meaning out of the changing life with almost all departments crying for attention of improvement and development. Tremendous and impactful progress is monumentally loud as I place my pen on this paper now. Not only in increased academic programs, student population, infrastructural development, positive societal responsiveness, sports leader but also a world class university with international students and certifications. Kudos to the management. I feel more proud as most of these milestones were made during my tenure as the chairperson of Students Organization of Kibabii University, the mighty "SOKU 2019/2020 LEGACY" an opportunity I will forever remain indebted to Kibabii university family for entrusting me with.

As I part short, I must adopt the great words of Oliver Cromwell who said, "He who stops being better stops being good". Kibabii University is not an exception and has no choice going forward but to prioritize a good management system as depicted before, introduce additional quality academic programs, embrace international partnerships and advance scholarships to its best students.

Hopeful I remain. Kibabii University at 10 (ten) years is a great place to dare.



**William Chiveli**  
(Former SOKU President,  
August 2018 to May 2019)

As we celebrate 10 years, Kibabii University has come of age, for the last one decade since our precious institution was established. The University has made tremendous progress in terms of growth and development. It was ranked as one of the top ten best Universities in Kenya under the stewardship of the best Vice Chancellor, Prof. Isaac Ipara Odeo. It was a great privilege and a lifetime opportunity to lead a young, industrious and steadily growing University like Kibabii as the SOKU president in the 2018/2019 academic year.

The University has been embracing freedom for comrades and a good working relationship between comrades and the teaching and non-teaching staffs. This has created a conducive environment for comrades to effectively pursue their academic endeavors.

I take this earnest opportunity to congratulate the graduating class of 2021. I commend you for making it this far and wish to state that you have bright future ahead of you. Let God open doors for all of you in order for you to succeed in life. Congratulations once more. May God bless you all, God bless Kibabii University, and God bless Kenya.

## KIBU @ 10: REFLECTIONS ON STUDENT LEADERSHIP



**Benard Chitambe Lipesa**  
**(Former SOKU President, March 2017 to November 2018)**

It gives me pleasure, joy and pride to join the 2021 Kibabii University (KIBU) graduating class in celebrating their graduation on 25th March, 2022. This is a great milestone that none of us can take for granted. Kindly receive my warm felicitations. Congratulations!

I welcomed this group in 2017 during my first term as KIBU 3rd SOKU President. Since its inception as a Constituent College of Masinde Muliro University of Science and Technology, KIBU has undergone tremendous transformation. However, this does not mean it has reached its peak as a lot remains to be done. I want to thank my friend, H.E. President Uhuru Kenyatta, who also doubles up as the KIBU Chancellor, for granting Kibabii University a Charter in 2015, making institution a fully-fledged University.

During my reign as SOKU President, H.E. the President invited the University Senate, Management and my Student Council Cabinet to State House where we shared a lot on how to grow and expand the institution. This saw him grant the University Kshs. 100,000,000 for equipping the university laboratories with necessary chemicals and reagents for learning and research. He went ahead to fund the construction of the modern state of the art students' center. He deserves a part on his back for the good job.

As KIBU celebrates 10 years, the Institution has grown in leaps and bounds. Being strategically located a few kilometers from the Great North road and close to the border with the Republic of Uganda, the Institution should capitalize on this geographical advantage and attract more international students and partner with the likes of Makerere University and other international institutions of repute to realize more results in teaching, research and innovation. I call upon H.E. the President (Chancellor), University Council, University Senate, University Management, the Alumni and the students' leadership to join hands in realizing this dream. None of the above mentioned organs can grow the university to international standards alone. I also plead with the university management and Senate to robustly engage the alumni in developing the institution.

Last but not least, as KIBU celebrates her 10th anniversary, the university still has the capacity to expand in terms of geographical space, schools and faculties. I call upon all stakeholders to join hands and rally behind the introduction of more faculties, schools and general geographical expansion of Kibabii University. I wish to see schools and faculties of Medicine, Health, Engineering and many more being established in KIBU. I call upon all stakeholders of the institution to join me in this dream.

I wish the 2021 graduating class success in their academic journey and future endeavors. Congratulations!



