

CURRICULUM VITAE

NAME : Mary Jabeya Namusonge
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DATE OF BIRTH: 18th April 1962
NATIONALITY: Kenyan
GENDER: Female

QUALIFICATIONS

ACADEMIC QUALIFICATIONS

2003: Ph.D. in Entrepreneurship & Small Business Management
University of Illinois at Urbana-Champaign, USA
1994: Master of Science in Entrepreneurship Development. JKUAT.
1985: Bachelor of Education. Kenyatta University.

Professional Courses

- 2002: Completed a course in program evaluation at university of Illinois at Urbana- Champaign.

Other courses

- 2007 Case Learning, Teaching with Cases and Case writing course at by GBSN at Parklands Sports Club.
- 2013: Smart Board Training at Kenyatta University.
- 2010-2012: Quality Control and Assurance courses – Kenyatta university
- 2013: Library Literacy information- KU Post Modern Library.
- 2014: e-learning course- Kenyatta University.

EMPLOYMENT HISTORY

- 2005 to date: Lecturer, Business Administration Department, Kenyatta University.

- August 2001- August 2003: Teaching Assistant, University of Illinois at Urbana –Campaign.
- January 2000 – August 2001: Part-time lecturer, Kenya School of Monetary Studies. Marketing Courses.
- June 2000 –2001: Part-time lecturer, Kenya Institute of Management.
- May 1998 – 2007: Part-time lecturer: Jomo Kenyatta University of Agriculture & Technology.
- September 1997 –2004: Part-time lecturer, Kenyatta University: Faculty of Commerce, Business Administration Department.
- September 1994 – 2005: Senior lecturer: Kenya Technical Teachers' College, Nairobi.
- May 1990 -July 1992: High school teacher: Kamiti Secondary School, Nairobi.
- July 1985 - April 1990: High school teacher: Mang'u High School, Thika.
- June 1984 - August 1984: High school teacher: Muslim Girls' School, Nairobi.
- September 1983 - November 1983: High school teacher: Vihiga Secondary School, Vihiga.
- January 1981 - November 1981: High school teacher: Vihiga Secondary School, Vihiga.

ADMINISTRATIVE RESPONSIBILITY (KU)

- Chair, Board of post-Graduate Studies, Business School. Kenyatta University. March 2006 to May 2014.
- Acting chair person, Business Administration Department, Kenyatta University, June 2006- Jan 2007.
- 2013 to date- chairperson, Business Administration Department welfare association.

At other institutions

- 2008-2009- team leader : entrepreneurship examinations, USIU

- Aug 2001-2003-.Assistant coordinator-Theses format checking Office, College of Education. University of Illinois, USA
- January –August 2001-Appointed course coordinator - Marketing and Customer Service - Kenya School of Monetary Studies.
- 1998-2001-Elected Secretary of senior staff association welfare committee, Kenya Technical Teachers' College.
- 1997-1999- Appointed member of academic committee, Kenya Technical Teachers' College,
- 1997 – 1999-Deputy Head of Entrepreneurship Department at Kenya Technical Teachers' College.
- 1995 – 1996- Coordinator of higher diploma students' small enterprise development agency (SEDA) and business experiencing (BE) internship programs.
- 1995 – 2005-Head of the Small Business Center (SBC) co-ordination team, Kenya Technical Teachers' College.
- 1996 – 1999-Teaching practice zone co-coordinator, Kenya Technical Teachers' College.
- 1995-Graduation committee representative, Kenya Technical Teachers' College.
- 1990 – 1991-Guidance and counseling mistress (Academics)- Kamiti Secondary School.
- 1986-1988- Assistant Housemistress - Mang'u High School.
- 1986-1988- Class Teacher - Mang'u High School.
- 1986-1988 -Patron of Presidential awards club - Mang'u High School.
- 1988-Head of Humanities Department - Mang'u High School.

POST GRADUATE SUPERVISION

PhD supervision

Completed

2008

- Ayiro, Peter Laban D86/5079/2004: The role of Social Entrepreneurship in HIV/AIDS Management Across the Education Sector in Kenya.

2011

- Haron Morris Ole Sirima 184/7045/2003: The Effects of Long Term Credit on Entrepreneurial Behavior and Enterprise performance Among Small and Medium-sized Enterprises in Kenya.
- Kyamaywa, Teopiosta, Nalule D86/ 15729/2005: The Relationship between Performance Management Practices and Employee Performance in Public organizations in Uganda.

