

## CURRICULUM VITAE

Jeremiah M. Kalai, PhD  
Senior Lecturer,  
Department of Educational Administration and Planning  
School of Education  
P.O BOX 92-00902,  
Kikuyu-Kenya  
Library Hill, School of Education Building Room S1  
Email: [jeremykalai@uonbi.ac.ke](mailto:jeremykalai@uonbi.ac.ke) [jeremykalai@gmail.com](mailto:jeremykalai@gmail.com)  
Contact: Phone: +254-722595114 or +254-733739367

### SUMMARY

- i) A Senior Lecturer-ten (10) years in university teaching, research, training and consultancy
- ii) A rich background in Management training (Kenya Education Management Institute, Kenya School of Government and Government Training Institutes as an Associate Lecturer)
- iii) Passionate in academic and career mentoring of high school students as well as undergraduate and postgraduate students
- iv) Member of Society for Educational Research of Kenya (SEREK)
- v) Member of the Alumni of Association of University of Nairobi and University of Pune

**Nationality:** Kenyan

**Place of Birth:** Machakos County

**Date of birth:** 1967

**Languages spoken:** English, Kiswahili, Kikamba and Gikuyu

**Career aspiration:** To become an versatile researcher, educator and consultant in educational management

### **Academic qualifications**

**PhD-** 2003-2007-University of Pune, (Educational Administration and Evaluation)

**Postgraduate Diploma in Human Resource Management-** 2005-2006-Institute of Management Development and Research (Pune)

**Postgraduate Diploma in United Nations Studies and International Understanding (2006)-**Institute of United Nations Studies (New Delhi).

Master of Science (Counselling and Psychotherapy), **2003-2005**-Institute of Behavioural and Management Sciences (IBMS, South India).

**Master of Education** (Educational Administration and Planning), 1993-1998, University of Nairobi on University of Nairobi Scholarship

**B.Ed (Arts)** 1988-1991-Bachelor of Education, Arts (Second Class Honours, Upper Division)

**Kenya Advanced Certificate of Education (KACE)**, 1986-1987, Thika High School, 15 points (Three Principals and a Subsidiary)

**Kenya Certificate of Education (KCE):** Masinga Boys High School, 17 points.

**Certificate of Primary Education:** Kaliambeu Primary School

**Work experience and Responsibilities:**

- 1) Chairman, Department of Educational Administration and Planning,  
School of Education, University of Nairobi

From 2<sup>nd</sup> February, 2016 to date- performing the following duties:

- i) Coordination of Departmental Academic programmes in consultation with Dean school of Education and in conjunction with Section Heads
  - ii) management of Departmental human, financial and material resources in conformity with Public policy documents and University of Nairobi statutory guidelines
  - iii) Initiating and coordinating Departmental examination processes at undergraduate and postgraduate levels in liaison with thematic heads and Departmental Examinations Officer
  - iv) Communication of administrative decisions, policies and procedures that may need to be adhered to from time to time in running of the Unit from the Central Administration, Senate, Principals Office, Dean or any other office
- 2) **Senior Lecturer, 14<sup>th</sup> November, 2014 to date**
    - i) Member of School Academic and College Academic Boards
    - ii) Teaching Management courses (Labour Relations in Education, Education and Law, Organizational Behaviour, Instructional Supervision, Case studies in Educational Ethics and Corporate Governance in Education)
    - iii) Member, School Postgraduate Committee
    - iv) Ad Hoc member, Senate Appeals Committee on Examinations
  - 3) **Supervision and mentoring of undergraduate and postgraduate students**
  - 4) Lecturer, 1<sup>st</sup> September, 2009 to 12<sup>th</sup> November, 2014, University of Nairobi
  - 5) **Lecturer, Department of Educational Management and Policy Studies,**  
Moi University (1<sup>st</sup> October, 2008 to 31<sup>st</sup> August, 2009)

- i) Teaching: Advanced Research Methods in Education, Research advisement, Legal Aspects in Educational Management, Educational Management, Human Resource Management, Policy formulation and implementation in education
  - ii) Mentoring undergraduate and postgraduate students
  - iii) Examining students examinations and theses
  - iv) Member of the Departmental Board of Examiners
- 6) **Principal Research and Development Officer**, Ministry of State for Public Service, Management Consultancy Services Division-6<sup>th</sup> June, 2007 to 30<sup>th</sup> September, 2008

**Responsibilities:**

- i) Coordinating and conducting research activities on the effects of Human Resource policies on service delivery in Public Service (Government Ministries/Departments and State Corporations) with a view to aligning policies with employee service delivery and productivity
  - ii) Creating linkages with research institutions and organizing research dissemination forums
  - iii) Advising the Ministry on best practices for service delivery in line with Commonwealth Association of Public Administration and Management (CAPAM)
- 7) **Senior Lecturer, Kenya Education Management Institute**, Ministry of Education From 20<sup>th</sup> September, 2001-6<sup>th</sup> June, 2007

**Responsibilities:**

- i) Coordination and management of staff training programmes for secondary school principals, Heads of Departments in Teachers Training Colleges, District Education Officers, Quality Assurance Officers at Ministry Headquarters, Provinces, Districts and Semi-Autonomous Government Agencies
  - ii) Facilitation of educational management courses for KEMI clientele
  - iii) Coordination of projects between KEMI and George Washington University, USAID and Research Triangle International
  - iv) KEMI Director's representative to Kenya National Commission for UNESCO
- 8) Graduate Approved Teacher I, St. Ursula Girls' School Kitui, 2<sup>nd</sup> January, 1998-19<sup>th</sup> September, 2001 under Teachers Service Commission

**Responsibilities:**

- i) Teaching History, Government and Kiswahili and TSC appointed Head of Department (Languages)

- ii) Member, Guidance and Counselling Committee
  - iii) Examiner, Kenya National Examination Council (Fasihi ya Kiswahili-Literature in Kiswahili and Insha-Kiswahili Composition)
  - iv) Facilitator of District workshops for teachers in Languages (Kitui County)
  - v) Patron, Journalism club
  - vi) Patron, Clarion students (A legal foundation for sensitising secondary school students)
- 9) Unpaid study leave-University of Nairobi pursuing Master of Education (Educational Administration), from 1<sup>st</sup> October, 1993 to 31<sup>st</sup> December, 1996-full time student on University of Nairobi scholarship
- 10) Graduate Teacher III, **Teachers' Service Commission**-Mbitini Girlsø High School, Kitui, from 2<sup>nd</sup> May, 1991-30<sup>th</sup> September, 1993

**Responsibilities:**

- i) Teaching History, Government and Languages
  - ii) Head of Guidance and Counselling
  - iii) Served as an Acting Deputy Head Teacher, May 1993 to 30<sup>th</sup> September, 1993 as well as being Acting Deputy Head teacher
- 11) Chairman, Senior Historical Society, Thika High School, 1986-1987
- 12) Speaker, Debating Society, Masinga Boysø School, 1983-1985
- 13) School Captain: Kaliambeu Primary School, 1980-1981

**Publications from December, 2014**

- 1) Mulwa, J.K., Akala, W.J. & Kalai, J.M. (2019). Influence of Principalsø use of Collaborative Decision Making on Studentsø discipline in public secondary schools in Kenya. *The Cradle of Knowledge: African Journal of Educational and Social Science Research*. Vol. 7. No. 1 AJESSR-ISSN. No. 2304-2885, P. 228-40. The Cradle of Knowledge: African Journal of Educational and Social Science Research <http://serek.or.ke/conferencejournals/index.php/ajessr>
- 2) Kalai, J.M. (2018). Relationship between administrative service quality and studentsø satisfaction in public universities in Kenya. *The Cradle of Knowledge: African Journal of educational and Social Science Research Volume 6 No. 1, 2018, ISSN 2304-2885, p. 20-30.*
- 3) Ekabu, P.K., Kalai, J.M. & Nyagah, G. (2018). Influence of promotional prospects on turnover intention of public secondary school teachers in Meru County, Kenya *European Scientific Journal European Scientific Journal September 2018 edition Vol.14, No.25 ISSN: 1857 – 7881 (Print) e - ISSN 1857- 7431.*

