

**Prof. Amb. Stephen O. Odebero PhD, FIEEP,
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Amb. Prof. Stephen Onyango Odebero, B.Ed (Egerton -U), M.Ed (Maseno U), PhD (Egerton-U), FIEEP, Fellow Indo-African Excellence in Education Planning, Red Talks International), LL.B student at Maseno Univ

Nationality: Kenyan-ID NO 10906845

Occupation: Professor of Education Planning, Department of Educational Planning and Management (Masinde Muliro University of Science and Technology (MMUST) and Ag Principal, MMUST TVET College; innovator of Odebero Means Testing APP (MTA), policy advisor, administrator and skilled researcher of: *Equity in Higher Education Financing*

Date of birth: 12 Dec. 1971

Marital status: Married with children

Place of birth: Busia County,

Languages Spoken: English, Kiswahili, Luhya, Luo, Ekegusi (Basic) Ngaturkana (Basic) Chinese (Basic)

Mission Statement: To be an efficient, effective and fair pecuniary and human capital manager in higher education so as to promote research, innovation and equity in access to higher education for socio-economic development..

Current appointment: Ag Principal Masinde Muliro University of Science and Technology TVET College, Webuye Campus Since March 2025.

Amb. Prof. Stephen Onyango Odebero @ glance:

- ✓ Is the Ag Principal and CEO of MMUST TVET College.
- ✓ Was Director and Secretary to the Board of Post Graduate Studies 2021-2025
- ✓ Is the 1st **Inaugrated full Professor of Educational Planning** in Kenya.
- ✓ A specialist of equity in Higher education financing and funding models.
- ✓ For his PhD thesis he studied *Equity in HELB Loan Disbursement in Kenya in Relation to Demand, Supply and Effectiveness in Loan Recovery*.
- ✓ His Masters thesis was on *Equity in Bursary allocations as a method of financing Secondary school education in Kenya*.
- ✓ Acknowledged by H.E the President of the Republic of Kenya and **Gazetted on 17/9/24 to serve as a member of the Presidential Working Committee** on Review of the new Higher Education Funding Model (PWOCReFM)
- ✓ Served as Vice chairman of the late Prof. George Magoha's **CBC task force** on *curriculum reforms*,
- ✓ Served as the **National Chairman** of Chairmen of 47 County Education Boards
- ✓ Founding chair of County Education Board (Busia).
- ✓ Founding **Deputy Principal**, Planning, Administration and Finance at Turkana University College-Constituent College of MMUST,
- ✓ Served as **Director and Executive Secretary** to the Board of Post Graduate Studies –MMUST
- ✓ Appointed competitively as **Vice chancellor** of the prestigious University of Kigali in the Republic of Rwanda
- ✓ Innovated and **patented a computerised Means Testing App (MTA) for equitable financing of needy students in collaboration with Masinde Muliro University**.
- ✓ **Is the newly appointed honorary Ambassador and Chair** for Education and Development in Africa
- ✓ **Was interviewed and ranked among the top 3 candidates** for the position of secretary to Higher Education Loans Board(HELB) in 2012
- ✓ Recently (2025) contracted by APHRC to undertake a rapid policy analysis on *An Evaluation of Kenya's New Higher Education Funding Model (NHEFM) and its Implications on Equity, Quality and Sustainability*

- ✓ *Has been external examiner for undergraduate and postgraduate examinations in the area of educational planning, economics of education and educational management at Moi university 2011-2019, Maseno University 2014-2018, University of Nairobi 2016-2018, Kenyatta University 2017-2024, University of Kabianga 2018-2021 among others.*

Presidential Appointments

17/9/2024 Appointed by H.E. the President of the Republic of Kenya and Commander in Chief of the Defence Forces to the Presidential Working Committee to review the University Funding Model Via Gazette Notice No. 11818,, vol. CXXVI-NO. 142 dated 17th September, 2024. **Named to the workstream on the review and refinement of the new funding model for universities and TVETS.**

Special Inter-Continental Award

2021 March, Awarded the Prestigious-Inter continental Indo-African Excellence in Education Planning (FIEEP) by (Red Talks) international which is registered as a nonprofit organisation by the Government of India NITI Aayog NGO Darpan.

Awarded FIEEP for professionalism, commitment to best practices and standards of academic and research excellence together with the foundation of academic decency in education planning

Appointement to Special Government of Kenya Assignment

July 2019-to Dec 2020 : **Gazetted as a member of the Task Force** on enhancing access, relevance, transition, equity and quality for effective curriculum reforms implementation of the Competence Based Curriculum (CBC). Via Gazette Notice dated 21st June, 2019.

On 8th July 2019 **Appointed Vice Chair of the CBC Task Force** on enhancing access, relevance, transition, equity and quality for effective curriculum reforms implementation.

Overall Mandate of the Task Force was to: Advise the Cabinet Secretary (CS) for Education on issues, policies, strategies that the education sector should put in place for effective implementation of the Competency Based Curriculum Reforms while giving cognizance to the issues of education access, relevance, transition, equity-socioeconomic status, special needs, learning opportunity, and quality of education.

Specific TORs of the Task Force were:

- a. Undertake broad stakeholder engagement, review literature and identify international best practices with a view to preparing a Comprehensive Advisor Report on:
 - a. Transition of Grade 6 cohort of (CBC) and Std 7-8 (of 8-4-4) pupils in 2023.
 - b. Domiciling grade 7,8,9 within Basic Education Structure. PP1-Grade 12.
 - c. Competency Based Assessment for the reformed Curriculum.
 - d. Identification of schools to host the Pathways and Tracks in Senior Secondary school, while considering equity and effectiveness.
 - e. Strategies and Work Plans to prepare the country for implementation of Senior Secondary Pathways and Tracks in 2026, including infrastructural and human resource requirements.
 - f. Conceptualization and design of competency based pre-service teacher education.
 - g. Design and implementation of Value-Based Education; Community Service Learning; and Parental Empowerment and Engagement programmes.
 - h. Transition from Basic to Tertiary Education and training in 2029, including infrastructure and human resources requirements.

- b. Advise on policy and legal issues necessary for effective implementation of the curriculum reforms, including framework on the working relationship between the national and County governments on implementation of the Pre-Primary school curricula.
- c. Prepare strategy for monitoring and evaluation of the curriculum reforms implementation.
- d. Advice on any other relevant issue for effective and efficient implementation of the curriculum reforms.
- e. Prepare periodic and final Taskforce Report.

For the information of the reader of this CV, we handed over the Task force Report to His Excellency the President of the Republic of Kenya Hon. Uhuru Kenyatta, CGH on Tuesday 9th February 2021 who launched it the same day. The Chairman of the Taskforce has since been appointed PS State Department of CBC implementation via presidential Decree. The Report is now published by GoK by Public printers and is already being implemented by Government of Kenya.

Continental Appointments

2024 June- June 2025- Appointed Africa Education and Development Chairman at the Leaders of all Nations International (LOANI) An international NGO based in Europe that brings together World leaders in different disciplines. I now chair education discipline in the African continent.
www.loaniglobal.org/loanipr17@gmail.com

Contact(+44)7478281693

- Duties: i. To be a honorary ambassador of education representing LOANI in Africa
 ii. To direct/supervise/oversight direct/ strategist of education for development across the continent
 iii. Responsible for monitoring and evaluation of education for development on agreed targets with board of trustees
 iv. Continental spokesperson
 v. Oversight of continental activities in education

Academic Qualifications

2023-Enrolled for an LLB course at Maseno University.

10-31st October 2013: **Post Doctoral Training** for Presidents of Universities Funded by the Government of Peoples Republic of China. Units covered: China's conditions and culture, daily Chinese Language, Development of Higher education in Anglophone Africa, China's research and teaching in Post Graduate Education, Higher Vocational technology in China, Employment of HE Graduates in China, Reform in Chinese HE System, Development of International HE in China. *Certificate awarded*

October 2011-June, 2012: Post Doctoral PASGR Training in Multi-method Research Course, funded by UKAID

Units covered:-Designing social inquiry; engaged social research; critical imagination; presentation of research concepts; defining research terrain; Forming good concepts; Typologies and typology theory; comparative (small N) case studies; causality and explanations; causal strategies and across cases; within and across case comparisons/process tracing and path dependencies; defining and selecting cases: multi-method research; quantitative analysis (*certificate awarded*)

2004-2008, Egerton University Kenya, **PhD in Education Planning**

Title of PhD Thesis: *Equity in Access to University Education in Kenya through HELB Loans in Relation to Demand Supply and Effectiveness in Loan Recovery*

1998-2002: Maseno University Kenya, **Master of Education in Planning and Economics of Education**

M.Ed Thesis: *Equity in Bursary Allocation as a Method of Financing Secondary school Education in Busia District, Kenya*

1990-1994: Egerton University, Njoro- Kenya, **B.Ed, 2nd Class Honors Upper Division**, (Cum Average 65.00% on 70%)

1988-1989 Tala High School Machakos District, Kenya Advanced Certificate of Education (**KACE**) 3 Principals 1 subsidiary, (14 out of 19 points)

1984-1987: Sigalame High School, Busia District Kenya, Kenya Certificate of Education (**KCE Div II**, 28 Points).

1983: Ganjala Primary School, Busia District, Kenya, Certificate of Primary Education (**CPE**) 25 Points.

1976: Thika Railways Nursery School, Kiambu District, Certificate in Pre-Primary Education

Professional Experience & Growth

2021 August-Present: Appointed **Professor** of Educational Planning of Masinde Muliro University of Science and Technology.

2021 –August-Date: Also elected secretary to the Professors Forum of MMUST

2014 Nov-2021 July: Appointed **Associate Professor** of Educational Planning of Masinde Muliro University of Science and Technology

2011 April – Nov 2014: Senior Lecturer, Department of Education Planning and Management, Masinde Muliro University of Science and Technology

2008 July-April 2011 **Lecturer**, Department of Education Planning and Management, Masinde Muliro University of Science and Technology

2007 April-July 2008 **Lecturer**, Department of Education Administration & Planning, Egerton University

2003 Octo- March 2007 **Assistant Lecturer**, Department of Education Administration & Planning, Egerton University

2002-2003 **Tutor** Kaimosi Teachers Training College Vihiga District

2001–2002 Zonal **Schools Inspector** Chulaimbo Zone Kisumu District

2000-2001 Zonal **Schools Inspector** Otwenya Zone Kisumu District

1999-2000 Zonal Schools Inspector Kombewa Zone Kisumu District

1999-2002 Appointed **Education Officer II**, Posited to Kisumu District

1996-1999 **Asst Teacher** Friends School Milani-Bungoma District

1994-1996 **Assist Teacher St PaulsNyacheki Secondary School Kisii**

1993 Jan-1993 April, **Teacher, Bungoma high School** – on teaching Practice

Appointment to Senior Leadership and Management Roles

- (i) August 2021-Date: Appointed **Director, Directorate of Postgraduate Studies (DPS)** Masinde Muliro University of Science and Technology
- (ii) **2020 March 1st: Appointed competitively as Vice Chancellor University of Kigali (UoK)-Rwanda EAC**, P. O Box 2611, Kigali-Rwanda, a fully accredited /chartered University by the Government of Rwanda. Tel. +250788303385/+250788303386,

email:universityofkigali@uok.ac.rw. (I did not take up the position because of COVID 19 Pandemic). I was interviewed with other scholars and university managers across the continent and I emerged the best hence the appointment to the Top Management position on the international scene.

(iii) 2017 March to 30/1/2021 Appointed Ag Deputy Principal, Administration, Finance and Planning (AF&P) Turkana University College- a Constituent College of MMUST.