# ALUMNI:

## ALUMNI: WE SAW IT ALL HAPPEN



### YVONNE KARIUKI, ALUMNA

I have been a part of Kibabii University since 2012, first as a student and now as an employee. Its quality education and mentorship provided a conducive environment that led me to graduating with a first class honors in Bachelor of Science Mathematics. I also got the opportunity to proceed with my Masters education under sponsorship in the same University. I am currently a Tutorial Fellow in the Mathematics Department which is a humbling opportunity. It made my dream of being an academician come true and the fraternity has always been supportive and encouraging in every step of the way. Kibabii University has been at the backbone of my career and I am a proud alumni and pioneer.

### Dr. Martin Onyango ,PhD

As part of the KIBU PhD Pioneer Class of 2014 and alumni of the University, allow me to take this opportunity to congratulate the University on its 10<sup>th</sup> year of existence and also to recognize the graduating class. Secondly, I would like to sincerely appreciate KIBU for its effective nurturing and mentorship.

After graduating in 2019, I joined Great Lakes University of Kisumu I 2020 as a Lecturer in the School of Education. In four months' time, I was appointed to the position of Associate Dean, School of Education. This implied more serious assignments and responsibilities. Covid-19 struck and universities closed down, but that did not affect my leadership at the school since I was able to guide the Department by offering our programmes online through the university's ODEL.

Here, my career experience in curriculum development and knowledge gained from the course on *Education in Emergencies* while at Kibabii became handy and effectively addressed challenges as they arose. The Department did not close down and studies were not disrupted. The ODEL infrastructure was upgraded to meet statutory quality assurance standards. All this is due to effective nurturing and mentorship by KIBU in sharpening leadership skills in its graduates who eventually become self-reliant.

Long Live KIBU.

# Meet Imbiakha. The man who cooked the first meal at Kibabii University

Interview by Isaac Manje  
& Kelly Inyani



Approximately 12 kilometers from Kakamega Town in the heart of Mumbetsa Village lies Mzee Alexander Imbiakha Makutu's home. We arrive at his well-manicured home and are welcomed by one of his sons who ushers us into the homestead as we wait for Mzee to arrive from his shop where he is still doing what he does best...cooking. A jovial 72 year old Mzee Imbiakha, a retired cook at Kibabii University briskly strides in as we enjoy some guavas from his garden. He insists on changing his shirt and shoes to look sharp for the cameras, but we convince him that he looks quite good as he is.

#### **Who is Mzee Imbiakha?**

Alexander Imbiakha Makutu is a husband to three wives (one deceased) and a father of eight children.

I was born in 1950 in Mumbetsa village, Kakamega County where I spent my youthful years before venturing out to seek employment to be able to sustain my family.

#### **Tell us more about your family**

I am a father who takes pride in having adequately educated all my children. My first born, Mildred, is an office assistant. Second born, Godwin, works at the electrical department in Masinde Muliro University. The third born who is Dennis works at Kaimosi University library. Henry, my fourth born works as a supermarket attendant in Kisii town as he hopes to secure a better job as he is a graduate. Robinson who follows is a graduate in electrical engineering waiting for an opportunity for employment while Sylvia and Indoshi are in high school and primary school respectively.

#### **Describe your journey as a cook**

My first stint at cooking began at the home of a white man who had come to Kenya as a missionary in the 1970s. I would cook for him and his family at home, and got the opportunity to travel to different places such as West Pokot. While working for him, I also learnt the skill of baking cakes.

From the white man's home, I moved to a local bank in Kakamega town where I worked as a cook for some years before proceeding to Western College of Arts and Applied Sciences (WECO) in 1993 where I worked and watched its transition to Western University College of Science and Technology (WUCST) and later to the current Masinde Muliro University of Science and Technology (MMUST).

When Kibabii University College (KIBUCO) was founded as a constituent college of MMUST in 2012, I was lucky to be among the first batch of 52 staff seconded from MMUST to offer my services to the new institution as a cook until my retirement.





## How was KIBUCO in 2012?

When we arrived I never imagined KIBUCO would be where Kibabii University is currently.