- 4) Kalai, J.M.& Kara, A.M. (2018). Relationship between teaching quality and students' satisfaction in public universities in Kenya. *The Cradle of Knowledge: African Journal of educational and Social Science Research Volume 6 No. 1, 2018, ISSN 2304-2885, p. 63-78.*
- 5) Asiago, D., Kalai, J.M.& Gichuhi, L. (2018). Influence of School Financial Resources on Student Academic Achievement in Kenya Certificate of Secondary Education Examination (KCSE) in Public Secondary Schools in Kenya, *Journal of Education and Practice* [www.iiste.org](http://www.iiste.org) ISSN 2222-1735 (Paper) ISSN 2222-288X (Online) Vol.9, No.32, 2018 110.
- 6) Obiero, A., Kalai, J.M.&Okoth, U.A. (2018). Strategies used in maintaining students' discipline in Public secondary schools in Nairobi County, Kenya, *International journal of social science and economic research*, ISSN: 2455-8834 Volume:03, Issue:11 "November 2018"
- 7) Ekabu, P.K., Kalai, J.M. & Nyagah, G. (2018). Influence of Working Conditions on Turnover Intentions of Secondary School Teachers in Meru County, *European Scientific Journal* September 2018 edition Vol.14, No.25 ISSN: 1857 6 7881 (Print) e - ISSN 1857- 7431, PP. 169-189.
- 8) Asiago, D., Kalai, J.M.& Gichuhi, L. (2018). Quality of Education in Public Secondary Schools in Kenya: Does Teacher Motivation Matter? *Journal of Education and Practice* [www.iiste.org](http://www.iiste.org) ISSN 2222-1735 (Paper) ISSN 2222-288X (Online) Vol.9, No.32, 2018,
- 9) Obiero, A., Kalai, J.M.&Okoth, U.A. (2018). Effect of home related factors on student discipline in Public Secondary schools in Nairobi County, Kenya. *International Journal of Education and Social Science*, vol.5 No.10, November 2018, ISSN 2410-5171 (Online), 2415-1246 (Print) Published by Research Institute for Progression of Knowledge, PP. P. 36-48.
- 10) Muchiri, M.N&Kalai, J.M. (2018). Availability and Adequacy of Physical Infrastructure as Determinants of Parental Choice of Primary Schools in Embakasi Sub-County, Nairobi City County, Kenya. *Journal of Education and Practice*, Vol. 5 No. 9, p. 97-105.
- 11) Cherotich, M.G., Kalai, J.M., Kebenei, P.J.& Rose, A. (2017). Prospects of Deputy Principals' professional preparation on administrative tasks in boarding public secondary schools in Bomet County, Kenya. *The Cradle of Knowledge African Journal of educational and Social Science Research Volume 5 No. 2, 2017 ISSN 2304-2885, p. 109-117.*

- 12) Soy, J. C. & Kalai, J.M. (2018). Influence of Principals Management Practices on Students' Adherence to Safety Standards in Public Secondary Schools in Kikuyu Sub-county, Kenya, *The Cradle of Knowledge African Journal of educational and Social Science Research Volume 5 No. 2, 2017 ISSN 2304-2885, p. 147-157.*
- 13) Kingi, P.M & Kalai, J.M. (2018). Effects of teachers' participation in management on physical and material resources on their motivation in Kenya, *European Scientific Journal, vol. 14 No. 10, ESJ, ISSN 1857-7881, (print) e-ISSN-1857-7431, April, 2018.*
- 14) Kalai, J.M. & Kingi, P.M. (2018). Principals' influence on Participatory Discipline Management in Secondary Schools, Kenya, *The Cradle of Knowledge African Journal of educational and Social Science Research Volume 5 No. 2, 2017 ISSN 2304-2885, p. 168-175.*
- 15) Mule, J.M., Kalai, J.M. & Mulwa, J.K (2017). Influence of Principals' level of education on student leaders' involvement in secondary schools governance in Kenya, *The Cradle of Knowledge African Journal of educational and Social Science Research Volume 5 No. 1, 2017 ISSN 2304-2885.*
- 16) Wambua, P.M., Kalai, J.M. & Okoth, U.A. (2017). Principals' Use of Student Mentorship Programmes and Students' Discipline in Secondary Schools in Machakos County, Kenya. *European Scientific Journal, vol. 13. No. 28, ESJ, October Edition.*
- 17) Wambua, P.M., Okoth, U.A. & Kalai, J.M. (2017). Influence of Principals' Involvement of Students in Decision Making on Discipline in Secondary Schools, Kenya, *European Scientific Journal, Vol. 13 No. 22, ESJ August Edition.*
- 18) Mule, J.M., Kalai, J.M. & Mulwa, J.K (2017). Influence of Principals' level of education on student leaders' involvement in secondary schools governance in Kenya, *The Cradle of Knowledge African Journal of educational and Social Science Research Volume 5 No. 1, 2017 ISSN 2304-2885*
- 19) Wachira, T., Tanui, E.K. & Kalai, J.M. (2016) Relationship between Demographic Characteristics and Leadership Styles on Teachers Job Satisfaction in Primary Schools Kenya: A Case of Nakuru County, *International Journal of Science and Research (IJSR), ISSN (Online): 2319-7064 Index Copernicus Value (2013): 6.14 | Impact Factor (2015): 6.391*
- 20) Wachira, T., Tanui, E.K. & Kalai, J.M. (2016). Relationship between Directive Leadership Style and Teachers' Job Satisfaction in Public Primary Schools Kenya: A Case of Nakuru County. *International Journal of Science and Research (IJSR) ISSN (Online): 2319-7064.*

- 21) Kara, A.M., Tanui, E.K. & Kalai, J.M. (2016). Educational Service Quality and Students' Satisfaction in Public Universities in Kenya. *International Journal of Education and Social Science* www.ijessnet.com Vol. 3 No. 10; October 2016, p.37-48.
- 22) Kara, A.M., Tanui, E.K. & Kalai, J.M. (2016). Quality of Academic Resources and Students' Satisfaction in Public Universities in Kenya. *International Journal of Learning, Teaching and Educational Research* Vol. 15, No. 10, p. 130-146, September 2016.
- 23) Ogwen, J.O., Kalai, J.M. & Okoth, U.A (2016). Determining the influence of Principals' use of participatory decision making on the status of students' discipline in secondary schools I Kiambu County, Kenya. *International Journal of Social Sciences and Economic Research*, ISSN:2455-8834, p. 841-861., [www.ijsser.org](http://www.ijsser.org)
- 24) Kalai, J.M., Kanori, E.N. & Kuniya, E.W. (2016). Secondary School Teachers' Perceptions of factors that Influence their job Commitment in Tetu Sub County, Kenya. *International Journal of Social Sciences and Education*, ISSN: 2223-4934 (e) 2227-393X (Print) Vol. 5, Issue 4, p.241-250.
- 25) Kuniya, E.W., Kalai, J.M. & Matula, P.D. (2016). Influence of Teachers' Service Commission Human Resource Management practices on Teachers' Commitment in public secondary Schools in Tetu Sub-County, Nyeri, Kenya. *International Journal of Business, Social Sciences and Education*. Vol 2. No. (1), p. 1-16, ISSN 2105-6008. [www.ijbss.org](http://www.ijbss.org)./*International Journal of Business, Social Sciences & Education/IJSSE*.
- 26) Mulwa, J.K. & Kalai, J. M. & Kanori, E.N. (2016). Institutional challenges influencing principals' implementation of public procurement regulations in public secondary schools in Kenya. *The Cradle of Knowledge Journal of Educational and Social Science Research*. Vol.4 No.1, 2016, ISSN, 2304-2385, p. 1-11.
- 27) Mulwa, J.K. & Kalai, J. M. (2016). Principals' challenges in use of suspension as an alternative disciplinary method in management of students' discipline in Kenya, in *Africa and competing discourses on development: Gender, agency, space and representation*, Amutabi, M.N. & Hamasi (editors), ISBN 978-9966-1933-8, p. 257-265, Research, Catholic University of East Africa and Africa Interdisciplinary Association.
- 28) Kasau, O.M. Kaloki, J.W., Kitoo, B.M., Mutinda, J.M. & Kalai, J.M. (2016). Factors Influencing Teacher Attrition in Public Secondary Schools In Mbooni-East Sub-County, Kenya, *International Journal of Education and Research* Vol. 4 No. 3 March, 2016, p. 367-382.