(iv) 2014 August-2017 March- Appointed Director, Open and Distance e-Learning (ODEL) – MMUST

(v) 2009-August – 2012 appointed Founding Coordinator/Director Bishop Sulumeti Study Center-MMUST-The position is defined by MMUST statutes as equivalent to Director

My Duties as Loani Africa Education and Development Chairman according to the Charter

- i. To be a honorary ambassador of education representing LOANI in 7 continents of the world
- ii. To direct/supervise/oversight /direct/ education for development across the continent
- iii. Responsible for monitoring and evaluation of education for development on agreed targets with board of trustees
- iv. Continental spokesperson
- v. Oversight of continental activities in education
- vi. Chief strategist of the organization in education for development

My Duties as Director of Post Graduate Studies

- i) Report to DVC A&SA
- ii) Implementing policy matters pertaining to admission of postgraduate students, learning and teaching processes, examinations, academic staff planning and development, training appraisal, academic quality assurance, and student development services (mentoring, student health, career services)
- iii) Advising the Board and Senate on all aspects of postgraduate learning and research programmes in line with DPS policy guidelines.
- iv) Providing leadership in planning for academic resources for postgraduate students and having oversight responsibility for the university's academic development strategy and policy regarding postgraduate student quality and demographics, staff development, programme development, learning and teaching, examinations, academic information resources and student publications
- v) Mobilizing resources for postgraduate programmes and training of staff and students in research methodology and publications in refereed journals.
- vi) Responsible for theses examination and appraisal strategies including payment of supervisors and examiners
- vii) Responsible for theses viva voce defenses in line with DPS rules and regulations
- viii) Responsible for postgraduate and postdoctoral policies

My Duties of Vice Chancellor at the University of Kigali (UoK)

- (i) Report to Board of Promoters of UoK
- (ii) responsible for providing overall leadership, management and strategic direction

- (iii) Responsible for organization and administration of programs of the university;
- (iv) develop and recommend to Council policies, strategies and business models and plans,
- (v) Responsible for annual budgets and prepare mandatory statutory reports;
- (vi) responsible for implementing Council resolutions and decisions;
- (vii) Responsible for promotion of efficiency and good order of the university including staff welfare, conduct and discipline and ensure enforcement of statutes and regulations
- (viii) responsible for and custodian of all legal instruments of authority for the University
- (ix) responsible for facilitating cooperation with other government institutions, regulatory agencies including local, national and international institutions of higher learning

My Duties as Deputy Principal Administration, Finance and Planning at Turkana University College

- a) Secretary to the University College Board (TUC Board).
- b) Development of TUC policy on administration, finance and planning
- c) Presentation of policy and divisional matters to TUC board and university Council
- d) A member of university academic board
- e) Offer Guidance to university management, and the public on matters of administration and finance
- f) Mentoring and appraisal of staff at TUC
- g) Preparation of performance targets and implementation
- h) Oversee the development, implementation, monitoring and evaluation of policies and appropriate procedures to ensure efficient performance and delivery of the Division in the University College;
- i) Co-ordinate and advise management on matters relating to and including but not limited to promotions, discipline, employee services and staff welfare-related issues.
- j) Coordinate University college functions in human capital, catering and accommodation, Transport services, Health care services, registry administration, and central services
- k) Coordinate accurate human resource forecasts and planning.
- l) Establish and maintain effective workable systems for regular monitoring of the university college and evaluation of the performance, quality of service, relevance and efficiency of all planning, finance and development units including performance and quality management systems.
- m) co-ordinate the preparation of statutory TUC financial statements and management reports for planning and decision making
- n) co-ordinate TUC physical infrastructure planning and development as well as monitoring and evaluation;
- o) oversee the implementation of TUC Plan, Master Plan and Procurement Plans;
- p) co-ordinate preparation of TUC Budget and management of expenditure;
- q) provide leadership in the management of TUC Planning and Partnerships activities
- r) establish strategic linkages between TUC and government/regulatory agencies and other local/international institutions;
- s) co-ordinate the design and implementation of appropriate human resource systems at the TUC which will attract, develop and retain competitive human resource at TUC
- t) manage and co-ordinate University's Income Generating unit
- u) co-ordinate the maintenance and repair of existing facilities
- v) Perform such other duties as may be assigned or delegated by the principal or Council

Appointment to Chairmanship of Management Committees at TUC

- i) 28/10/2020 appointed **Chairman Focal indicator Person** for a) Financial stewardship, b) Construction of Student Hostels c) Application for University Charter c) Projects Completion rate
- ii) 6/10/2020 Appointed as the **Chairman of Job Description and analysis committee (JDAC)**
- iii) 21/9/2020 Appointed as the **Chairman of the staff Disciplinary Committee**
- iv) 25/10/2007 Appointed as a **member of the Project Management Team**
- v) 21/9/2020 Appointed as the **Chairman of the Project Management Team** at TUC
- vi) 14/10/2020 Appointed as the **Chairman of the Turkana University College Staff Establishment, Training and Human Resource management Committee**
- vii) 15/10/2020 Appointed as the **chairman of the TUC Space Allocation Committee**
- viii) 19/10/2020 Appointed a major **witness in the Disciplinary proceedings for staff** by Council
- ix) 15/10/2020 Appointed as the **Chairman of the TUC Budget and Resource allocation Committee**

Achievements as Deputy Principal AF&P at TUC

1. Administration

- a. Initiated Developed and supervised a comprehensive HR requirements for TUC per grade
- b. Guided and supervised training of jadac committee at TUC and at KSG-Baringo
- c. Development of JD report for TUC
- d. Supervised and provided support in defense of TUC in all cases against TUC
- e. Initiated and supervised all disciplinary cases for TUC staff
- f. Initiated and supervised implementation of corporate social responsibility for TUC with community for use of university infrastructure and facilities eg food programme, Bus during funerals, halls, tents, chairs etc
- g. Initiated and supervised the conversation of Mount Kenya University Staff to Government terms
- h. Initiated and supervised the renovation of hostels
- i. Initiated and supervised the construction of new hostels
- j. Initiated and supervised the creation of health unit
- k. Initiated and supervised renovation of the water borehole
- l. Initiated and supervised the greening of TUC with ministry of agriculture etc. Planted over 3000 trees
- m. Initiated the planting and watering of trees
- n. Initiated, Identified, appointed and supervised allocation of roles and duties to all staff
- o. Initiated a proposal for staff welfare model which is being implemented in phases
- p. Processed and was involved in the appointment of adjunct Professors of TUC on TUC terms.
- q. Initiated and processed the recruitment of key critical staff for TUC.
- r. Initiated, developed and implemented effective supervision of TUC staff
- s. Initiated, developed and implemented staff training and certification strategy
- t. Initiated and implemented staff appraisal strategy
- u. I was a witness for Government and TUC for the disciplinary proceedings against former Principal, former Deputy Principal Academics and students affairs, the Chicken Project and former MKU staff Dr. Robert Atambo Vs TUC
- v. Chaired disciplinary proceedings successfully against former Finance officer.

- w. Collected and collated evidence in successful defence of TUC against all suppliers, employees and senior managers who sued government and TUC in court.
- x. Initiated, implemented and supervised comprehensive COVID 19 protocols.
- y. Initiated, implemented and trained staff on the use of ERP system
- z. Initiated and implemented the handover of official legal documents for TUC by MMUST
- aa. Initiated and organized implementation of team building activities for UCMB and staff of TUC for industrial harmony.
- bb. Initiated Union elections for UASU, KUSU and KUDHEIHA at TUC for effective representation of Union staff in staff welfare matters
- cc. Initiated and implemented union recognition agreements with university college management.

2. Achievements in Finance Department

- a. Initiated, implemented and supervised an efficient payroll management model
- b. Initiated, implemented and supervised an efficient imprest management system
- c. Guided and supervised development of TUC budgets and financial statement
- d. Supervised, development and implementation of quarterly reports and financial statements and submission of the same to treasury.
- e. Developed 4 grant proposals for TUC
- f. Developed a supplementary financial proposal for additional budget from exchequer
- g. Supervised the auditing process of TUC for 2016/17; 17/18;18;19;19;20
- h. Initiated, developed and implemented Income generating (IGU) model for TUC in the farm, lease of halls, motor vehicles, students cafeteria, rental rooms, etc
- i. initiated and supervised the response to TUC audit queries
 - j. Initiated and supervised the collection of log books, title deeds, financial reports, purchase agreement for TUC from MMUST and the delinking of TUC from MMUST.
 - k. Initiated and supervised structure for y leasing of university infrastructure eg cafeteria, bookshop etc
 - l. initiated and supervised identification and transfer of all vehicles to TUC name eg motorbikes, van, bus
 - m. Initiated and supervised the rehabilitation of University College bus, landcruiser, motorbike
 - n. Initiated and supervised the repairs of desalination machine
 - o. Initiated and supervised the purchase of various university infrastructure eg kitchen utensils, chairs, tables, lab equipment, computers etc
 - p. Initiated, processed and registered TUC Pin certificate as per the Law

Planning

- a. Initiated and supervised the writing and approval of HR manual
- b. the writing of TUC statutes
- c. Initiated and developed strategic linkages between TUC and partners such as TBI.Kenya marine and fisheries,, Turkana County government, Houston church, the ramgharia foundations, China level 5 construction company, etc
- d. Developed proposal for establishment of ODEL
- e. Reserved University name –Turkana University College as per the law and registered the name with CUE.
- f. Initiated and supervised the TUC roadmap towards acquisition of full charter.
- g. Established a comprehensive filing strategy for the division
- h. initiated and created TUC registry
- i. Initiated and supervised the installation of an ERP computerized management system for the university in finance, HR, academics, examinations, etc
- j. Supervised the drafting, approval and implementation of TUC SP and Performance contract

(vi) 2014 August-2017 March- Director, Open and Distance e-Learning (ODeL) –MMUST

Duties of Director ODeL at MMUST

- a) Secretary to the ODeL board
- b) Monitoring online students class attendance and interactions
- c) Development of ODeL policy as per CUE standards
- d) Presentation of ODeL policy and ODeL matters to ODeL board, Deans committee, senate and UMB
- e) Offer Guidance to university management, and the public on matters of ODeL as per the **CUE standards**
- f) Mentoring and appraisal of staff under ODeL
- g) Preparation of performance targets and implementation
- h) Coordinate preparation of online Teaching and Learning materials**
- i) Oversee the development, implementation, monitoring and evaluation of policies and appropriate procedures to ensure efficient performance and delivery of ODeL services in the University;
- j) co-ordinate and advise management on matters relating to teaching and learning on the ODeL platform including but not limited to promotions, discipline, employee services and ODeL staff welfare-related issues.
- k) Establish and maintain effective workable systems for regular monitoring of ODeL and evaluation of the performance, quality of service, relevance and efficiency of all planning, finance and development units including performance and quality management systems.
- l) co-ordinate the preparation of statutory ODeL financial statements and management reports for planning and decision making
- m) co-ordinate ODeL physical infrastructure planning and development as well as monitoring and evaluation as per the CUE standards;
- n) oversee the implementation of ODeL Plan, Master Plan and Procurement Plans;

- o) co-ordinate preparation of ODeL Budget and management of expenditure;
- p) provide leadership in the management of ODeL Planning and Partnerships activities
- q) establish strategic linkages between ODeL and government/regulatory agencies and other local/international institutions;
- r) co-ordinate the design and implementation of appropriate human resource systems at the ODeL directorate which will attract, develop and retain competitive human resource capital at ODeL
- s) manage and co-ordinate ODeL as a University's Income Generating unit
- t) co-ordinate the maintenance and repair of existing facilities at ODeL
- u) Member to the University-wide PSSP Board;
- v) Perform such other duties as may be assigned or delegated by the Vice chancellor and/or the immediate supervisors on behalf of the VC.