2012

- Kirimi,K.L D86/15760/2005: Gender mainstreaming in the Public Employment Service. A case of Selected Kenyan Government Ministries.
- Mungai, Bernadette 184/7034/2003: Effects of Training on Small and Medium Enterprises Growth in Kenya.

2013

- Samuel Kevin, Mokaya D86/ 5029/ 2004: The Effect of Corporate Entrepreneurship on the Performance of the Edible Oils Manufacturing firms in Kenya.
- Njiru, Esther, W. 184/7772/2002: Analysis of the Prerequisites and the Outcomes of intrapreneurship in State Corporations in Kenya

2014

- Rebecca Dei Mensah (D86/21241/2010: The Effects of Human Resource Management practices on the rendition of Employees in the Banking industry in Ghana.

On Going

- Jackson Wanjau D86/ CTY/ 31740/2009: The influence of Strategic planning and Human capital Participation on Performance of Commercial banks in Kenya. **Due for submission**

Milka Mathu D86/5052/2004: Determinants of Intrapreneurial Activities in selected University Libraries in Kenya. **Due for submission**

- Mary Kiveu Shitanda D86/ CTY/PT/25175/2011: Innovation Practice and its Effects on Competitiveness of Small and Medium-sized Enterprises in Nairobi County, Kenya. **Due for School Board Defense.**
- Nicodemus Muteti D86/5100/2004: The role of Accounting Practices in Small Business Development: Case of Small Enterprises in Makueni County. **Proposal Development stage.**

Masters Supervision- *Very Many, Below is a sample*

2006

- Ogoti Henry Nyabuto, C233/OL/3912/2004, The Effects Of Training On Performance Of Staff In The Organization Within The Energy Sector in Kenya: A Case Of Kengen
- Joanes Kaleli Kyongo, D53/CE/10186/2004, Factors Influencing Job Satisfaction Among Public Health Employees Of Local Authorities in Kenya -Case Of The City Council Of Nairobi.

2007

- Catherine Wairimu Waweru, D53/OL/1616/2002, Factors influencing Students' Performance in Writing Entrepreneurship Project Proposals.
- Nalugala Gonzaga Ogola, D53/CE/10180/2004, Impediments Faced By Small Scale Entrepreneurs in Accessing Credit From Micro Finance Institutions: A Case Study Of Traders At Kibera Retail Market-Nairobi.

2008

- James W. Mururi, D53/OL/14092/2005, The Role Played By Institution's Management in Promoting Employee Empowerment in Universities In Nairobi-Kenya
- Githinji David Mwangi, D53/R1/11715/2004, An Investigation Of The Challenges Facing Telkom Kenya Management in The Implementation Of Corporate Social Responsibility Programmes

2009

- Jane N. Gichuki, D53/CE/10761/2006, Factors Attributing To Phenomenal Growth of M-Pesa Service on Murang'a Town.
- Watene V.W, D53/CE/1042/2004, The Effects of Hiv/Aids On Performance Of Insurance Firms In Kenya.

2010

- Justus Wafula Nyongesa, D53/R1/11515/2004, Factors That Determine Organization Performance in Public institutions Case of Kenyatta National Hospital.
- Douglas M. Ngatuni, D53/OL/14145/2005, Analysis of the Effects of Promotion Tools and Strategies on The Pharmaceutical Firms Sales Performance In Nairobi.

2011

- Maurice Murathimi Mwangi, D53/CE/11509/2007, Factors Affecting Employee Performance In The Tea Saccos in Mathira East District.

- Nyabwondo Carolyn Kerubo, D53/CE/11304/2006, Assessing the Strategies Used to Retain Employees in Soft Drink Companies: A Case Study Of Kisii Bottlers

2012

- Musembi Everlyne Kasyoka, D53/CE/14447/2009, Factors Influencing Employees' Perceptions of Performance Appraisal Process at Ministry of Water And Irrigation: A Case Study of Kitui Central District - Kenya

2013

- Norman Njue Njeru, D53/CTY/PT/21081/2010, Assessing The Involvement Of Medical Representatives in The Strategic Process Among Pharmaceutical Firms in Nairobi.
- Martin S. Mwangi, D53/CE/23056/2010, Small And Medium Enterprise (SMEs) Growth - A Case Of Garment Manufacturing Industries in Nakuru County.