- 29) Kasau, O.M. Kaloki, J.W., Kitoo, B.M., Mutinda, J.M. & Kalai, J.M. (2016). Pupil Teacher ratio and its impact on academic performance in public primary schools in central division, Machakos county, Kenya. *European Journal of Educational Studies: Special Issue-African Education Contemporary and Future challenges*. ISSN 2501-1111, p. 27-35.
- 30) Muchanje, P. N, Njuguna, F.W., Kalai, J.M. & Bironga, S. M. (2016). An Exploration of Factors Influencing Career Progression of Tutors in Public Primary Teachers' Training Colleges in Kenya, *Universal Journal of Educational Research* 4(3), p. 582-588, 2016.
- 31) Kalai, J.M., Kuniya, E.W., Kanori, E.N. & Matula, P.D, (Jan 2016). Influence of Teachers Service Commission Human Resource Management practices on Teachers' Commitment in public secondary schools in Tetu Sub County, Nyeri County, Kenya. *International Journal of Social Sciences and Education*. Volume 2, (1), ISSN 2105- 6008, p. 1-16.
- 32) Maina, J., Akala, W. J., Nyagah, G., Kalai, J.M., Kibui, A. & Golden, G. (2015). Influence of Head teacher Leadership development on implementation of inclusive education in Kenya. *International Journal of Educational Science and Research (IJESR)* ISSN (P): 2249-6947; ISSN (E): 2249-8052 Vol. 5, Issue 6, December, p. 9-20.
- 33) Kombo, D.K., Kalai, J.M. & Sang, A.K. (2014). Secondary school principals' perception of the influence of KEMI programmes on leadership competence levels in two counties, Kenya. *Mwingi journal. Vol. No.1. ISSN. 231-3493*. Department of Educational Foundations, Kenyatta University, CUEA press, p. 38-67.
- 34) Nyagah, G., Akala, W.J. & Kalai, J.M. (2015). *Introduction to research methods in education*. Nairobi: Centre of Open and Distance Learning, University of Nairobi (Refining after editorial Review).
- 35) Kalai, J.M. & Nelson, M. E. (2014). *Organisational behavior module for Masters of Education*. Nairobi: Centre for opening and distance learning (under refinement)

#### **Publications before November, 2014**

- 36) Mbugua, J.N. & Kalai, J.M. (2013). Individual factors influencing implementation of performance contracts in primary teachers' colleges, Kenya. *Kenya journal of Educational planning, Economics and Management, December 2013 edition*. ISSN. 2074-5400. Pp1-10.
- 37) Nichols, K. et al (2013). *ICT in Education study*. New York: Erickson and Earth Institute.
- 38) Wosyanju, M. G., Kindiki, J.N. & Kalai, J. M. (2012). Impact of brain drain on quality of education in Moi University. *Journal of Emerging Trends in Educational Research & Policy Studies (JETRAPs)*. ISSN: 2141-6990. Jun 2012, Vol. 3 Issue 3, p. 241-246.

- 39) Kalai, J.M. (2010).Expansion of university education in Kenya: challenges and issues in balancing access and quality. *Management digest, ISSN-2074-4730*. Kenya Institute of Management, Pp4-10.
- 40) Kalai, J. M. (2011). *School principals' preparation and development*. Saarbrucken: Lambert Academic publishers. ISSN-978-3-8465.
- 41) Sang, A.K. & J. M. Kalai (2013). Factors that influence secondary school head teachers' competence levels in their administrative task areas, Kenya. *The Fountain Journal of educational research*, Vol. No. University of Nairobi (in press)

**Supervised and graduated Doctoral students since December, 2014**

- 1) E96/83381/2012-Asiago, Dorcah (2018). *Administrative practices influencing quality of education in Kiambu, Kisii, Kitui and Nairobi Counties, Kenya*, unpublished Doctor of Education Thesis (Educational Administration), University of Nairobi, Graduated in December, 2018
- 2) E96/93581/13-Ekabu, Peter Kalunge (2018). Motivational factors influencing turnover intentions among secondary school teachers in Meru County, Kenya, unpublished Doctor of Education Thesis (Educational Administration), University of Nairobi Nairobi, Graduated in December, 2018
- 3) E96/83342/2012-Obiero, Antonine Auma (2018). Influence of selected Parenting styles on students' discipline in Public secondary schools in Nairobi County, Kenya, unpublished Doctor of Education Thesis (Educational Administration), unpublished Doctor of Education Thesis (Educational Administration), University of Nairobi Nairobi, Graduated in December, 2018
- 4) E96/91201/2013-Wambua, Patrick Mule (2017). *Influence of principals' participatory management practices on student discipline in secondary schools in Machakos County, Kenya*, unpublished Doctor of Education Thesis (Educational Administration), University of Nairobi, Graduated in September, 2017
- 5) Kara, Augustine Muchiri (2017). Relationship between educational service Quality and Students' Satisfaction in Public Universities in Kenya in Kenya, unpublished PhD thesis, Masai Mara University, Graduated in August 2017
- 6) DEO1/4021/2012-Wachira Thuku (2017). *Relationship between Head Teachers' Leadership Styles and Teachers' Job Satisfaction in Public Primary Schools in Kenya: A Case of Nakuru County, Kenya*, Unpublished PhD thesis (Educational Administration) submitted to Masai Mara University, Graduated December, 2017
- 7) E96/83362/2012-Ogweno, Judith Oriya (2016). *Influence of principals' management practices on students' discipline in public secondary schools in Kiambu County,*

- Kenya. Unpublished Doctor of Education in Education, University of Nairobi, Graduated in September, 2017
- 8) E80/94629/2014-Kenei Reuben Koima (2016). *Influence of Head teachers' competences in resource management on pupils' performance in Kenya Certificate of Primary Education*, Unpublished PhD thesis (Educational Administration), University of Nairobi, Graduated in September, 2016.
  - 9) E96/83601/2012-Mugambi, Abraham Nkingo (2016). *Managerial Practices Influencing Integration of Information Communication Technology on In-Service Training Programmes at Police Training Colleges in Kenya*, unpublished Doctor of Education Thesis (Educational Administration), University of Nairobi.
  - 10) E96/84261/2012-Kasivu Gedion Mutuku (2015). *Kenya National Union of Teachers' Initiatives influencing provision of quality education in primary schools in Machakos County, Kenya*, unpublished Doctor of Education Thesis (Educational Administration), University of Nairobi, Graduated in September, 2015
  - 11) E80/85061/2012- Muchanje, Peter Nyagah (2015). *Factors Influencing Career Progression of Tutors in Public Primary Teachers' Training Colleges in Kenya*, Unpublished PhD thesis (Educational Administration), University of Nairobi, Graduated in September, 2015
  - 12) Simiyu, Patrick Cheben (2015). *Influence of institutional and learners' Characteristics on students' Academic Achievement in public day secondary schools In Trans-Nzoia and West Pokot counties, Kenya*, Unpublished PhD thesis (Curriculum Studies), University of Nairobi, Graduated in September, 2015
  - 13) E80/95028/2014-Maina, John Irungu (2014). *Influence of head teachers' leadership development on implementation of inclusive education in Public primary schools in Kiambu County, Kenya*, Unpublished PhD thesis (Educational Administration), University of Nairobi, Graduated December, 2014.
  - 14) E80/92421/2013-Mulwa, Janet Kavula (2014). *Alternative disciplinary approaches used by secondary school principals in Kitui County Kenya*, Unpublished PhD thesis (Educational Administration), Graduated December, 2014, University of Nairobi.