I performed the said duties with staff under me as follows:

- (i) Guiding & Assigning duties to coordinator e-learning admissions and students support services
- (ii) Guiding & Assigning duties to coordinator e-learning Planning, Finance and documentation
- (iii) Guiding & Assigning duties to coordinator e-learning curriculum, implementation, and examination
- (iv) Guiding and assigning duties to coordinator e-learning systems administrator/assistant systems admin.
- (v) Guiding & Assigning duties to e-learning senior administration assistant (SAA)
- (vi) Liased with Departmental Coodinators for ODeL across all departments in the entire university

- (vii) **2009-August – 2012 appointed Founding Coordinator/Director Bishop Sulumeti Study Center of MMUST**

Responsibilities included:

- i) Member to the University-wide PSSP Board;
- ii) Overseeing the formulation, implementation and monitoring of policies, rules and regulations, guidelines and procedures on planning, development and management of academic activities at the study center.
- iii) Overseeing the implementation of academic programmes at the study center in line with national and regional regulatory standards;
- iv) Co-ordinating the management of undergraduate and postgraduate studies, and Library services at the center
- v) Co-ordinating student affairs, including admissions, student welfare, accommodation and catering, extra-curricular activities, students security and discipline at the study center.
- vi) Ensuring efficient coordination of activities that support and attract both local and international students to the university.
- vii) Promoting community outreach and extension services in the study center and her environs;
- viii) Planning and mobilizing resources for teaching, research and outreach services.

- ix) Delivery of training and research strategy at the center through management of teaching, which included inter alia, planning for academic programmes, preparation of reporting, timetables, examinations, coordinate issuance of transcripts, graduation, library services, students attachment.
- x) Present and Articulate Study Center issues at the University Senate
- xi) Member of MMUST Senate
- xii) I performed such other duties as assigned or delegated by the VC, DVCs and PSSP Director on behalf of the Council.

Other University responsibilities

- i) Member of board of examiners- EPM
- ii) Member of Board of Examiners at the Faculty
- iii) Member of Departmental Editorial team
- iv) Member of university senate
- v) Member of UMB
- Vi) Convenor Ushering subcommittee of senate
- vii) Convenor students disciplinary committee of senate
- viii) member of various sterling committees on establishment of campuses eg Busia, Budalangi, Nairobi and Mombasa campuses.

(viii) 2005-2008: **Senior students advisor to B.Ed science students** –Egerton University

Linkages & Community service & Appointments to Leadership positions Outside the University

- 2013-Aug 2018: Chairman, County Education Board-Busia County
- 2012-date Executive Secretary, Western Platform for unity association (WEPU)
- 2016-Date: Chairman, Busia Professionals Association (BUPA)
- 2009-May 2019: National Vice Chair, Educational Management Society of Kenya (EMSK)
- 2018-Feb 2019 March: National Chair, Educational Management Society of Kenya (EMSK)
- 2015-2018: President Association of County Education Board members
- 2015-2018: Board Member- Musingu High School-Kakamega County
- 2014-2018: Chairman of Board- Matili Technical Training Institute- Bungoma County
- 2014-date: Board Chairman, The Samson Onyango Foundation
- 2014-2015: Elected National Chair, Chairpersons of County Education Boards in Kenya
- 2019 June-date: appointed member, National Task Force on Curriculum Reforms in Education
- 2008-2015: Appointed Chairman, BOG Sigalame High School, Busia County, Samia Sub-County

National/International Training in Financial Management, Procurement and University Governance

- Studied Commerce up to Form Four level and obtained a strong credit pass.
- **March 2018:** attended **Training for University Councils and Top management** at Safari Lodge Naivasha: Modules covered: Policy and Legislative framework for universities; Resource Mobilization in Universities; leadership and Cooperate Governance; Financial Accountability (audits); Strategic Management in HE; Public Procurement, Disposal and inventory Management; transformative leadership

- **November, 2017:** Attended a [management training on COOPERATE Governance](#) by Center for Cooperate Governance (CCG): Topics covered: Principals of Cooperate Governance, Duties and responsibilities of Councils and managers, Human resource management and Leadership, Studying and Analysing Financial Reports, Risk management.
- **2015:** attended a [Training Course for Council, Management Board, Deans/Directors:](#) Topics covered: transformational leadership, resource mobilization, reforms in parastatal sector, strategic thinking, performance contracting implementation, team building.
- **2020: Attended a Job description and analysis Training at Kenya School of Government (KSG) –Baringo campus**
- **8-26th November, 2010** Nominated by OSSREA and attended [gender analysis tools, gender responsive budgeting](#) and gender auditing training in Butare Rwanda (competitively).
- **2011-2012-**attended a 7 module [multi-method research training course](#) sponsored by UKAID and PASGR
- **2015 September:** Commission of University Education (CUE) [Training on quality and accreditation of university education](#) in Kenya
- **October 2016:** Attended Commission for University Education (CUE) [training on Institutional Audit for Universities](#)
- **November, 2017:** Attended a [Management Training on COOPERATE Governance](#) by Center for Cooperative Governance (CCG)
- **March 2018:** attended 4 days [Training for University Councils and Top management](#) at Safari Lodge Naivasha: Modules covered: Policy and Legislative framework for universities; Resource Mobilization in Universities; leadership and Cooperate Governance; Financial Accountability (audits); Strategic Management in HE; Public Procurement, Disposal and inventory Management; transformative leadership
- **2015:** attended a retreat [management course for Council, management board, deans, directors:](#) topics covered: transformational leadership, resource mobilization, reforms in parastatal sector, strategic thinking, performance contracting/ implementation, team building.
- **2015:** attended a [CUE training for external peer reviewers](#) at Egerton University
- **2015:** attended an ODeL training on [Module writing for university wide courses](#) at Farm view hotel in Busia
- **2014:** Attended workshop on [Curriculum development and Review for Public universities](#) held at MMUST
- **2011:** attended a [KEBS quality Assurance Course for Implementation of ISO 9001:2008](#)
- **February 2008-2009:** Council of International Exchange of Scholars (CIES) [training on Higher Education on Access, Equity and Quality](#)

- Dec 2008: attended Academic Planning Process Seminar at MMUST
- 2004: Training on Planning and Instruction for quality assurance.
- 2001: attended a Primary schools management (PRISM) course
- 2000: Training on Partnership in teacher education
- 2000 attended a guidance and counseling Course in Kisumu
- 1996: attended an in-service course for Heads of Departments at Kisii High School
- 1996: attended an in-service training Course for Kiswahili teachers

Special Awards, and International Recognition

2021 March, Awarded the Prestigious-inter continental Indo-African Education Excellence Academic Award 2021 in Education Planning (FIEEP)

by (Red Talks) international which is registered as a nonprofit organization by the Government of India NITI Aayog NGO Darpan.

Awarded for professionalism, commitment to best practices and standards of academic and research revelation together with the foundation of academic decency in education planning

Appointment to Special Government of Kenya Assignment

July 2019-to Dec 2020 : **Gazetted as a member** of the Task Force on enhancing access, relevance, transition, equity and quality for effective curriculum reforms implementation of the Competence Based Curriculum (CBC). Via Gazette Notice dated 21st June, 2019.

On 8th July 2019 **Appointed Vice Chair of the CBC Task Force** on enhancing access, relevance, transition, equity and quality for effective curriculum reforms implementation.

Overall Mandate of the Task Force was to: Advise the Cabinet Secretary (CS) for Education on issues, policies, strategies that the education sector should put in place for effective implementation of the Competency Based Curriculum Reforms while giving cognizance to the issues of education access, relevance, transition, equity-socioeconomic status, special needs, learning opportunity, and quality of education.

Specific TORs of the Task Force were:

- f. Undertake broad stakeholder engagement, review literature and identify international best practices with a view to preparing a Comprehensive Advisor Report on:
 - i. Transition of Grade 6 cohort of (CBC) and Std 7-8 (of 8-4-4) pupils in 2023.
 - j. Domiciling grade 7,8,9 within Basic Education Structure. PP1-Grade 12.
 - k. Competency Based Assessment for the reformed Curriculum.
 - l. Identification of schools to host the Pathways and Tracks in Senior Secondary school, while considering equity and effectiveness.
 - m. Strategies and Work Plans to prepare the country for implementation of Senior Secondary Pathways and Tracks in 2026, including infrastructural and human resource requirements.
 - n. Conceptualization and design of competency based pre-service teacher education.
 - o. Design and implementation of Value-Based Education; Community Service Learning; and Parental Empowerment and Engagement programmes.
 - p. Transition from Basic to Tertiary Education and training in 2029, including infrastructure and human resources requirements.

- g. Advise on policy and legal issues necessary for effective implementation of the curriculum reforms, including framework on the working relationship between the national and County governments on implementation of the Pre-Primary school curricula.
- h. Prepare strategy for monitoring and evaluation of the curriculum reforms implementation.
- i. Advice on any other relevant issue for effective and efficient implementation of the curriculum reforms.
- j. Prepare periodic and final Taskforce Report.

For the information of the reader of this CV, we handed over the Task force Report to His Excellency the President of the Republic of Kenya Hon. Uhuru Kenyatta, CGH on Tuesday 9th February 2021 who launched it the same day. The Chairman of the Taskforce has since been appointed PS State Department of CBC implementation via presidential Decree. The Report is now published by GoK by Public printers and is already being implemented by Government of Kenya.

Special Assignment by Masinde Muliro University of Science and Technology (MMUST) Management In 2014, I was appointed by MMUST management to lead a study on:

‘Optimal Operation of Functional Units: toward a cost recovery strategy of Masinde Muliro University of Science and Technology.’

We developed the following specific objectives to guide the said study.

- i) To determine the optimal level of operation of Masinde Muliro University of Science and Technology
- ii) To compare financial expenditures and students enrolment from 2008-2013.
- iii) To establish and relate the growth in students enrolment with growth in staff establishment from 2008-2013
- iv) To analyse the unit costs, the total costs and the marginal costs of operation of MMUST
- v) To establish the relationship between the total sales and the net income for the functional income generating units (IGUs) in the university
- vi) Investigate stakeholders perception of MMUST and MMUST programmes.

The study was done and completed and presented to the DVC Planning, Research and Innovation (DVC-PRI) and it is credited with generating viable policies that turned round the fortunes of Masinde Muliro University of Science and Technology from 2015 onwards. MMUST is now one of the few universities that enjoy almost optimal operation with sound financial stability courtesy of this report.

The report was the culmination of my appointment to serve in top university management and to be the founding deputy principal administration and finance at Turkana University college, a constituent college of Masinde Muliro University of Science and Technology a position I held from 2017-2021.

Other special assignments at MMUST

Also appointed under flagship project of the university hence:

- (i) ***Founded ODeL Directorate and lay structures***

(ii) Founded Bishop Sulumeti Study Center and lay structures

(iii) Founded Turkana university College as deputy Principal Administration, Finance and Planning

vi) Teaching both undergraduate and post graduate courses

At MMUST I have taught Undergraduate courses as follows:

EAPE 421: Education Planning, Economics of Education , School practice assessment,

EDCI 499 education seminars: EAPE 431: Public Administration

Postgraduate Courses:

EPM 624: Cost Benefit Analysis in Education Planning, EPM 633: Quantitative analysis in education Planning, EPM 623: Efficiency and equity in Education, EPM 631: Demographic Studies in education planning, EPM 634: Methodologies of Education Planning, EPM 640, Financing of Education, EPM 905: advanced Research methods (PhD Course). EPM 906: Organisation theory.

Egerton University, 2003-2008 July. Assigned Research activities, Consultancy, and teaching both undergraduate and postgraduate programmes.