2014

- Mutiso Stella, D53/CE/23293/2010, Effect of selected human resource management practices on organizational performance in public health facilities: a case of Kathiani District hospital – Machakos County Kenya.

2014 (ON GOING)

- Humpherys Moses Khaunya, D53/CTY/PT/20824/2010; Effects Of Human Resource Management Practices On Business Performance A Case Of M-Pesa Money Transfer Outlets Within Busia Town.

CONFERENCES/ SEMINARS/ WORKSHOPS

PAPERS PRESENTED AT ACADEMIC FORUMS

- Learning and Teaching with Cases \Workshop: Course planning, preparation and implementation. BSSC Kenyatta University 27th – 28th June 2013.
- Effects of Financial Resources on Procurement Planning in Public institutions in Kenya: A case of Kenya Airports Authority. Paper presented at JKUAT Conference 2013
- Teaching with Cases: Case use variations Paper presented at Kenyatta University Business school workshop. 7th to 9th, May 2012 KUCC.
- Diversity of microfinance products and satisfaction of clients' social needs.. Paper presented at Moi University Conference Sept 2010
- Innovation and entrepreneurship: The Drivers of Change. Paper presented at WAITRO Conference, Saskatoon, Canada, August, 2006.

- The Role of Entrepreneurship Education and Training in Stimulating Entrepreneurial Careers. Paper presented at CEED Conference, USIU, Kenya, May, 2006.
- Linking Competencies with Strategies: The Case of Small and Medium-Sized Exporting Firms in Kenya. Paper presented at WAITRO Conference, Safari Park, Kenya September, 2004.

Participation in Workshops and Seminars

- Attended a seminar for sustainable youth entrepreneurship at Jacaranda Hotel ILO sponsored 5th & 6 Sept. 2011.
- Attended a work shop for case writing sponsored by Global Business Schools Network held on 7th Sept 2012 Mayfair Hotel.
- Attended a seminar for Human Resource Development by JICA-Net held at Kenyatta University July 2006.
- Guest Speaker at The Kenyatta University Administration Welfare Association (KUASWA) Annual Event at Mombasa Polytechnic 3rd -6th August 2006. Presented a paper/.

Convening and Coordinating Conferences

- Committee member for Convening and Coordinating school of Business CEED Conference, 2007

Research and Publications

- Namusonge, M. J. (2014). Linking competencies with strategies: The case of small and medium- sized exporting firms in Kenya. *International Journal of Social Sciences and Entrepreneurship*, 1 (11), 418-439.
- Mwangi, S. Martin & Namusonge M.J. (2014) Influence of Innovation on Small and Medium enterprises (SMEs) Growth. *International Journal for Innovation education and Research*. Vol2 06 102 -112.
- Namusonge, M., J. (2007). The Role of Entrepreneurship Education and Training in Stimulating Entrepreneurial Careers. Maseno University Faculty of Arts and Social Sciences Journal Vol. No. 2.
- Wambua P., Namusonge, M., J. Clifford Wamae & Cush Ngozo (2014). Competitive Strategies' Effects on the market Share of independent Petroleum Companies in Kenya . *International Journal of Innovative Research and Development Vol3, Issue 5* 149-153.

- Mokaya, S.O, Namusonge, M. and Sikalieh D. (2012). The Concept of Entrepreneurship in pursuit of a universally acceptable definition. *International Journal of Arts and Sciences*, Vol.1 No.6 128-135.
- Namusonge, E, Iravo M. Namusonge M, & Odari, S. N. (2012). Effects of Financial Resources on Procurement Planning in Public institutions in Kenya: A case of Kenya Airports Authority, *SHRD Journal*.
- Namusone, M. J. (1995). Problems Facing Small Business Centers (SBC) in Kenya, Research article.
- Namusonge, M., J., (1995). Assessing the Teaching of Entrepreneurship in Technical Training Institutions, KTTC, Desk Top Publishing.
- Namusonge, M., J. (1994). Factors Affecting the Effectiveness of NGO's Credit Programs. Unpublished Master's Thesis –JKUAT.
- Namusonge, M., J. (1985). Economic and Cultural Impediments to Girl-Child Education Amongst the Maragoli of Western Kenya, Research Article.