#### **Supervised and Graduated PhD Students before 13<sup>th</sup> November, 2014**

- 15) Kogei, Moses Kapkiai (2014). *Integration of Information Communication Technology in Public Secondary schools in Trans-Nzoia County, Kenya: Prospects, challenges*

and implications, Unpublished PhD thesis (Educational Administration), Moi University

- 16) Wosyanju, Mary Goretti (2012). Effects of brain drain on Curriculum Implementation in Moi University: Kenya, Unpublished PhD Thesis, Moi University.

### **Supervised and graduated Master of Education Students from December, 2014**

- 1) E55/78803/2015-Mungei, Nyaboe Vera (2018)- Factors Committee members compliance with Procurement regulations in Public secondary schools in Nyamira North Sub-County, Kenya. Unpublished Master of Education (Administration), University of Nairobi.
- 2) E55/8890y7/2016-Nabobwa, Dickson Onyango (2018)- Influence of Headteachers Leadership styles on Pupils KCPE Performance in Non-formal Primary Schools in Kibra Sub-County, Nairobi, Kenya. Unpublished Master of Education (Administration), University of Nairobi.
- 3) E55/89422/2015-Kilemi Joy Kendi (2018)-Influence of Principals leadership styles in Public secondary schools in Igembe Sub-County, Unpublished Master of Education (Administration), University of Nairobi.
- 4) E55/74048/2015-Maiyo, Rebecca Jebitok (2018). Factors influencing female teachers Progression to top management Positions in Public secondary schools in Narok North Sub-County, Unpublished Master of Education (Administration), University of Nairobi.
- 5) E55/83604/2015-Yussufu, Farhiya Maalim (2018). Board of management Governance Practices influencing staff retention in Private secondary schools in Starehe and Dargoretti Sub-Counties, Kenya. Unpublished Master of Education (Administration), University of Nairobi.
- 6) E55/82705/2015-Soy, Jedidah Chepkirui (2017). *Influence of principals' management practices on students' adherence to safety standards in public secondary schools in Kikuyu sub-county, Kenya*, Unpublished Master of Education (Corporate Governance in Education), University of Nairobi
- 7) E55/76623/2014-Muchiri, Monicah Njoki (2017). *School related factors influencing parental choice of primary schools in Embakasi sub-county, Nairobi City County, Kenya*. Unpublished Master of Education (Curriculum Studies), University of Nairobi.
- 8) E55/77938/2015-Joshua M. Mulu (2017). *Determinants of Female Teachers Progression to Governance Position in Public Primary Schools in Mutitu Sub-County Kitui County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.

- 9) E55/81835/2015-Wairagu, Rosemary Wanjiku (2017). *School Based Factors Influencing Students' Discipline in Public Secondary Schools in Thika West Sub-County, Kiambu, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 10) E55/76614/2014-Mutinda, Geraldine Mumbua (2017). *Factors Influencing Pupils Involvement in Examination Malpractices in Public Primary Schools, Kikuyu Sub-County, Kenya*. Unpublished Master of Education (Curriculum Studies), University of Nairobi.
- 11) E55/80931/2012-Amolo Wilson Odiero (2017). *Factors Influencing Principal's Competence in Financial Management in Vihiga Sub-County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 12) E55/78865/15-Oyuga Pauline Ateto (2017). *Perceived Factors Influencing Performance of Kenya Union of Post-Primary Education Teachers Union Officials in Dispute Resolution in Kisumu*. Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 13) E55/78844/15-Nyamamu Martin Mikhala (2017). *Board of Management Governance Practices Influencing Retention of Orphans and Vulnerable Children in Khwisero Sub-County*. Unpublished Master of Education (Administration), University of Nairobi.
- 14) E55/72511/14-Unguku Susan Minayo (2017). *Principal's Administrative Practices Influencing Girl-Child Retention in Public Secondary Schools in Tinderet Sub-County, Nandi County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 15) E55/78686/15-Nguuro Mary Wanjiru (2017). *Institutional Factors Influencing Implementation of Performance Contract in Public Primary Schools in Isinya Sub County Kajiado, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 16) E55/70739/13-Kimathi, Florence Mukwanyaga (2017). *Pupils' Transition Rate from Primary to Secondary Schools in Makueni Sub County*. Unpublished Master of Education (Administration), University of Nairobi.
- 17) E55/78846/15-Nyambane Tom Oscar (2017). *Influence of Board of Management Governance Practices of Teachers Job Satisfaction in Secondary Schools' in Wajir West Sub County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 18) E55/73914/14-Isuli, Salome Yula (2016). *Influence of Board of Management Members' motivational practices on teachers' retention in public secondary schools in Athi-river Sub-County, Kenya*. Unpublished Master of Education (Corporate Governance), University of Nairobi.

- 19) E55/83628/2012-Wahome, Miriam Wangari (2016). *Union related factors influencing satisfaction of teachers in secondary schools in Kirinyaga East Sub County*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 20) E55/67165/2014-Kimuyu Dorcas Nthenya (2016). *Factors influencing principals' integration of Information Communication Technology in Administration of public Secondary Schools in Kitui Central Sub-County, Kenya*. Unpublished Master of Education (Educational Administration), University of Nairobi.
- 21) E55/70536/13-Kitheka, Richard Makau (2016). *Institutional Factors Influencing Implementation of Safety Standards in Public Secondary Schools in Yatta Sub-County, Machakos County, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 22) E55/70509/13-Kuja, Tom Ochieng (2016). *Institutional Factors Influencing the Provision of Quality Education in Public Universities in Kenya: A Case of Faculty of Arts*, unpublished Master of Education in Corporate Governance, University of Nairobi.
- 23) E55/70476/13-Maingi Maureen Mwende (2016). *Influence of Head Teachers' Leadership Styles on Teachers' Job Commitment in Public Primary Schools in Machakos Sub County, Machakos County, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 24) E55/67292/13-Lomulen Richard Ekal (2016). *Influence of Principals Management of Resources and Student's Performance at Kenya Certificate of Secondary Education in Samburu County*, Unpublished Master of Education (Administration), University of Nairobi.
- 25) E55/70523/2013-Langat Janeth Chebet (2016). *Principals' Governance Practices influencing teachers job satisfaction in Bomet County Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 26) E55/67053/2013-Ndambuki, Diana Josephine Nzeli (2016) *Influence of Board of Management Members' Conflict Management Styles on Student's Discipline in Public Secondary Schools in Machakos Sub-County, Kenya*, Unpublished Master of Education(Corporate Governance), University of Nairobi.
- 27) E55/83637/2012-Kiria Henry Katei (2016). *Factors Influencing Students' Involvement in Governance of Public Secondary Schools in Kajiado County, Kenya*. (Corporate Governance), University of Nairobi.
- 28) E55/72463/14-Mutuku, Tabitha Mutindi (2016). *Influence of Board of Management Governance Practices on Students' Performance in Kenya Certificate of Secondary Education in Athi-River Sub-County, Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi.