- (i) **Undergraduate courses:** EAPE 421: Education Planning, Economics of Education and teaching practice assessment, EDCI 499 education seminars: EAPE 431: Public Administration, EAPE 411 Educational Administration
- (ii) **Postgraduate Courses:** EAPE 624: Cost Benefit Analysis in Education Planning, EAPE 633: Quantitative analysis in education Planning, EAPE 623: Efficiency and equity in Education, EAPE 631: Demographic Studies in education planning, EAPE 634: Methodologies of Education Planning, EAPE 640, Financing of Education, EAPE 605: Research methods

Other university Responsibilities at Egerton University

- i) Departmental representative to Faculty of Education Curriculum development committee
- ii) Departmental coordinator undergraduate programmes
- iii) Coordinator, Male Hostels for PSSP students
- iv) SENIOR Students academic advisor to B.Ed science 2006/7 cohort
- v) secretary to journal of education publications committee
- vi) internal examiner planning and economics of education undergraduate and postgraduate programmes
- vii) executive member, curriculum review committee, M.Ed education management programmes
- viii) appointed to module writing committee, distance learning programmes (in charge of education planning modules)

Part Time university Teaching:

i) 2006- 2008 July; Masinde Muliro University of Science & Technology (Kakamega Kenya) – assignments- research, consultancy and teaching part-time:

Post graduate courses: EPM 828, problems of education Planning/economics; EPM 829; methodologies in education planning; EPM 830; population studies in education planning; EPM 831; quantitative analysis in education planning; EPM 832; micro project planning.

ii) **Jan, 2007 to April, 2007;** Egerton University **Laikipia college campus: assignments- research, consultancy and teaching part-time:** EDUC 417: Educational Administration

iii) **August, 2006-Dec, 2006;** Egerton University, **Eastern Campus Chuka: assignments- research, consultancy and teaching part-time:**EAPE 631: Demographic Studies in education planning

iv) October, 2011 to date: Narok University Nairobi campus-teaching organization theory and research methods to PhD class. Also supervising several PhD students.

Other leadership and management Roles

a) **Kaimosi Teachers Training College: 2002-2003.** Teaching and assessing teacher trainees in Kiswahili language, Kiswahili Literature, Teaching Practice Assessment, Project Assessment, co-curricular activities Training (Music and Volleyball). Participated in Music Festival and won in class 37L Instrumental Music, National Level.

b) **Education Officer**

1999-2002, ECD Centers, Primary, Secondary Schools and colleges Inspection in Kisumu District, maintenance of standards, curriculum inspection, physical facilities, and general discipline among the teachers, Report writing, participated in Organizing and Presiding over Education Days in the zone, Division and District.

c) **High School Teacher:**

(i) St. Pauls Nyacheki Secondary School-Kisii District

(ii) Director of studies (DoS)

(iii) Friends School Milani, Bungoma District. Teaching and assessing students in History and Government, and Kiswahili, Director of Studies, Admissions Master.

(iv) KCSE supervision in various centers.

(v) National Examiner with Kenya National Examinations Council Kiswahili P/1a. 1998- Date.

National Assignments/ Appointments and Community Service

d) 2024 APPOINTED BY AFRICAN COUNCIL FOR DISTANCE EDUCATION (ACDE) TO SPECIAL COMMITTEE FOR DEVELOPMENT OF QUALITY ASSURANCE TOOL KIT FOR OPEN AND DISTANCE EDUCATION.

e) 2024 APPOINTED BY KENYATTA UNIVERSITY AS EXTERNAL PEER REVIEWER FOR STAFF APPLYING FOR PROMOTION TO ASSOCIATE PROFESSOR.

f) 2023 APPOINTED AS EXTERNAL ASSESSOR FOR STAFF PROMOTION TO ASSOCIATE PROFESSOR AT KISII UNIVERSITY

g) April, 2014-march 2016: Elected national chairman, caucus of chairmen of county education boards

h) January, 2014-2017 Appointed by the **Education Cabinet Secretary**, to be **Chairman County Education Board**, Busia County for 4 years after a competitive interview.

i) July/ 2008-july, 2011: Appointed by Minister of Education to be Board of Governor, Sigalame High School, Busia District, box 67, Funyula.

j) January 2016-date appointed by CEB kakamega to be member of BOM, Musingu High School.

k) October, 2008-July, 2011: Elected **Chairman Board of Governors Sigalame High School**

l) Jan 2013-2015: appointed to Board of management (BOM) Bumbe Technical institute-Samia District

m) Feb, 2013 -2015: appointed by minister for Higher education to be member of Board of Management Matili Technical Training Institute, Bungoma South District and named to the Audit Committee.

n) March, 2013-Elected Chairman, Samia District Board of Management, Busia County

- o) Several lectures given on education days as chief guest, at schools, churches and professional forums in Kenya.

Membership to the University (MMUST) Committees (2009-2016)

1. Abstracts Committee for the Scientific Conference
2. Senate committee
3. Deans committee
4. ISO 9001-2008 certification of MMUST
5. Chaired several Ad hoc Committees to investigate students cases on examination irregularities.
6. Chaired committee to investigate students unrest and recommend appropriate action (2016)
7. Secretary to deans committee on restructuring of ODeL and ODeL learning centers
8. Convener, ushering subcommittee of senate since 2014-date-innovated MMUST corporate attire (shirt and blouse) adopted by senate.
9. Others

New Academic Programmes Developed at the Department (2006-2016)

- i) Certificate in Higher education studies (already discussed by EPM department)
- ii) Diploma in Higher education studies (discussed by department)
- iii) Bsc in Higher education studies (discussed by department)
- iv) Msc in higher education studies
- v) PhD in education planning and management (running)
- vi) PhD in economics of education
- vii) PhD in Education management and policy

Key Research Outputs

Research outputs from consultancies

1. Odebero OS, Kalunda, E., Kiambati, K., Oketch T. (2023). *Resourcing for Access, Equity and Quality Higher Education During the Post Covid-19 Pandemic Period*. Nairobi: Patnership in Social Science Governence Research-submitted to Pasgr
2. Kalunda, E., Odebero OS, Kalunda, Kiambati, K., Oketch T. (2023). *Postgraduate Training And Research In The Midst Of Covid-19 In Kenya*, Nairobi: Patnership in Social Science Governence Research. –Submitted to Pasgr
3. Kiambati, K., Oketch, T. Odebero OS. & Kalunda, E., (2023). *Opportunities for Public Private Partnerships in Strengthening Access to Higher Education in Kenya during and post COVID 19*. Nairobi: Patnership in Social Science Governence Research. –Submitted to Pasgr
4. Odebero, OS & Nganyi, E.J (2018). In Jennifer Boswell (ed). *Mentoring Programs in Higher Education in Africa* (I was identified to lead this research for publication in USA (IGI Global, after my publication in IGI on the *place of Moocs in Africa*).
5. **Odebero OS and** Joash Migosi (2017). *Urban Education: Improving the Quality of Education for Children Living in Urban Informal Settlements in East Africa*, African Population and Health Research Center (APHRC). I led this research on urban education on consultancy basis. The report was submitted last year and awaits publication.

6. Odebero, O.S. (2015). 'The Place of MOOCS in Africa's Higher Education,' in Nafukho, F. Muia and Irby, J. Beverly (editors). *Handbook of Research on Innovation Technology Integration in Higher Education*. USA: IGI Global. ISBN. 146681705. I was identified to research on the place of MOOCS in Higher Education while at the University of Leipzig in Germany. Regarded as one of the best research works, it is now published as a book chapter in IGI Global
7. Addedeji, S., Dugga, S., Baraka, P., Odebero OS, (2011). 'Private Financing as a Means to Improve Access to Higher Education in Africa.' In P. Pillay (Ed). *Higher Education In Africa; Equity, Access and Opportunity*. New York: International Institute of Education (IIE). (a book chapter). I led the research on Kenya. The findings were published as a book chapter by one of the reknown writers on higher education Prof Pillay. The study was funded by Ford Foundation and Council of International Exchange of Scholars (CIIES) in the US.
8. Odebero, OS. (2011). 'Education Inequalities and Opportunities in the East African Region, 2nd ed.' In SID (editor). *East African Integration: Dynamics of Equity in Trade, Education, Media and Labour*. Nairobi: Society of International Development (SID). (a book Chapter). I led the research on education inequalities in EAC. The research and eventual publication was funded by Society of International Development (SID) Kenya Chapter
9. Odebero OS, et al (2014). *Optimal operation of functional Units at MMUST: towards a cost recovery strategy*. I wrote a concept note that was approved by Management and co-funded the study that led to the cost recovery strategy that saw MMUST rethink its functional units. The study is credited for the physical recovery of MMUST from 2014 to date.

Key Research Innovations/Patents

Online Means testing model

I designed, developed and innovated a computerised app for means testing vulnerable students for equitable targeting of bursaries, scholarships and students loans through an online computer application. The tool can be used to distribute bursaries and loans to needy applicants according to their level of need devoid of human interffearance. The tool can be posted online and applicants can self test their level of support needed from funding agencies such as HELB.. It can save time for waiting for response from HELB and if posted online it gives instant result. In this era of accountability and transparency, it has been louded as the best gift for the needy.

Intellectual Property

The means Testing App (MTA) is patented .by Kenya Industrial Properties Institute (KIPI) File Reference No. FOIPAL/MMUST/UM/2022/01

Copyright

The means Testing App (MTA) is also registered as a copyright by *Copyright Society of Kenya*.

Doctoral Theses supervised

Doctoral Theses supervised to Completion

1. **Anna Manyasi (2023-expected). Enrollment Trends of Students in Agriculture Subject in Secondary Schools of Kakamega and Bungoma Counties, Kenya. Submitted to MMUST.**

2. **Edwin Wafula Namachanja**, (2020). Equity in bursary allocations in relation to internal efficiency of secondary schools in Bungoma County of Kenya. *Appointed Chief Principal Maranda National School, Formerly Principal Friends School Kamusinga.*
3. **Kwaba Jacob (2020)**: Relationship Between Headteachers' Management Skills And Preschoolers' Access to Quality Education in Kisii County, Kenya
4. **Mbaya Judith (2018)**. Effect of subsidized school funding on education quality and students participation in Kenyan public secondary schools. Unpublished Doctor of Philosophy Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega: Kenya *Formerly Principal Keveye Girls High School*
5. **Justus Barasa Maende (2018)**, Effects of principals organizational skills on student academic performance in public secondary schools in Kenya. Unpublished Doctor of Philosophy Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega: Kenya.
6. **Munda, Samwel Wamalwa** (2015). Demand Driven Expansion of Universities in Relation to quality of Higher Education in Kenya. Unpublished Doctor of Philosophy Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega: Kenya. *Appointed Registrar Academics at Kaimosi Friends University College.*
7. **Nganyi, Jason, Eshiokhunjila** (2014). Selected factors and students access to Technical Training Institutes in Kenya. Unpublished Doctor of Philosophy Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega: Kenya
8. **Tom Shavisa** (2015). The role of school heads in students' survival and progression rates in western province of Kenya, Student Graduated, thesis signed by the Dean Dr Ndiku. Appointed Principal Kaimosi Boys High School
9. **Sharon Njambi Maina** (2019). Media re-presentation of conflict to foster peace in reference to 2007/2008 post election violence in Kenya. Unpublished Doctor of Philosophy Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega: Kenya. (completed). *County Government of Narok*

Masters Theses Supervised to Completion

I have supervised over 15 masters theses. Some of the outstanding M.Ed theses supervised to completion include:

10. **Ashoya Irene** (2009). Factors Affecting the Re-entry of Teenage Mothers into Secondary Schools in Kakamega South District, Kenya. *CEC Education at the County Government of Kakamega*
11. **Nakhungu Ngecho Joseph** (2010). Effects of Selected inputs on Performance: A Study of Secondary Schools in Mumias District, Kenya
12. **Mabonga Reuben** (2011). Factors influencing Access to public university education in Bungoma West District, Kenya
13. **Bulimo Winnie (2010)**. Equity in Access to Secondary School Education by Graduates of Primary schools. Named the best thesis 2011 graduation ceremony Now, she is *now Deputy Director KNQA*
14. **Nabukwesi Simon** (2010). Evaluation of Public Secondary Schools Preparedness for Safety of Learners in Bungoma West District, Kenya (*eventually named Kenya's high commission to Canada 2010-2013*). *He is the former PS State Department of University Education and Research*

15. Mbakali Adelaid (2010).Impact of Free Primary Education Policy on Access to Education in Kenya: A Case of Vihiga District.
16. Onyango JO. (2011) Factors influencing cost of primary education in public primary schools in Busia District, Kenya. *Principal Nambale Urban Secondary School*
17. Singoro, Berita (2012).The Effect of Integration of Information Communication Technology in Secondary School Management in Kenya.
18. Francis Shikanda.,(2012). Role of Ministry of Education Fees Guidelines in management of annual school budgets in public secondary schools in Kenya. *Sub-County Director of Education*
19. Miyawa, Caleb (2013). Effects of Learning Resources on Academic Performance in Technical Training Institutes in kenya. Unpublished Masters Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega, Kenya.
20. Ndinyo, Fredrick (2013). Factors influencing the types and Profitability of development projects implemented in public secondary schools in kenya. Unpublished Masters Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega, Kenya.
21. **Wakhisi Rhode (2020)**. Expansion of Public Day Secondary Schools and internal Efficiency in Mumias East and West Sub-Counties, Kakamega County Kenya.
22. **Okwemba Vincent Ochango (2014)**. Equity in access to youth polytechnics by graduates of primary and secondary schools in kakamega county, Kenya . Unpublished Masters Thesis, Submitted to Masinde Muliro University of Science` and Technology, Kakamega, Kenya.
23. **Majani Alex Tom (2015)**. ‘Relationship between school Inspection and academic achievement of secondary schools in kakamega county, Kenya . Unpublished Masters Thesis, Submitted to Masinde Muliro University of Science and Technology, Kakamega, Kenya.
24. **Rapando, Humphrey (2021)**. Impact of Educational Management Training Programme on Financial Management of Secondary School Principals in Kenya.

A host of other theses are ongoing under my supervision

Publications in Refereed Journals

i) After promotion to Associate Professor

1. Odebero OS. Kalunda, E., Kiambati, K., Oketch T. (2023). *Resourcing for Access, Equity and Quality Higher Education During the Post Covid-19 Pandemic Period*. Nairobi: Patnership in Social Science Governance Research –in press
2. Kalunda, E., Odebero OS. Kalunda, Kiambati, K., Oketch T. (2023). *Postgraduate Training And Research In The Midst Of Covid-19 In Kenya*, Nairobi: Patnership in Social Science Goverernance Research –in press
3. Kiambati, K., Oketch, T. Odebero OS. & Kalunda, E., (2023). *Opportunities for Public Private Partnerships in Strengthening Access to Higher Education in Kenya during and post COVID 19*. Nairobi: Patnership in Social Science Governance Research –in press

ii) After promotion to Associate Professor

1. Odebero O.S. ed. (2021). *Determining the Optimal Operation of Masinde Muliro University of Science and Technology: Towards a Cost Recovery Strategy*. Vijayawada Andhra India: IMRF International Publications, ISBN 978-93-90146-23-9.
2. Republic of Kenya (2020). *Report of the Taskforce on Enhancing Access, Relevance, Transition, Equity and Quality for Effective Curriculum Reforms Implementation*. Nairobi: Government Printer. (publication/ points=2.7)
3. Kwaba J.G, Odebero OS., Gori, JM. (2019). Influence of Headteachers Human Resource Management Skills on Pre-schoolers Access to Quality Education in Kisii County, Kenya. *The International Journal of Humanities and Social Studies*. ISSN No. 2321-9203, October 2019. (publication/ points=2.7)
4. Kwaba J.G, Odebero OS., Gori, JM. (2019). Management Skills of Financial Resources and Learners Access to Quality Education. *International Journal of Innovative Research and Development*. Vol. 7, Issue 10, October 2019. (publication/ points=2.7)
5. Odebero, OS, & Oseno, C. (2019). HIV/AIDS, Malaria and other Communicable Diseases: Implications to Educational Planning, *Sanskriti International Multidisciplinary Research Journal*, ISSN No. 2455-1511, Vol. IV Issue-III Jan-Feb-Mar 2019. Available online at www.simrj.org Page 118, (publication/ points=4)
6. Odebero, OS, & Mayama, L. (2019). Innovation and Talent Development in Education: Turning the Page on Un-Met Labour Market Needs in Kenya, *Sanskriti International Multidisciplinary Research Journal*, ISSN No. 2455-1511, Vol. IV Issue-III Jan-Feb-Mar 2019. Available online at www.simrj.org, (publication/ points=4)
7. Namachanja, E.W., Odebero, OS. And Achoka, JSK. (2019). The Relationship Between Bursary Demand and Amount Disbursed to Secondary School Students in Bungoma County of Kenya. *European Journal of Education Studies*. (publication/ points=2.7)
8. Barasa J., Odebero, OS & Kaberia, L. (2018) Relationship Between Principals' Participation in academic Activities and students academic performance in Kakamega County secondary schools. *International Journal of innovative research and development*. ID No 18010, ISSN No 2278-0211. (publication/ points=2.7)
9. Barasa J., Odebero, OS and Kaberia, L. (2018) Relationship Between activities implemented and students academic performance in Kakamega County secondary schools, Kenya. *International Journal of Education and Research*. ID No 184147, ISSN No 2411-5681. (publication/ points=2.7)
10. Mbaya Judith Tsisiga, Odebero, OS and Ndiku, J (2018). Relationship between subsidized school funding and transition rates in Kenyan secondary schools. *Scholars Journal of Arts, Humanities and Social sciences*, Vol. 6, issue 7, July 2018, ISSN No. 2347-5374. (publication/ points=2.67)
11. Mbaya Judith Tsisiga, Odebero, OS and Ndiku, J (2018). Analysis of trends in enrolment rates and subsidized school funding in Kenyan secondary schools. *Scholars Journal of*

- Arts, Humanities and Social sciences*, Vol. 6, issue 7, July 2018, ISSN No. 2347-5374. (publication/ points=2.67)
12. Odebero, OS (2016). **Stakeholder Perceptions of Academic Programs offered at Masinde Muliro University of Science and Technology**, ISSN NO. 2074 -5400 *Kenya Journal Of Educational Planning, Economics & Management Volume 10, Issue 2.* (publication/ points=8)
 13. Odebero, OS (2016). **Mentoring programmes in Higher Education Institutions: Challenges and Prospects**, ISSN NO. 2074 -5400 *Kenya Journal Of Educational Planning, Economics & Management. Volume 10, Issue 1.* (publication/ points=8)
 14. Odebero, OS. (n.d). Relationship Between the Total Sales and the Net Income from the Functional Income Generating Units (IGUs) at Masinde Muliro University of Science and Technology. *The Cradle of Knowledge, African Journal of Educational and Social Science Research Vol. 5. No. 1 2018. ISSN 2304-2885. Under review No point*
 15. Singoro, Berita and Odebero, OS. (2016). Secondary school management in the 21th century: revolutionizing educational leadership through ICT in Kenya. ISSN NO. 2074 - 5400 *Kenya Journal Of Educational Planning, Economics & Management* (Mar 2016) Volume 10, Issue 1 (publication/ points=4)
 16. Ntawiha, P, Odebero, OS, Nshimiyamana J, Nasiforo B. (2018), The Role of Public Private Partnership In Widening Access To Tertiary Education in RWANDA. *Polytechnic Scientific Journal*, Vol. 1, issue 1. 87-100, ISSN 2616-7506. (publication/ points=1.33)
 17. Stephen O. Odebero (2015). Factors Influencing Unequal Cross-Border Higher Education Student Mobility in The East African Community. Working Paper Series of the Centre for Area Studies No. 7. Leipzig: Leipziger Universitätsverlag GmbH, Leipzig 2015 Oststraße 41, 04317 Leipzig. Available online at www.univerlag-leipzig.de University of Leipzig (publication/ points=8)
 18. Odebero OS, Ulf Engel and Mathias Middell (2015). Factors Influencing Unequal Cross Border Higher Education Students' Mobility in East African Community. *Research Journal of Education* ISSN: 2413-0540 Vol. 1, No. 4, pp: 35-49, available at : <http://arpgweb.com/?ic=journal&journal=15&info=aims> (publication/ points=4)
 19. Majani, A.T, Odebero, OS and Poipoi, Moses (2014). Relationship between school inspection and academic achievement of secondary schools in Kenya, ISSN NO. 2074 - 5400 *Kenya Journal Of Educational Planning, Economics & Management* (Nov 2014) Volume 9, Issue 1 (publication/ points=2.67)
 20. Nganyi, JE, Odebero SO, Onderi, H, Musera, J and Shigogodi J. (2014). Strategies That Enhance Students Access to Public Technical Training Institutions in Kenya. *International Journal of Academic Research in Business and Social Sciences*, November 2014, Vol. 4, No. 11 ISSN: 2222-6990. (publication/ points=2.67)
 21. Munda, SW. & Odebero, OS. (2014). The Influence of education costs on students' academic performance in Kenya: an empirical study of Bungoma County secondary schools. *Asian*

- Journal of Educational Research*, Vol.2, (1), 1-13, ISSN 2055-9748. (publication/ points=4)
22. Odebero OS. (2019). "Improving the Quality of Education for Children Living in Urban Informal Settlements in Uganda as part of the East African Community Initiative." *Kenya Journal Of Educational Planning, Economics & Management*, ISSN NO. 2074 -5400 (February 2019). (publication/ points=8)
 23. Odebero, OS. (2019). Is Free Education System In Kenya Free of Knowledge? Rethinking Provision of Free Education Strategies. In the Scholar, Issue No. 15, Jan. 30-February. 2019. Printed by Nation MediaGroup. Available online at www.scholarmedia.co.ke (publication/ points=0)
 24. Odebero, OS. (2019). Teacher Management Practices In Kenya. Unraveling The Frustrations of the 21st Century Teacher. *In the Scholar, Vol. 16*. 2019. Printed by Nation MediaGroup. Available online at www.scholarmedia.co.ke (publication/ points=0)
 25. Mabonga,MR., Aywa S., Odebero, OS, &Poipoi, M.(2013). Relationship Between Students Socio-economic Status and Access to Public University Education in Bungoma West District, Kenya. *International Journal of Advanced Research*, 1 issue 4, pp 244-251. Available online at www.journalijar.com. (publication/ points=2.67)
 26. Odebero, OS., Sang, AK, Kimani, GN, & Susan Chepkonga.(2013). The Quandary of Teacher Demand and Supply in Secondary Schools in Kenya: Equity, Quality and Policy Performance in a Comparative Perspective. *The Cradle of Knowledge: African Journal of Educational and social Science research*. Vol. I, No. 1, 2013, ISSN 2304-2885, p. 92-97.
 27. Berita Singoro, S.O. Odebero, Susan Chepkonga and G. Kimani (2013).The Effect of Integration of Information Communication Technology in Secondary School Management in Kenya. *The Cradle of Knowledge: African Journal of Educational and social Science research*. Vol. I, No. 1, 2013, ISSN 2304-2885, p. 65-76.
 28. Priscillah Galaval Francis C.Shikanda &S.O.Odebero (2013).Teachers' beliefs and attitudes on computer technology as an instruction resource in public secondary schools in uasingishu district, kenya,ISSN NO. 2074 -5400 Kenya journal of educational planning, economics & management (2013) volume 6, issue 1
 29. Chepchonga, S &Odebero, OS (2012) Training Needs for Secondary School Headteachers effective financial Management in Kenya. *EMSK journal* vol.iv No. 4. ISSN 2074-5400
 30. Mwebi, B., Ayodo, TMO and Odebero, OS (2012). Effect of Variable Cost and Repetition in Nyamira District, Kenya, *EMSK journal*, Vol. v, No. 5. ISSN 2074-5400
 31. Francis Shikanda, Odebero, OS and Onyango JO. (2012). Role of Ministry of Education Fees Guidelines in management of annual school budgets in public secondary schools in Kenya.*EMSK journal* Vol. v, No 5. ISSN 2074-5400
 32. Akello, P. &Odebero, OS. (2011) Procedures and Challenges facing ISO Certification in Educational institutions in Kenya.*Kenya Journal of Education Planning Economics & Management*, vol. 3. No. 3 July, ISSN 2074-5400, pp. 31-42
 33. Odebero, OS. (2018). Assessing Skills Supply and Youth Employability in Kenya: Secondary School Education Graduates Training (miss-) match with Mumias Sugar Company Labour Market Needs. In K.Sankar Ganesh (Editor), *Paradigm Drift in Business Theory and*