First, when we got here we found a very bushy compound without even a gate with a lot of construction going on. In my new work station I began as the only cook, single handedly cooking from the corridors as there was no kitchen. I lacked the basic cooking tools such as cooking sticks and sufurias, forcing me to improvise and use wood planks and re-use the three sufurias we had.

## It must have really been tough?

Sure it was, but this was short-lived as the management intervened and recruited additional kitchen staff to support me.

Though the added staff brought the much needed labor we continued to face a myriad of challenges. Since the place was quite bushy we would often battle with snakes. We were also forced to fetch water from a river that runs outside the University and collect rain water from the roof tops whenever it rained.

## How did you overcome these initial challenges?

Even though these challenges existed the then acting college principal, Prof. Ipara Odeo would visit the kitchen on a daily basis to consult about the issues affecting us and how we can overcome them.

The acting principal would take our views seriously, implementing most of them and also encouraging us to soldier on for the interest of the students and the University.

## How was the reaction to the services you were providing then?

Incredibly, the students loved our cooking creating a family like environment. This helped a lot in averting unnecessary discontentment among the students.

## Were there improvements from then?

Major improvements!

The University not only increased the staffing in the kitchen but also underwent major infrastructural development in the kitchen which saw modern cooking equipment being fitted and the kitchen expanded to cater for the growing population of students. These infrastructural developments were not only limited to the kitchen but were also witnessed in other areas with many more buildings, roads, walkways and other facilities coming up.

## Describe your experience for the period you worked in the University.

I wouldn't have asked for a better working environment.

Working in Kibabii University was the best period of my working career. I was not only surrounded by supportive colleagues and a conducive working environment but also shared a cordial relationship with the current VC both on a personal and a professional level.



## Tell us about your life after retirement.

I enjoy it so much.

My day starts at 6 am when I wake up to prepare feeds for my four bulls and three cows. I then proceed for some light ground work to keep my compound and garden in check. At midday I usually go to my kiosk where I engage in what I spent my working years doing...cooking "miguu and vichwa za ng'ombe" for the elderly clientele who love them. This venture helps me get a few coins to support myself.

I also engage in maize farming both for household consumption and selling. Being a renowned cook, I have been getting calls to cook for the locals during various events such as funerals and weddings.

During my free time I use the skills I learnt while working for the *mzungu* to bake cakes for my family and sometimes cook for them.

University!





### **What is it that people don't know about you?**

Despite being an accomplished cook, I hardly eat what I have cooked but prefer eating in hotels or what mama has prepared.

### **What is your message to the graduating class of 2021?**

I value education so much as it is evident with my children and am so proud of these graduands.

I pray that our mighty God opens doors of opportunities for them and that they also have a memorable graduation ceremony. When they go out there and become successful they should strive to engage in corporate social responsibility and fly the University's flag high.

### **And to the continuing students?**

My advice to them is that they should learn to listen and be obedient and above all focus on what brought them to the University. They should also refrain from engaging in destructive habits such as unrests and drugs and substance abuse.

### **And staff?**

I would like to urge them to forge a cordial working relationship and strive to build each other. They should also refrain from over indulgence in drugs and alcohol as it affects their productivity and career growth.

To those about to retire, I encourage them to take time and mingle with business minded people so that they can learn a few things about how to survive after retirement.

### **Any message for anyone wishing to join Kibabii University?**

Kibabii University is a great place to be for any learner. The University has world class facilities with a conducive and reliable learning environment and staff.

### **Any regrets you have?**

Sure, given an opportunity to go back to work I would ensure I invest in buying more land and putting up more houses for commercial purposes.

### **What do you wish for the future of the University?**

I wish nothing but blessings and prosperity for the University under the leadership of the V.C. Prof. Ipara Odeo.

The university should also strive to acquire more land for expansion.

### **Your last message to the Vice. Chancellor.**

I take this humble opportunity to first thank the VC and Management for the trust they had in me during my working years. I must commend the VC's efforts in creating a conducive learning and working environment for both students and the staff.

I laud the VC's resilience in withstanding the turbulent periods in steering the University to greater heights from its inception to date.

Happy 10 Years to the University.

**"Refrain from over indulgence in drugs and alcohol as it affects your productivity and career growth,"**

**Imbiakha**







# CONGRATULATIONS KIBU

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