- 29) E55/72522/14-Peter, Damaris Ngina (2016). *Influence of Principal's Transformative Corporate Leadership Style on Teachers' Job Commitment in Public Secondary Schools in Athi River Sub County, Machakos County, Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 30) E55/73506/2014-Omolo, Rose Adhiambo (2016). *Factors Influencing Board of Management Members Effectiveness in Human Resource in Public Secondary Schools in Dagoretti Sub-County Nairobi Kenya.*, Unpublished Master of Education (Administration), University of Nairobi.
- 31) E55/67091/2013-Wambua, Damaris Ngii (2016). *Influence of Board of Management Practices on Physical Infrastructure Development in Public Secondary Schools in Kasarani Sub-County, Kenya*, (Corporate Governance), University of Nairobi.
- 32) E55/74293/2014-Shikokoti, Hillary (2016). *Principal Characteristics on Students Influence of Public Secondary School of Discipline in Central Kakamega County, Kenya.*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 33) E55/ 63856/2013-Kunyiha, Esther Wandia (2015). *Influence of Teachers Service Commission Human Resource Management practices on teachers' commitment in public secondary schools in Tetu Sub-County, Nyeri, Kenya*. Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 34) E55/71704/2011-Mulonzi, Jacqueline Mbatha (2014). *Factors influencing students' choice of Universities: A Case of University of Nairobi and South Eastern Kenya University*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 35) E55/67139/2013-Oyaro Catherine Gatwiri (2016) *Factors Influencing Teachers' Attitude towards Performance Appraisal in Public Secondary Schools in Imenti North Sub-County, Kenya*, Unpublished Master of Education (Corporate Governance) University of Nairobi.
- 36) E55/70512/2013-Kimathi, Lucyline Karigu (2016). *Influence of Gender Parity Factors public Primary Schools in Governance North Sub-county, Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 37) E55/70513/2013-Itabari, Mary Kathoni (2016). *Influence of Trade Union Practices in Teachers' Job Satisfaction in Tigania East Sub-County, Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 38) E55/73898/14-Rashid, Mjimba Khamis (2016). *Factors Influencing Headteachers' Instructional Supervision Practices in Public Primary Schools in Kinango Sub County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.

- 39) Maloi Jeremiah (2016) *Influence of Parental Involvement Administrative Matters Pupils Performance in Public Primary Schools in Isinya Sub-County, Kajiado County*, Unpublished Master of Education (Administration), University of Nairobi.
- 40) E55/74921/2009-Koros, Wilson Kibor (2015). *Factors Influencing Board Management Member's Effectiveness in Financial Management in Public Secondary Schools in Koibatek District, Kenya*, Unpublished Master of Education (Administration), University of Nairobi
- 41) Mweki, Paul Mutuku (2016). *Institutional Factors Influencing Pupils' Performance in Mathematics at Kenya Certificate of Primary Education in Kathonzweni Sub County, Makueni County, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 42) E55/6301/2013-Kaberia, Peninah Nkirote (2015). *Factors influencing teachers' choice of Labour Unions in public secondary schools in Nyambane Branch Meru County, Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 43) E55/62591/2011-Nyanchoka, Margaret Ogachi (2015). *Factors influencing principals' integration of Information Communication Technology in administration of public secondary schools in Isinya Sub-County, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 44) E55/78611/2012-Ndungu Lucy Wanjiru (2015). *School-based factors influencing head teachers' instructional supervision practices in public secondary schools in Kiambu County, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 45) E55/62586/2011-Muthoka, Grace Kavata (2015). *Influence of Board of Management Governance Practices on Teacher Motivation in Public Secondary Schools in Kisasi District, Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi..
- 46) E55/74872/2009-Nduthuh, Mathenge Mathai (2015). *Influence of School-Based Factors on Students Unrest in Public Secondary Schools in Kwale County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 47) E55/66052/2011-Mbuva, Domiana Nduku (2015). *Factors Influencing School Management Committee Members' Effectiveness in Staff Motivation in Public Primary School in Mavindini Division, Kenya*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 48) E55/63526/13-Opere, Linette Atieno (2015). *Influence of School Based Factors on Participation of Learners with Special Needs in Primary Education in Naivasha*

- Municipality, Nakuru Kenya, Unpublished Master of Education (Administration), University of Nairobi.*
- 49) E55/77851/2012-Kioko, Stellamaris Mukethe (2015). *Influence of Stakeholder Involvement in Curriculum Implementation on Pupils' Performance in Kenya Certificate of Primary Education Kathiani Sub-County, Kenya.* Unpublished Master of Education (Administration), University of Nairobi.
- 50) E55/63583/2013-Mburu, Caroline Watiri (2015). *Institutional Factors Influencing Teachers Choice of Trade Unions in Public Secondary Schools in Dagoretti District, Kenya,* Unpublished Master of Education (CorPorat Governance), University of Nairobi.
- 51) E55/63592/2013-Obara, Emily Kwamboka (2015). *Influence of Corporate Culture on Performance of Students at Kenya Certificate of Secondary Education at Manga Sub-County, Nyamira County, Kenya,* University of Nairobi.
- 52) E55/83635/2012-Nyagaya, Pamela A. (2015). *Factors Influencing Teachers' Level of Job Satisfaction in Public Primary Schools in Kayole Division, Embakas Sub-County, Nairobi.* Unpublished Master of Education (Administration), University of Nairobi.
- 53) 55/83625/2012-Susan, Wanjiku Karuri (2015). *Factors Influencing Pupils' Discipline in Public Primary Schools in Dagoretti Sub-County Nairobi, Kenya,* Unpublished Master of Education (Administration), University of Nairobi.
- 54) E55/68934/2013-Mwangi, Leah Wangari (2015). *Factors Influencing Managers in Allocation of Resources for Learners with Special Needs in Public Primary Schools in Nairobi County, Kenya.* Unpublished Master of Education (Administration), University of Nairobi.
- 55) E55/83630/2012-Kiiru, Margaret Wambui (2015). *Influence of Head Teachers' Instructional Supervision Practices on Pupils Performance in Kenya Certificate of Primary Education in Kiambu Sub-County, Kenya.* Unpublished Master of Education (Administration), University of Nairobi.
- 56) Oyachi Margaret O. (2015). *Factors Influencing Principal Integration of Information Communication Technology in Administration in Public Secondary Schools in Isinya-Sub-County, Kenya.* Unpublished Master of Education (Administration), University of Nairobi.
- 57) E55/9052/2001-Bii, Richard Kiprop (2015). *Influence of Headteachers Leadership Styles on Students' Discipline in Public Secondary Schools in Kericho Sub-County, Kericho County, Kenya,* Unpublished Master of Education (Educational Administration), University of Nairobi.