- Practices*. Tamilnadu, India: Vol. 1, Issue No. 3, ISBN: 978-81-931500-2-3 , Pg 1-11. (publication/ points=2)
34. Odebero, OS. (2018). The Craze for Students' Numbers in Kenya's Public and Private Universities and the Optimal Operation of Masinde Muliro University of Science and Technology: Towards a Cost Recovery Strategy. In K.Sankar Ganesh (Editor), *Paradigm Drift in Business Theory and Practices*. Tamilnadu, India: Vol. 1, Issue No. 3, ISBN: 978-81-931500-2-3 , Pg 65-80. (publication/ points=2.)
 35. Migosi, Joash and Odebero, OS. (2017). *Urban Education: Improving the Quality of Education for Children Living in Urban Informal Settlements in East Africa*, Consultancy report submitted to, **African Population and Health Research Center** (APHRC). (publication/ points=4)
 36. Odebero, O.S. (2015). 'The Place of MOOCS in Africa's Higher Education,' in Nafukho, F. Muia and Irby, J. Beverly (editors). *Handbook of Research on Innovation Technology Integration in Higher Education*. USA: IGI Global. ISBN. 146681705(publication/ points=6)
 37. Kipkeni, S. & Odebero, OS. (2015). Structure, Quality and Relevance of Education Systems Adopted In Kenya. In Odebero, OS. (Editor). *Current Issues in Education Planning & Management: Introducing Innovative Techniques beyond the 21st Century*, Germany: Lambert. ISBN 978-3-659-57285-2, Pg 12-23 (publication/ points=6)
 38. Bulimo, WA. & Odebero, OS (2015). Planning for Equitable Access to Education in Arid and Semi-Arid Lands in Kenya. In Odebero, OS. (Editor). *Current Issues in Education Planning & Management: Introducing Innovative Techniques beyond the 21st Century*, Germany: Lambert. ISBN 978-3-659-57285-2, Pg 37-47. (publication/ points=6)
 39. Addedeji, S., Dugga, S., Baraka, P. Odebero OS, (2011). 'Private Financing as a Means to Improve Access to Higher Education in Africa.' In P. Pillay (Ed). *Higher Education In Africa; Equity, Access and Opportunity*. New York: International Institute of Education (IIE), ISBN. 9789966029102.
 40. Odebero, OS. (2011). 'Education Inequalities and Opportunities in the East African Region, 2nd ed.' In SID (editor). *East African Integration: Dynamics of Equity in Trade, Education, Media and Labour*. Nairobi: Society of International Development (SID). 9966029102.
 41. Bulimo, W., & Odebero, OS. (2010) 'Equity in Access to Secondary School by Type of Primary School Attended as either Private or public in Kakamega South District.' In P.W. Achola, J. Shiundu, G. Opat, F. Ogola & B. Ngonga'ah, (eds). *Kenya In The Context Of Globalisation: Challenges And Prospects*. Nairobi: OSSREA, (1 April): 97-107.
 42. Bulimo, W.A., O.S. Odebero and M.M. Amadalo (2010a) 'Equity in Selection of Form One Pupils From Public and Private Primary Schools, *Kenya Journal of Education Planning, Economics and Management: EMSK journal*, Vol. vNo. 2. ISSN 2074-5400, 155-66.
 43. Munda SW, Odebero, OS, & Tanui E (2014). *What determines secondary School students academic Performance? A guide to wise investment in secondary school education: Expert advise for scarce Resources*. Germany; Lambert. ISBN 978-3-659-53905-3(publication/ points=2.67)

44. Okoth J, Nguka, G and Odebero, OS. (2012) *STI/HIV and AIDS: A Multiple Prevention intervention strategy for elementary/ secondary and tertiary institutions*. USA: Lambert
45. Odebero, OS. (2011). *Innovations in Higher Education financing in developing Countries: The Potential for HELB Loans in Equalizing Higher Education opportunities, Empirical Evidence from Kenya*. USA: Lambert.
46. Nguka, G. and Odebero, O.S (2011). *The Crisis of Acute Malnutrition among Children in Southern Sudan: causes, Prevalence Rates and Effectiveness in Clinical Management*, USA: Lambert. Isbn 978-3-8454-1475-1
47. Rugar TO.&Odebero, OS. (2011). *Cost benefit analysis of higher education investment: the case of university schooling and lifetime earnings in Kenya*.USA: LAP. ISBN 978-3-8443-8388-7.
48. Odebero, OS. (2011). *Rethinking Bursary In Financing Secondary school Education: Equity Perspective of Bursaries in Secondary school Education: Empirical evidence from Kenya*. Berlin: Lambert Academic Publishing: ISBN 978-3-8443-8870-1.
49. **Odebero, OS.**Sang, AK, Bosire J, Othuon, L. (2007). Equity in the Distribution of Bursary to Secondary School Students in Busia District, Kenya.*Educational Research and Review* Vol. 2 (8), December, 2007 ISSN 1990-3839. Available online at <http://www.academicjournals.org/ERR>
50. **Odebero, OS.** Bosire, NJ. Sang, AK, Ngala, BJ. & Ngware, MW. (2007). Equity in the Distribution of HELB Loans in Kenya in Relation to Students Characteristics: An Empirical Analysis, *Educational Research and Review* Vol. 2 (8), pp. 209-219, ISSN 1990-3839 © 2007 August 2007 Available online at <http://www.academicjournals.org/ERR>
51. Achoka, JA, **Odebero, OS**, Ndiku, J., Maiyo, J. (2007). Access to Basic Education in Kenya: Inherent Concerns, *Educational Research and Review*, Vol. 2 (10), pp. 275-284, October 2007, Available online at <http://www.academicjournals.org/ERR>, ISSN 1990-3839 © 2007 Academic Journals.
52. Onyango, J.O., Ogola, FO, &**Odebero, O.S.** (2007) “Multilingual literacy in Kenya: past experience, current challenges and future opportunities in the teaching and learning processes,” *Journal of Education and Human Resources*, Vol.4 No.1, 2006.
53. **Odebero, O.S**, Ngala, B.J.A. &Sang A.K. (2007). Higher Education Loans Board Financing of University Education in Kenya: The Effectiveness of Loan Recovery Process. *The Educator: A Journal of School of Education, Moi University*.Vol. 2 No.2 (I-xxvi, 1-270).
54. Ngware, M.W., Wamukuru, D.K, and **Odebero, O.S.** (2006). “Total quality management (TQM) in secondary schools in Kenya: Extent of the Practice”, *Emerald Journals, Quality Assurance in Education*, Vol. 14 No. 4.pp. 339-362. Available at www.emeraldinsight.com
55. **Odebero, O.S.** and Bosire, J. & Sang AK.(2006). ‘Equity in Access to Higher Education in Kenya through HELB Loans: Prospects and Challenges’ in the *proceedings of the Egerton University Research Week: researching for Scientific and Socio-economic Development in the New Millennium*, Egerton University Njoro.

56. **Odebero, O.S.** and Bosire, J. (2006). “Students loans in Kenya: past experiences current challenges and future opportunities in loan recovery process”, in Cheboi,C. Kipsang, R. and Agiro, E. *Proceedings from the HELB Regional Conference on the Financing of Higher Education: The Role of Students Loan Scheme. Kenya School of Monetary Studies-Nairobi, October 2007-28.*
57. Ngala, B.J.A.F., Sang, A.K. and **Odebero. O.S.** (2006). Teacher utilization and its influence on pupils academic achievement: A case study of primary schools in Eldoret municipality, Kenya,” *Journal of Education and Human Resources*, Vol.3 No.2, pp. 82-91.
58. **Odebero, O.S.**, Ngala, F, B.J.A, Sang A.K (2006). ‘HELB Financing of University Education in Kenya: The Effectiveness in Loan Recovery Process’ *Journal of Education and Human Resources*, Vol.3 No.2, December 2005.p. 92-105.ISSN 1563-0188.
59. Ngala, B.J.A, .&**Odebero. O.S**, **Ngware, M.W (2009)**. Teachers’ Perceptions of Staff Development Programmes as it relates to Teacher Effectiveness: A Study of Rural Primary Schools in Kenya, *Journal of Education Planning, Economics and Education Management*, Vol. 1. No.1 June, 2009 ISSN 2074-5400ISSN 2074-5400.
60. Ogola-Onyango&**Odebero, OS** (2009). Data Analysis for Educational and Social Research: Quantitative and Qualitative Approaches.Kenya, *Journal of Education Planning, Economics and Education Management*, Vol. 1 No.1 June, 2009 ISSN 2074-5400ISSN 2074-5400.
61. Ngala, B.J.A, .&**Odebero. O.S**, (2009). Motivation of Teachers by Headteachers and its influence on Pupil Academic Achievement: A case Study of Primary Schools in Eldoret Municipality Kenya.Kenya, *Journal of Education Planning, Economics and Education Management*, Vol. 1No.1 June, 2009 ISSN 2074-5400.
62. Ashioya,, IA., Odebero, OS. Achoka J.S. (2010). School-Based Factors Affecting the Re-entry of Teenage Mothers into Secondary Schools in Kakamega South District, Kenya. , *Journal of Education Planning, Economics and Management*, Vol. 2 No.2 June, 2010 ISSN 2074-5400.
63. Bulimo, W., Odebero, OS., Amadalo MM. (2010). Equity in Selection of Form One Pupils by Type of Primary School Attended in Kakamega South District, Kenya.*Journal of Education Planning, Economics and Management*,2: 155–66. ISSN 2074-5400.
64. Akello, P. &Odebero, OS. (2011) Procedures and Challenges facing ISO Certification in Educational institutions in Kenya.Kenya *Journal of Education Planning Economics & Management*, vol. 3. No. 3 July, ISSN 2074-5400, pp. 31-42.
65. Odebero, OS (2019). Is Free Education System in Kenya Free of Knowledge? Rethinking Provision of Free Education Strategies. In *the Scholar*, Vol. 15, Nairobi, Nanion Media Group, January, 2019.
66. Odebero, OS. (2019). Teacher Management Practices in Kenya. Unraveling the Frustrations of the 21st Century Teacher. In *the Scholar*, March, 2019.
67. Stephen O. Odebero (2015). ‘Factors Influencing Unequal Cross-Border Higher Education Student Mobility in The East African Community’, *Working Paper Series of The Centre For Area Studies N° 7.*

Other Books under review expected to be published soon

68. Odebero, OS (n.d). *Planning and Economics of Education: An introduction to new trends and Policy options. (not yet in press)*
69. Odebero O.S (2020). *Current Issues in Education Planning and Management. In Press (second reading)*
70. Odebero OS, Sindabi, O. and Motari, J. *The question of Culture and Education in Africa: Where is the Mystery?(not yet in press)*
71. Odebero OS .(2013). *Quantitative Techniques in education Planning for developing countries: A guide book) (not yet in press)*

Awards

2021- Awarded the Indo-African Education Excellence Award in Educational Planning (FIEEP)

2007-2009-Awarded the Council of international exchange of scholars award (CIES), a division of African Higher Education Collaborative (AHEC)

Scholarships

1997- awarded the Moi University Post Graduate Scholarship to study M.ED in Kiswahili methods.