NETWORKING AND COLLABORATION WITH EXTERNAL ORGANIZATIONS

- October 2014 -to date: part of the team that is formulating ministerial gender Policy in the ministry of mining.
- 2009 to 2014: Trained Business Women at USUI- Goldman Sachs Foundation program - '10000 Women'.
- 2012 Jan – April : Participated in Agribusiness stake holder Forums at USIU
- 2012: Carried out a gender based participatory monitoring and evaluation for SHOP, Ministry of Agriculture.
- 2011: Participated in the Tristart Business Evaluation program at Kenya Institute of Management.
- 2009: Developed a training manual for smallholder horticultural marketing program in the ministry of agriculture.
- 2008: Trained district officers for small holder Horticultural marketing program in the ministry of agriculture.
- December 2005: Developed A Business Plan for ETRC project.

- September 2005 to date : Key Resource Person- Kenya Entrepreneurship Trainers Project
- March 2001: Conducted needs assessment for the Intermediate Technology Development Group (ITDG): Female Clientele's involvement in the light-manufacturing project.
- August 2000: Conducted evaluative research for Intermediate Technology Development Group (ITDG): Migori light manufacturing industries project, in Migori, Kenya.
- June 2000 - date: Member of the board of examiners – Kenya Institute of Management (KIM) (Management University)
- 1998 - date: Member of the board of examiners, Kenya Institute of Bankers.
- December 1998 - present: Panel member, designing and development of syllabus for the Associateship of Kenya Institute of Bankers (AKIB).
- January 1998: Entrepreneurship education curriculum development representative to Kenya Institute of Education (KIE).
- 1996: Participated in a baseline survey for Action-Aid Kenya.
- 1996 April: Developed training materials and program for Trainers of Trainers (TOT) for the Ministry of Research, Technical Training and Technology.
- 1995: Participated in the evaluation of Small Business Centers (SBCs) in technical training institutions.
- 1994: Conducted training need assessment for Small Enterprises Professional Service Organization (SEPSO) and evaluated the training program.
- February 1993 - April 1999: Counselor, trainer and evaluator - Kenya Management Assistance Programme (K-MAP).
- August 1993: Trained women groups in small and micro business management: Sponsored by the Ministry of Culture and Social Services in Conjunction with Fredrick Ebert Foundation.
- 1987 to present: Examiner with the Kenya National Examination Council Technical and Business Examinations.

LOCAL/ REGIONAL APPOINTMENTS

External Examiner

2010-2012: North Western University-MAFIKENG Campus Cape Town

2009- 2011: External Examiner Government Training Institute EMBU

Review of Professional Journal

- Reviewer, *Journal of Education Research*
- Reviewer, *International Journal of Social Sciences and Entrepreneurship*

Appointment to Boards

- March 2014 to date: Appointment as a Non- Executive director of Imperial Park School of Business.
- 2008- to date Appointment Board member Gavalagi Primary School .

AWARDS/ RECOGNITIONS

- Youth Enterprise Development Fund (**2014**) to be awarded (Confirmation letter Attached)
- UNDP/ILO Research Grants (1994)
- College of Education Graduate Research Award U of I (2002)
- Margaret McNamara Memorial Fund Award (2002)

Service Awards

- World Bank Volunteer Services Award (Margaret McNamara Memorial Fund (2002).
- Commendation from the University Volunteer Habitat Group (2001).
- Pro-bono business plan evaluation for KIM.

ACADEMIC LEADERSHIP

Developing Programs in the department and School

- 2011: Revised UCU 104 course to reflect Intellectual Property rights contents.
- 2006 & 2011: Team leader for revision of the Entrepreneurship courses.
- 2013: Participated in the development of the DBA program.

Contribution to University advancement.

- 2006: member of the committee for Business School re-allocation and Business Plan.
- 2012: Member of the STEP team on integration of UCU 104 with entrepreneurship development program.

Developing Programs External to Kenyatta University

- Jan 2013: Developed Entrepreneurship degree and diploma courses for Kentrac College - Collaboration with JKUAT.
- Participated in the development of Agribusiness course program for USIU, Bill and Melinda Gates program.

REFEREES

Mr. Atheru Kalenywa
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Chairman, Business Administration Department.
Kenyatta University
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