- 58) E55/75356/2012-Rosemary Kiendi Maithya (2015). *Administrative factors influencing pupils' performance in Kenya Certificate of Primary Education in Kilungu Sub-County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 59) Gicharu, Charles Waweru (2015). *Factors influencing compliance with disaster risk reduction guidelines in public primary schools in Kiambaa division, Kiambu County, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 60) E55/71511/2007-Chebonya, Wycliffe Philip (2015). *Factors Influencing Board of Management Members' Effectiveness in Human Resource Management in Public Secondary Schools in Mount Elgon Sub-County, Bungoma County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 61) Nelima Gladys Khamala (2015). *Institutional Factors Influencing Girl-Child Participation in Primary Schools in Kwanza Division, Trans-Nzoia County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 62) E55/69673/2013-Macharia, Grace Wanjiku (2015). *Institutional Factors Influencing Academic Governor's Occupational Stress in Dagoretti Sub-County, Kenya*. Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 63) E55/36849/2013-Obiri Geoffrey Kirochi (2015). *Schools Based Practices Influencing Teacher turnover in Private Schools in Embakasi Sub-County, Nairobi*. University of Nairobi.
- 64) E55/63598/2013-Otieno, Anne Odhiambo (2015). *Headteachers Related Factors Influencing Participation of Orphaned and Vulnerable Children in Public Primary Schools in Kisumu East Sub-County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 65) E55/84001/2012-Kiilu Faith Nduku (2015). *Influence of Boards of Management Governance Practices on Teachers Job Satisfaction in Secondary Schools in Tana Rive County*. University of Nairobi.
- 66) E55/8688/2003-Mwangi, Peter Muhoro (2015). *Administrative Factors Influencing Students Kenya Certificate of Secondary School Performance in Public Secondary Schools in Thika West District, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 67) Rotich, Emily Jepkoech (2014). *Head teachers' effectiveness in implementation of Free Secondary education policy: A case of Keiyo district, Kenya-Master of Philosophy thesis*, Moi University
- 68) Thuo, Olive Ngina (2014). *Influence of heads of departments leadership behaviour on students' performance in Kenya Certificate of Secondary education, Kiambu, Kenya*. Unpublished Master of Philosophy in Education, Moi University.

- 69) Karati, Moses Njue (2014). *School Based Factors Influencing Retention of Boys in Secondary Schools of Maara District, Tharaka Nithi County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 70) E55/62588/2011-Kihara, Rahab Muthoni (2014). *Institutional Factors Influencing Job Satisfaction among Public Primary School Teachers in Kasarani District of Nairobi County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 71) Mwangi, Michael Maina (2014). *Influence of Principals' Instructional Supervision Practices on Students Performance in Kenya Certificate of Secondary Education in Matuga District. Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 72) E55/66046/2011-Mutiso, Pauline Mwikali (2014). *Individual Factors Influencing Board of Management Members' Effectiveness in Financial Management in Public Secondary Schools in Athi-River District, Kenya*, unpublished Master of Education (Corporate Governance), University of Nairobi.
- 73) E55/71942/2011-Kamoya, Damaris Mwendu (2014). *Influence of District Planning Committee Governance Practice on Implementation of Mathematics In-Service Training*, Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 74) E55/71824/2011-Wamukoya, Grace Otiengo (2014). *Factors Influencing Mobility of Academic Staff in Coast Region and Nairobi County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.
- 75) E55/81598/2012-Gachoka, Jesse Marwa (2014). *Factors Influencing Student Participation in University Governance: A case of Bachelor of Education (Arts) of the University of Nairobi*, Unpublished Master of Education, Corporate Governance, University of Nairobi.
- 76) E55/71709/2011-Njogu, Jane Wanjira (2014). *Governance Factors Influencing the Implementation of Disaster Risk Reduction Guidelines in Meru South District, Kenya*. Unpublished Master of Education (Corporate Governance), University of Nairobi.
- 77) E55/66213/2010-Wekhuyi, Stella Auma (2014). *Influence of In-Service Training on Public Secondary School Principals' Management of Finances and Human Resource in Busia County, Kenya*. Unpublished Master of Education (Administration), University of Nairobi.

**Supervised Master of Education Students before 13<sup>th</sup> November, 2014**

- 78) Kendi, Ruth Onacha (2013). *School Based Factors Influencing Academic Achievement in Kenya Certificate of Primary Education in Makadara District, Nairobi County*. University of Nairobi.

- 79) E55/74902/2009-Nkirote, Joy (2013). *Influence of Secondary School Principals' Leadership Styles on Students' Performance in Kenya Certificate of Secondary Education in Nairobi County, Kenya*. University of Nairobi.
- 80) E55/69954/2011-Musungu, Eric Ochieno (2013). *Institutional factors influencing breach of psychological contract among lecturers in public universities: A case of University of Nairobi, Kenya*, unpublished Master of Education (Corporate Governance), University of Nairobi.
- 81) Karori, Joseph Kiige (2013). *Influence of Principal's Leadership Styles on Organisational Climate in Public Secondary School in Nyahururu District, Kenya*.
- 82) Munyao, Geoffrey Muli (2013). *Support Staff Compensation Practices in Public Secondary Schools in Kathiani District- Machakos County, Kenya*. University of Nairobi.
- 83) Kilonzo, Justicah Mwikali (2013). *Factors Influencing Principals' Instructional Supervision Practices in Community Initiated Secondary Schools in Mwingi Central District, Kenya*, Unpublished Master of Education, University of Nairobi.
- 84) Mwangi, Alice Wanjiku (2013). *School Based Factors Influencing Academic Performance in Kenya Certificate of Primary Education, Tetu District, Nyeri County*. University of Nairobi.
- 85) Muraguri, Jennifer Wanjiku (2013). *Influence of External Supervisors' Practices on Teacher's Attitude towards Instructional Supervision*. University of Nairobi.
- 86) Ogalo, Elizabeth Atieno (2013). *Influence of Principal's Leadership Styles on Students' Achievement in Kenya Certificate of Secondary Education in Awendo District, Kenya*. University of Nairobi.
- 87) E55/71502/2011-Mavindu, Phyllis Sekunda (2013). *Influence of principals' instructional practices on students' performance in Kenya Certificate of Secondary Examinations in Transmara west District, Kenya*, unpublished Master of Education in Educational Administration, University of Nairobi.
- 88) E55/66379/2010-Mbathi, Rose Mbathi (2013). *Aspects influencing principals' implementation of performance appraisal among secondary school teachers in Matungulu District, Machakos County, Kenya*, Unpublished Master of Education in Corporate Governance, University of Nairobi.
- 89) Nyabengi, Elijah Chweya (2012). *Effects of Head teachers Leadership Styles on Students' Performance in Kenya Certificate of Secondary SCHOOL education in Marani District, Kenya*. University of Nairobi.
- 90) Chege, Anne Wanjiru (2012). *Head Teachers' Leadership Styles And Influence On Students' Discipline In Public Secondary Schools In Nairobi County*. University of Nairobi.

- 91) Kiruga, Margaret Wanjiku (2012). *Influence of Institutional Characteristics on Academic Achievement of Class 8 Pupils in Subukia District Kenya*. University of Nairobi.
- 92) Nzomo, Juma Mutinda (2012). *Characteristics Influencing Management Of Students' Welfare Services In Public Secondary Schools In Kinangop District, Kenya*. University of Nairobi.
- 93) Mwasindo, Racheal Francis (2012). *Influence of Headteachers' Instructional Supervision Practice On Pupils' Performance in Kenya Certificate of Primary Education in Kilifi District, Kenya*. University of Nairobi.
- 94) Cherotich, Mary Gabriel (2012). *Influence of Deputy Headteachers' Professional Preparation on Performance of their Administrative Tasks in Public Secondary Schools Bomet District, Kenya*. University of Nairobi.
- 95) Kiplagat, Paul Kirui (2012). *Institutional Factors Influencing Head Teachers' Implementation Curriculum Change In Secondary Schools In Kipkelion District, Kenya*. University of Nairobi.
- 96) Evans, Muriuki Njuki (2012). *Influence Of Headteachers' Practice In Management Of School Feeding Programme On Primary School Pupils' Retention In Mbeere, Kenya*. University of Nairobi.
- 97) Hillary, K. Bore (2012). *Influence of institutional And Individual Factors on Headteachers Instructional Supervision Practices in Public Primary Schools in Njoro District, Kenya*. Unpublished Master of Education, University of Nairobi.
- 98) Kasau Onesmus Mulei (2012). *Factors Influencing Teacher Attrition at Public Secondary Schools in Mbooni East District, Kenya*. Unpublished Master of Education University of Nairobi.
- 99) Mutua Francis Mutunga (2012). *Influence of In-service Programme on Headteachers Competence in Management of Secondary Schools in Mukaa District Kenya*. University of Nairobi.
- 100) Wanyama, Francis Jacob (2011). *Level of Compliance with Health and Safety Standards for the Emergency Response in Secondary Schools In Sabatia district, Kenya, Unpublished Master of Education (Administration), University of Nairobi*
- 101) Mbugua, Janet Njeri (2011). *Institutional factors influencing performance contract implementation in primary teacher training colleges in Kenya, Unpublished Master of Education (Administration), Unpublished Master of Education (Administration), University of Nairobi*
- 102) Kioko Muthengi (2011). *Preparation of secondary school principals for headship and its implication on their administrative performance, Unpublished Master of Education (Administration), University of Nairobi*