2006- Awarded the Egerton University Scholarship to study PhD in Educational Planning

2010-Awarded the OSSREA scholarship to study gender mainstreaming training in Rwanda

2013-Awarded the Chinese Scholarship for Training of senior managers and presidents of universities in Anglophone Africa held in the Peoples Republic of China.

2014 Awarded the DAAD scholarship for senior Researchers for a three months research study in the Federal Republic of Germany.

Other Academic/ Professional Achievements

A) International Conferences and Workshops Attended

I have so far presented the following Papers in the following International workshops and Conferences

1. Odebero, OS. (2013) ‘Significance of the China Africa Relations in Africa: The case of Higher education in Kenya,’ A Paper presented at the 3rd meeting of China-Africa think tanks forum- Beijing, 22-23/10/2013

2. Odebero, O.S. & Bosire, J. 'Students Loans in Kenya: Past Experience Current Challenges and Future Opportunities in Loan Recovery Process.' HELB Regional Conference on the Financing of Higher Education. 26th and 27th October 2005, Nairobi: Kenya School of Monetary studies
3. Sisungu, Z.W. & Odebero, O.S. 'The impact of HIV/AIDS on Development: A Kenyan Perspective'. 6TH ATWS International Conference at WUCST 22nd to 24th Nov. 2005.
4. Odebero, O.S. & Sisungu, Z.W. 'Technological Innovations in Higher Education Financing and Entrepreneurship in Kenya: Alternative Models to Loan Disbursements and Recovery Challenges.' 6TH ATWS International Conference at WUCST 22nd to 24th Nov. 2005
5. Odebero, O.S. (2006). 'Safety Preparedness in Public Secondary Schools in Busia District Kenya'. A paper prepared for OSSREA young scholars research grant workshop held in Addis Ababa Ethiopia, August, 2006. Details and pictures available at <http://www.ossrea.net>
6. Odebero, O.S., & Sang A.K, Bosire, J (2006). 'Equity in Access to Higher Education in Kenya through HELB Loans: Challenges and Prospects, A Paper Presented at the Egerton University Research Week 17th-21st July 2006.
7. **Odebero, O.S.**, Othuo, L (2007). Equity in Access to Secondary School Education through Bursary in Busia District, Kenya, A Paper Presented at the Egerton University 2nd Research Week and International Conference 15th-20st July 2007.
8. Amunga, JK., Ashioya, I, Bulimo, W, **Odebero, OS**, (2007). The Role of Sexuality Education in Combating the Spread of HIV/AIDS, A paper prepared for the Kenyan association of Educational Administration and management, (KAEM) Conference Held on 9th -11th April, 2007, Eldoret, Kenya.
9. Onyango J.O. & **Odebero, O.S.** Multilingual Literacy in Kenya: Past Experience, Current Challenges and Future Opportunities in the Teaching and Learning Processes, A Paper Presented at the Regional Conference on Language Policy and Education, 14th to 17th May 2006, Nairobi, Kenya
10. Odebero, OS., Achoka ASK, (2008) Effects of Malnutrition on Labour Productivity in Africa: Strategies for Intervention through Schooling and Cognition, OSSREA conference held at Kenyatta University Kenya.
11. Odebero, OS (2008) Safety Preparedness in Public Secondary Schools in Busia District Kenya. A Paper presented to 1st National Conference and Exhibition for Dissemination of Research Results and Review of Innovations, Ministry of Science and Technology 28 April-2nd May, 2008
12. Odebero, OS., (2008). Equity in Access to University Education in Selected Countries in Africa through Higher Education Loans Scheme in Relation to Students Characteristics and Effectiveness in Loan Recovery: A Comparative Study, A paper presented to the First AHEC Meeting, Cairo Egypt, February, 2008.
13. Odebero, OS (2008). Evolution of Higher Education Financing In Kenya: A Critical Review of Higher Education Loans Board. A Paper Presented at the second AHEC Meeting In Johannesburg South Africa, 22nd October, 2008.

14. Odebero, OS (2008). Financing increased access to Higher Education in Kenya. A paper Presented to the Second AHEC meeting Held in Johannesburg South Africa, 19-22 October, 2008. Hyatt Regency Room 417
15. Odebero, OS. (2008). Scholarship and Success in Academic World. A paper Presented to Outstanding Student Graduates', Egerton University, 3rd December, 2008.
16. Odebero, OS (2009). Evolution of Higher Education Financing In Kenya: A Critical Review of Higher Education Loans Board. A Paper Presented at the School of Graduate Studies, MasindeMuliro University of Science and Technology, January, 2009.
17. Odebero. O.S (2009) Relationship Between In-Service Training and Teachers' Professional Development: A paper presented to Busia District SMASSE in-service training for teachers. (17th April, 2009).
18. Odebero, OS.(2009) The Quandary of Teacher Demand and Supply in Secondary Schools in Kenya: Equity, Quality and Policy Performance in a Comparative Perspective. A Paper Prepared for AAU African University Day, held on 12th November 2009, MasindeMuliro University of Science and Technology
19. Odebero, OS.(2010). Higher Education Crisis in Financing and Management: Implication for Planning Reform Agenda. A Paper Prepared for the Education Management Society of Kenya Workshop Held at Migori TTC, from 12-14 April 2010
20. Odebero, OS.(2010). Higher Education Crisis. A Paper Prepared for the Department of Education Planning and Management Workshop held on 5th April, 2010, MasindeMuliro University of Science and Technology
21. Odebero, OS.(2010) The Quandary of Teacher Demand and Supply in Secondary Schools in Kenya: Equity, Quality and Policy Performance in a Comparative Perspective. A Paper Prepared for the Education Management Society of Kenya Workshop Held at Kabarak University, August, 2010.
22. Odebero, OS. (2010) 'Gender Mainstreaming in Kenya'. A paper presented at National University of Rwanda, during the regional training on Gender Mainstreaming and Budgeting Held at the National University in Butare Rwanda 8-26/11/2010.
23. Odebero, OS. (2011). 'Crisis in Higher education financing in Kenya: implication for policy': Paper presented to heads association meeting held at MasindeMuliro University of Science and Technology, April, 2011.
24. Odebero, OS (2011). Safety Preparedness in Public secondary schools in Kenya. Paper presented to OSSREA young scholars final workshop, Addis Ababa, Ethiopia
25. Odebero OS (2012). Factors influencing unequal cross border higher education students' mobility in East African Community. Presented in Nairobi, PASGR workshop. May, 2012.
26. Odebero OS (2013) Planning for effective Management of schools for improved performance. Presented at Lumakanda grounds, during Lugari District education day as the chief guest.
27. Odebero OS. (2013). How to write a bankable proposal: the social science perspective. Presented at Maseno University, 4-7 July, 2013

28. 26. Odebero, OS. 2013. Significance of China Africa relations: Lessons from Kenya. Presented to presidents of Universities in China, 10-30, October, 2013, Zhenjiang Normal University China.
29. 27. Odebero OS (2014). Proposed fees structure for Busia, Siaya, Migori, Bungoma, Vihiga, Kakamega and Homabay county: To the national task force on secondary school fees guidelines, KEMI Nairobi 28-29 april, 2014. ((publication/ points=2.)
30. Odebero OS (2014). Factors influencing unequal cross border higher education students' mobility in East African community. Presented at the Center for area studies, University of Leipzig, May 14th at 2 PM. 3rd floor, Global European Studies Institute, Emil-Fuchs str. (publication/ points=2.)
31. Odebero, OS (2017). Current issues in education in Busia County: presented to Busia County Heads association, (publication/ points=2)
32. Odebero, OS. (2019). Assessing Skills Supply and Youth Employability in Kenya: Secondary School Education Graduates Training (miss-) match with Mumias Sugar Company Labour Market Needs. Presented at the Machakos University Annual Conference, June 2019. (publication/ points=2)
33. Odebero, OS. (2019). The Craze for Students' Numbers in Kenya's Public and Private Universities and the Optimal Operation of Masinde Muliro University of Science and Technology: Towards a Cost Recovery Strategy. Presented at the Machakos University Annual Conference, June 2019. (publication/ points=2)
34. Odebero, OS. & Osen, C, (2019). "HIV/AIDS, Malaria and Other Communicable Diseases: Implications to Educational Planning" presented at the 13th Multi-Disciplinary International Conference held at the Masinde Muliro University, Main campus in Kakamega town, from 19th to 21st June 2019. publication/ points=2)
35. Odebero, OS. & Simala, I.K. (2019). "Assessing Skills Supply and Youth Employability in Kenya: secondary school education graduates training (miss-) match with Mumias Sugar Company labour market needs" presented at the 13th Multi-Disciplinary International Conference held at the Masinde Muliro University, Main campus in Kakamega town, from 19th to 21st June 2019. publication/ points=2)
36. Odebero, OS. (2019). "Is Free Education System in Kenya Free of Knowledge? Rethinking Provision of Free Education Strategies" presented at the 13th Multi-Disciplinary International Conference held at the Masinde Muliro University, Main campus in Kakamega town, from 19th to 21st June 2019. publication/ points=2)
37. Sagwa, D. & Odebero, OS. (2019). "Is Unemployment in Kenya an Exaggerated phenomenon?: A Critical Analysis." presented at the 13th Multi-Disciplinary International Conference held at the Masinde Muliro University, Main campus in Kakamega town, from 19th to 21st June 2019. publication/ points=2)
38. Odebero, OS. (2019). "Improving the Quality of Education for Children Living in Urban Informal Settlements in Uganda As Part of the East African Community Initiative" presented at the 13th Multi-Disciplinary International Conference held at the Masinde

Muliro University, Main campus in Kakamega town, from 19th to 21st June 2019.
(publication/ points=2)

39. Odebero OS. (2019). 'Teacher training requirements for implementation of competence based curriculum and public service delivery.' A paper prepared for A symposium held at the Kenya School Of Government –Matuga on 24-25 April, 2019.(**publication points=6**)
40. Odebero OS (2020). The Role Of Universities In The Implementation Of Competency Based Curriculum And Development Of 21st Century Skills, Masinde Muliro University if Science and Technology (publication/ points=2)
41. Odebero OS (2021). Reforms and Retooling University faculty for the Implementation of Competency Based Curriculum (CBC), a paper presented to senior Management of MasindeMasinde Muliro University if Science and Technology at Tom Mboya labour College, Kisumu, March, 2021
42. Odebero OS (2021). Lessons learnt from Competency Based CurriculumTaskforce (CBC):The case of Academic Staff at Muliro University of Science and Technology, Presented to Department of Educational Planning and Management March, 2021
43. Odebero OS. (2021) Advances in Science and Technology in Education in Developing Cuntries. A paper presented to the Global Academic and Technology Awards, 2021, National Technology Day on 11/5/2021.

Total publication Points after promotion to associate professor as per CUE guidelines=140.02 publication points.

1.