- 103) Mudi, Boniface Imbali (2011). *Factors that affect levels of job satisfaction among teachers in public secondary schools in Kakamega south district, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 104) Kiarie, John Njoroge(2011). *Effects of participatory management practices on secondary school students' discipline in Laikipia, Kenya*, Unpublished Master of Education (Administration), University of Nairobi
- 105) Wathika Agnes Wangechi (2010). *Influence of public primary school head teachers' preparedness on their levels of management effectiveness in Kiambu district, Kenya*, Unpublished Master of Education (Administration), Unpublished Master of Education University of Nairobi.
- 106) Kasivu, Gedion Mutuku (2011). *Influence of secondary school principals' conflict management styles on maintenance of discipline in Mukaa district, Kenya*, Unpublished Master of Education (Administration), University of Nairobi
- 107) Wathika, Lucy Njeri (2011). *Effects of head teachers' leadership styles on teachers' job satisfaction in public secondary schools in Tetu district, Kenya*, Unpublished Master of Education (Administration), University of Nairobi
- 108) Mulwa, Janet Kavula (2011). *Determinants of implementation of public procurement regulations by head teachers in public secondary schools in Migwani district, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 109) Wanjau, Josephine Nungari (2011). *Institutional and personal factors that influence teachers' levels of job satisfaction in public secondary schools in Tetu district, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.
- 110) Gawo, Molly Adhiambo (2011). *Determinants of job satisfaction among teachers in public primary schools in the slums of Nairobi County, Kenya*, Unpublished Master of Education (Administration), University of Nairobi
- 111) Kinyua, Gerrishon Munene (2010). *Determinants of Head Teachers' Effectiveness in Human Resource Management of Secondary Schools in Abogeta division of Imenti South district, Kenya*, Unpublished Master of Education (Administration), University of Nairobi.

### **Research Undertakings**

- 1) Kalai, J.M, Imonje, R.M.K, Mugambi, M.M. & Njagi, L.W.K. (2017). *Factors influencing students' Choice of Bachelor of Education Science and Arts programmes: A Case of University of Nairobi (Analysis ongoing)*
- 2) Akala, W.J, Nyagah, G, Kalai, J.M., et al (2013). *ICT in Education study*. Washington: Erickson and Earth institute.

- 3) Kalai, J.M. (2011). *Preparation and development of secondary school principals: Theory and practice-Germany*: Lambert Publishers
- 4) Kalai, J.M. (2007). *Educational Management practices in Secondary Schools and their Implications for in-service training of head teachers: A Survey of Kitui and Machakos Districts, Kenya*, Unpublished PhD Thesis, University of Pune
- 5) Kalai, J.M. (2006). *Determinants and Levels of Motivation and job satisfaction among teachers in Spicer Memorial College and Schools*, Unpublished Diploma in Human Resource Management, Institute of Management Development and Research (IMDR, Pune).
- 6) Kalai, J.M. (2005). *Secondary school students' Socio-academic challenges commonly addressed by Teacher-counsellors and their Implications for their Training: A Survey of Kitui and Machakos Districts, Kenya. Unpublished Master of Science in Counselling and Psychotherapy*, Institute of Behavioural and Management Sciences (IBMS)
- 7) Kalai, J.M. (1998). *Kenya Education Staff Institute (KESI) In-service Programmes as perceived by Secondary School Head teachers: A Case study of Kitui District, Kenya*, Unpublished Master of Education (Educational Administration and Planning)

### **Seminar papers presented**

- 1) Ekabu, P. K. & Kalai, J.M. J.M. (2018). *Effective Teacher Management: Influence of Staff Development Opportunities on Turnover Intentions of Secondary School Teachers in Meru County, Kenya*. A Paper Presented during the 1<sup>st</sup> Annual International Conference on Research and Innovation in Education, University of Nairobi, Kikuyu Campus-25<sup>th</sup> October, 2018
- 2) Nkingo, A., Akala, W.J. & Kalai, J.M. (2018). *Re-examining the place of police officers in formulating Information Communication Technology policies and ICT integration in in-service training programmes: A case study of the Kenya Police Service*. A Paper Presented during the 1<sup>st</sup> Annual International Conference on Research and Innovation in Education, University of Nairobi, Kikuyu Campus-24<sup>th</sup> October, 2018
- 3) Chepkonga, S.Y, Kalai, J.M. & Mulu, J.M. (2018). *Determinants of Female Teachers' Progression to Governance Positions in Public Primary Schools in Mutitu Sub-County, Kitui County, Kenya*. A Paper Presented during the 1<sup>st</sup> Annual International Conference on Research and Innovation in Education, University of Nairobi; Kikuyu Campus-24<sup>th</sup> October, 2018.

- 4) Kalai, J.M. (2016). *öMoving and stuck schools: Improving academic achievement in primary schoolsö*. A Paper presented to Heads of Primary Schools in Kitui County under the Department of Basic Education, Kitui County Government at Kenya Forest Research Institute, Kitui
- 5) Kalai, J.M. (2012). *Impediments to realization of studentsøpotential*, A Forum for target setting for Members of Board of Management and Teachers, Mutonguni School at Blue Post Hotel, Thika
- 6) Kalai, J.M. (2010). *Access to University Education: The twin challenge of access and quality*. A paper presented during a Conference organized by Educational Management Society of Kenya, Migori Teachers Training College
- 7) Kalai, J.M. (2007). *Effective Leadership in Secondary Schools for Deputy Principals*, An unpublished paper presented during a Conference organized by KSSHA in conjunction with PDE office, Nairobi at Whispering Palms Hotel, Kilifi
- 8) Kalai, J.M. (2007). *Leadership in Secondary Schools for Heads of Departments*, A paper presented during a Conference organized by KSSHA in conjunction with PDE office, Nairobi at Nairobi School, Nairobi
- 9) Kalai, J.M. (2007). *Education in Kenya at glance: Early Grade Reading and its Impact on Learning*. A paper presented during a Conference organized by Research Triangle International (Washington), KESI and USAID, Mombasa.
- 10) Kalai, J.M. (September, 2007). *Rapid Results Initiative: The Kenyan Experience*. Unpublished Paper presented during a Conference on Results-Based Management in African Public Services organized by Centre for Research and Training in Governance and Development, (CAFRAD), held in Cotonou, Benin.
- 11) Kalai, J.M. (2004). *Peer Counselling in Secondary Schools*. A Conference organized by Kitui District Teacher Counsellors Association at Kitui School
- 12) Kalai, J.M. (April, 2003). *Conflict Management in Education*. A Paper presented during an Advanced Course for Senior Principals at Eldoret Polytechnic, Kenya.
- 13) Kalai, J.M. (March, 2002). *Roles of Boards of Governors and Parents Teachers Associations*. A paper presented during a training cycle for members of BoGs and PTAs in Eastern Province (Machakos and Makueni BoysøHigh Schools, St. Josephø Seminary Mwingi, Chuka High School, Meru School and Isiolo GirlsøHigh School).

Administrative Responsibilities held		
Period	Responsibility	Institution
2nd February, 2016 to date	Chair, Department of Educational Administration and Planning	University of Nairobi
January, 2018 to date	Member of University Strategic Planning Committee	University of Nairobi
January, 2018 to 15 <sup>th</sup> March, 2019	College (CEES) Representative, University of Nairobi Strategic Planning Committee(2018-2023)	University of Nairobi
2012-to February, 2016	Coordinator, Doctoral programmes	Department of Educational Administration and Planning, University of Nairobi
2013-2016	Member, Postgraduate Committee	University of Nairobi
2007-2008	Principal Research and Development Officer, Head of Research, Development and Innovation Unit	Management Consultancy Division, Office of the President and later Office of the Prime Minister
2006-2007	Project Manager for the following Donor Funded Projects: i) Early Grade Reading (USAID), ii) Kenya Management Capacity Assessment Programme (Research Triangle International (RTI)) iii) Module development (George Washington University)-Kenya Education Management Institute (KEMI)	

### Consultancy Services

Date	Assignment	Mode of engagement	Total generated	Individual contribution
2015	A Consultant for Centre for British Teacher Education Trust-to train Education Officers from Ministry of Higher Education at two regional centres-University of Hargeisa and University of East Africa, under the auspices of the UNES	Memorandum of Understanding between University of Nairobi and the CfBT	<b>Ksh. 23,419,200/=</b>	<b>1,377,600/=</b>
2015	A Consultant for Centre for British Teacher Education Trust-to train Postgraduate Diploma in Education from South Central, Putland and Somali Land at University of Hargeisa under the auspices of the University of Nairobi Enterprise Services	Memorandum of Understanding between University of Nairobi and the CfBT	<b>20,250,000/=</b>	<b>1, 44,000/=</b>
	<b>Total</b>			<b>2,421,600=</b>

<b>Academic and professional support services</b>					
<b>Period</b>	<b>Unit</b>	<b>Institution</b>	<b>Nature of service</b>	<b>of</b>	<b>Functions</b>
2017	Department of Educational Management and Policy studies	Karatina University	External Examiner		Moderation of exams Externally marking examinations and theses at Masters and PhD levels
2016 to date	Department of Educational Management and Policy studies	Masinde Muliro University of Science and Technology	External Examiner		Moderation of exams, externally marking examinations and theses at Masters and PhD levels
December, 2016	Office of the Deputy Vice-Chancellor, Research and Outreach	Kenyatta University	Review of Vice-chancellor's research grants		Providing feedback on feasibility of the research proposal to generate educational knowledge
2015 to date	Department of Curriculum, Instruction and Educational Management	Egerton University	External examiner of Masters theses		Providing feedback on areas of possible improvement in thesis for use by Boards of Examiners
2014-to date	Department of Education	African Nazarene University	External Examiner		External examination of Masters theses
2012-2014	Department of SNE	Kenyatta University	Thesis Supervisor		Providing academic guidance

#### Professional development programmes

#### **Academic awards**

<b>Year</b>	<b>Award</b>	<b>Grounds of award</b>
2003	Commonwealth scholarship, PhD programme, University of Pune	Competitive interview
1993	University of Nairobi Scholarship to pursue a M.Ed degree (Administration)	Academic merit- <b>B.Ed (Arts)</b>
<b>1992</b>	University of Nairobi Scholarship for pursuit of MA Public Administration-forfeited, late notification	<b>On merit-B.Ed (Arts)</b>

#### **Community Service**

<b>Year</b>	<b>Responsibility</b>	<b>Institution</b>
2013 to date	Chairman, Board of Management and TSC agent on Teacher recruitment, discipline and welfare	Kyemutheke Secondary school, Machakos, County
2016 to date	Member, Board of Management	Sophos Community School, Nairobi
2010 to date	Member, Board of Management and Chairman, Academic Committee	Muthetheni Girls' High School

Date	Training Institution	Course of study
2013	University of Nairobi, CODL	e-learning module writing
2013	University of Nairobi	PhD supervision
2011	Men for against Gender based violence	Education in emergencies
2011	Columbia State University (in-house)	Qualitative research
2008	Results Unit, Ministry of State for Public Service	2 <sup>nd</sup> cycle of Rapid Results Initiative
2007	Kenya Bureau of Standards	ISO 9000 Certification
2007	Public Sector Reform Secretariat	Results Based Management
2006	Kenya Education Staff Institute (KESI),	Performance Management: KEMI
2006	Kenya Institute of Administration (KIA)	Human Rights and Humanitarian Law
2003	Kenya Institute of Administration (KIA)	Training of Trainers (TOT) Course
2003	KEMI	Advanced Course-Educational Management
2002	KEMI	Induction in Educational Management
2002	British Council	Report writing

### Key competencies

- i) Competence in Pedagogy and Andragogy obtained through postgraduate training programmes and research in my previous assignments-Research Coordinator, Kenya Education Management Institute (KEMI);
- ii) Research skills in proposal and report writing and **data analysis** using Statistical Package for Social Sciences (SPSS)
- iii) Undertaking **Consultancy services in social sciences** and development (Consulted for KEMI, CfBT, KNEC, Centre for Corporate Governance and County Government of Kitui Department of Basic Education)
- iv) Skills in module writing gained from my previous assignments working with:
  - Research Triangle International (RTIS)
  - United States International Development (USAID)
  - George Washington University and
  - University of Nairobi Institute for Tropical and Infectious Diseases;
- v) Soft skills demonstrated by previous experience in working in multi-cultural and diverse environments
- vi) Consistent ethical behavior and professionalism

### **Academic Works in progress:**

- i) Kalai, J.M (2018). *Conflict Management for healthcare professionals*. Nairobi: University of Nairobi Institute for Tropical and Infectious Disease. Nairobi: ODeL Campus (Edited and waiting uploading)
- ii) Kalai, J.M (2018). *Financial Management for healthcare professionals* Nairobi: University of Nairobi Institute for Tropical and Infectious Disease. Nairobi: ODeL Campus (Edited and waiting uploading)
- iii) Kalai, J.M. (2018). *Organizational Behaviour: An Educational Perspective* (in progress).
- iv) Kalai, J.M. (2018). *Maximizing students' Potential-A handbook for stakeholders in Education-at preliminary stage*

### **Peer Reviewed Works**

- 1) Emotional Intelligence and Academic achievement-*Journal of Higher Education*, Liceo de Cagayan University, Philippine (2018).
- 2) Students' Level of Awareness and Practice of the University Core Values, *Journal of Higher Education*, Liceo de Cagayan University, Philippine (2018).
- 3) Institutional factors influencing implementation of quality assurance and standards policy in public secondary schools in Kenya, *European Scientific Journal* (2017).

### **Hobbies:**

- i) Creating awareness on educational opportunities and youth accountability groups
- ii) Community sensitisation and mobilisation for sustainable development
- iii) Reading innovative management literature and characteristics of learning organizations
- iv) Networking with professionals on management research and higher education

### **Referees:**

**1) Prof. Isaac Jumba,**

Principal, College of Education and External Studies

University of Nairobi

[ijumba@uonbi.ac.ke](mailto:ijumba@uonbi.ac.ke)

**2) Prof. Winston Akala, PhD**

Dean, School of Education, University of Nairobi,

[akalajumba@yahoo.com](mailto:akalajumba@yahoo.com)