Membership of professional Associations:

2021 September-Present-Elected Secretary Professors Forum of *Masinde Muliro University of Science and Technology*

2021-date: Member, Red Talks International –Ratna Prasad Multidisciplinary Research & Educational Society
2009- date: Founding vice Chairman Educational Management Society of Kenya (EMSK) and now serving as Trustee

2011-date: Founder Secretary Western Platform for Unity Association

2014-date: elected Chairman, Busia Professional Association

2018: Member, DAAD scholars association- MMUST Chapter

2020-to date : member Samia Professional Association

Proposals developed under ARPAM

2004:*Educational and Health Related Challenges Facing Free Primary Education in the Alleviation of poverty in Kenya: An Impact Assessment* (a multidisciplinary **AICAD** proposal submitted for funding - unsuccessful).

2005:*Survey of Public Relation status and Training in Kenya* (a Public Relations Society of Kenya Proposal for funding-(unsuccessful)

2005: *Teacher Perceptions on Challenges Facing Primary School Teachers' in the Implementation of Free Primary Education in Kenya* - ongoing

2006-date Member, Organization for Social Science Research in Eastern and Southern Africa (OSSREA)
 Sept, 2008:Elected vice chair, Educational Management Society of Kenya (EMSK)
 Sep 2008 : Elected Editor in Chief Journal of Education management

d) Grants/ Scholarships

2005-2007 won the Egerton University internal research grants. Title of thesis 'Equity in Access to University Education in Kenya through HELB Loans in Relation to Demand Supply and Effectiveness in Loan Recovery. (A PhD thesis)

1996- Won the Moi University partial Scholarship to study MA in Kiswahili Methods (did not take up the scholarship)

External examination of theses and projects

- **2016 October-2019:** external examiner, University of Nairobi, Graduate school
- **2011- 2019:** Appointed by the **Moi University Senate** to be external examiner in the department of Educational Management and Planning for all diploma, undergraduate and graduate examinations since 2011. I have so far externalized 80 masters' theses and 20 Doctoral theses.
- 2012-2016: Appointed by **Maseno University Senate** to be external examiner in the Department of Educational Management and Foundations. I have so far externalized 6 masters' theses
- 2019-2021: appointed external examiner at Kenyatta University, Kenya

Research FUNDING & Resource Mobilization

March, 2015-July, 2015: Won the Kenya Institute of Bankers (KIB) Strategic Capacity Assessment, CONSULTANCY: appointed by Frankfurt School of Finance (FSF) as Lead expert on market assessment and program infrastructure in the Banking sector – amount of funding USD 7500. -Completed

1st May-30 July, 2014. Won the DAAD short study research visit for senior academics. On a 3 months research stay at the Center for Area Studies, Institute of Global and European Studies, University of Leipzig, Emil-fuschs str. Amount of funding Eur 8,625,000 (ksh 1000,000) including subsidy funding by MMUST.-Completed

Sept 2010 SEEDS EDUCATION PROJECT in Somalia,
 2009 April. 'Teacher Management in an HIV and AIDS Context in Kenya.' a proposal for consultancy submitted to UNESCO/IIEP- unsuccessful

2006 – 2009 Won the OSSREA Twentieth Young Scholars Research Grant Competition 'title of proposal; *'safety preparedness in public secondary schools in Busia district Kenya'* Amount of funding US\$ 5000. <http://www.ossrea.net>. Competed

Nyaanga, D. Odebero, OS. Mulambula, S. (2007-2010). *Community Based approach to Rain Water harvesting in Busia District, Kenya*. Funded by Government of Kenya consolidated fund. Amount of funding USD 45000. Project completed.

Odebero, OS, (2007-2010). Higher Education financing in Kenya: An Empirical Review of HELB Loans. An African Higher Education Collaborative (AHEC) funded project. Amount of funding US\$ 1700. website: www.cies.org.. completed

Odebero, OS, Sisungu, ZW, Achoka, JK (2009-2010). Private Investments in Higher Education: Students' Perception of the Relationship between Costs and Quality of Student Services in Public and Private Universities in Kenya. SGS MasindeMuliro University, of Science and Technology Kenya

Getenga, Z, Odebero OS, Manyasi, J, (2010). Stakeholders perception of the services provided by Lake Victoria North water Services Board. Complete. **Amount of funding USD 22,000**

Getenga, Z, Odebero OS, Juma, J, (2010). Training Maseno University staff on proposal writing skills for funding. **Amount of funding USD 7000.**

5TH July- 2010-January 2011, SID consultancy. Asymmetries in education within East African community. Report submitted Amount of funding USD 2142

2014 January- March 2014 : MMUST funded project: Optimal operation of MasindeMuliro University of Science and Technology-Complete Amount of funding USD 1000

May 2014-July 2014: DAAD funded project: Causes of unequal cross-border students mobility in east African community.

2016 September-date: an APHRC consultancy on Urban Education: Improving the Quality of Education for Children Living in Urban Informal Settlements in East Africa. Amount of funding USD 55,000

July, 2009-date National Trainer in the 2009, Housing and Population Census- I trained senior Supervisors and oversaw the training of Supervisors. amount of funding USD 5000

20/8/2009-date appointed the District Co-coordinator Suba District to oversee all census activities, functions and contingencies. Oversee the editorial process, transport material and safely deliver them to KNBS amount of funding USD 5000

2017: I wrote a proposal on challenges facing ODeL learners through the ACDE and was invited to Shanghai Open University (SOU) in China to participate in staff exchange Programme for two weeks. SOU was to meet the costs of Office space from 15/5/2017-26/5/2017 12 days , accommodation from 14/5/2017-27/5/2017 and stipend at the rate of 4300 for 12 days and paid for all instructors and learning materials on campus and those online. The total cost of the training was estimated at USD 13000 **per participant.**

2015-2018: As ODeL Director, I engaged Esmart College in Kisii for collaboration and got over 10 PhD students and over 50 undergraduates and students formerly registered at Mt Kenya University and who transferred to MMUST. Through my networks with their student leader Mr Jacob Kwaba, all the students transferred to MMUST under ODeL and the university received revenue in excess of **kshs USD 100,000.**

2014-2017: As the Director of ODeL I initiated self-advertisement strategies. I used my position as the Chairman of County Education Board of Busia and encouraged teachers to enroll at MMUST for studies. I also invited the then VC Prof Otieno to our County Education day at Busia and we

rallied efforts to mobilise students' to enroll at MMUST through ODeL. At the time of handover to the current Director Dr. Nguka, I had raised over USD 400,000 **in ODeL MPESA accounts.**

2014: Through my own initiative, I got support from Safaricom Kenya who donated a mobile phone and developed a software called three in one application, notification and instant fee payment. This was estimated at ksh USD 3000

2015-2018: As Director Of ODeL using my connections with KeNET I was able to get the support of Kenet to co-host our MOODLE Learning management System outside the university to stabilize the platform and allow the users to access the moodle platform24/7. This was costed over **ksh 300,000 per annum hence 300,000 for 4 years= 1.2 million**

2015:I also rallied Funzo Kenya and USAID to train the interns sent to ODeL directorate and online instructors on MOODLE platform, online learning, MOOCS and students support. This costed upto USD 1000.

2016:I engaged Funzo Kenya to review MMUST modules in order to make them self-instructional as required by the Commission for University Education (CUE). The following modules were revised by Funzo kenya ODeL experts: B.SC 110, COS 100; ECO 100; ESM 101 and this was estimated to cost USD 250.

2017:I mobilized upto 25 journals from educational Management Society of Kenya (EMSK) and donated to Turkana University College Library department. Cost USD 250

2016: I mobilized upto 20 Journals of different volumes and donated to MMUST library for use by our graduate students. Cost USD 200

2017:As the Deputy principal incharge of Administration and Finance, I mooted and led a team of staff in successfully negotiating with the Turkana Community and got over 1500 acres of land in Nadapal, Loima sub-county valued at an estimated cost of USD 15,000,000 for Turkana University to use as Demonstration farm in dry land farming and for use in solar farm that will be sold to the national grid.

2018: As Deputy Principal AF&P I negotiated with Lodwar County Referral Hospital for an MOU with TUC for the use of hospital Ambulance, sluice and Amenity facilities with TUC. Through this TUC was to gain in medication and saves over USD **2000** per annum.

2018: through contacts I signed an MOU with TBI with Turkana University college that has brought to TUC over **USD 210,000** since 2018 for scholarships to students in Evolutionary biology.

2018: as Deputy Principal AF& P through my connections, I mobilized Houston Church in the US to donate food staffs to residents of Turkana in collaboration with TUC. This helped the university in CSO to the tune of USD 10,000.

2014: As one of the organizers of the Conference held in MMUST in 2014, I linked MMUST to Educational Society of Kenya (EMSK) to co-host the event and mobilized EMSK members to attend and present papers. EMSK contributed upto **USD 200** to the event that was hosted at MMUST.

2014-2017 Odebero OS, et al (2016). *Optimal operation of functional Units at MMUST: towards a cost recovery strategy*. I wrote a concept note that was approved by Management and co-funded the study that led to the cost recovery strategy that saw mmust rebuild its functional units. The study is credited for the physical recovery of MMUST from 2014to date. Management contributed upto kshs 50,000 but I mobilized staff and students and we conducted the study, the total costs of the study was **USD 5500**

2022- 2023; Enhancing equity in access to quality higher education in Kenya within the Covid-19 pandemic environment. –Funded by PASGR cost of the project **2.5 million**

LINKAGES AND COMMUNITY SERVICE

National and International professional Recognitions and Appointments

2019-setter and moderator for Kiswahili, KNEC

2019-2021Appointed to the National Taskforce on Competency Based Curriculum (CBC)

Terms of reference

The Taskforce shall undertake broad stakeholder engagement-

- q. Undertake broad stakeholder engagement, review literature and identify international best practices with a view to preparing a Comprehensive Advisor Report on:
 - i) Transition of Grade 6 cohort of (CBC) and Std 7-8 (of 8-4-4) pupils in 2023. Domiciling grade 7,8,9 within Basic Education Structure.
 - ii) Competency Based Assessment for the reformed Curriculum.
 - iii) Identification of schools to host the Pathways and Tracks in Senior Secondary school, while considering equity and effectiveness.
 - iv) Strategies and Work Plans to prepare the country for implementation of Senior Secondary Pathways and Tracks in 2026, including infrastructural and human resource requirements.
 - v) Conceptualization and design of competency based pre-service teacher education.
 - vi) Design and implementation of Value-Based Education; Community Service Learning; and Parental Empowerment and Engagement programmes. Transition from Basic to Tertiary Education and training in 2029, including infrastructure and human resources requirements.
- r. Advise on policy and legal issues necessary for effective implementation of the curriculum reforms, including framework on the working relationship between the national and

County governments on implementation of the Pre-Primary school curricula. Pre-primary education is a devolved function.

- s. Prepare a strategy for monitoring and evaluation of the curriculum reforms implementation.
- t. Advise on any other relevant issues for effective and efficient implementation of the curriculum reforms.

November, 2016, appointed by Commission for University Education as **lead resource Person on standards, quality & accreditation**

14/3/2015: Named to the **national task force to review TIVET master plan**. (report completed and launched)

3/12/2008: Named Outstanding PhD Candidate, faculty of Education in the 2008 Graduation Ceremony,

2007: Appointed by the Council of International Exchange of scholars (CIES) to represent Kenya in the African Higher Education Collaborative (AHEC).

February, 9th-13th 2008- Attended 1st AHEC meeting in Cairo Egypt: named to the Committee on Financing Access to Higher education in Africa.

February: selected by the subcommittee to study students loans in Africa in a comparative approach.

Expected output:, Book publication, articles in scholarly journals, advocacy activities and dissemination workshops

October, 24th- 29th- Attended AHEC Meeting in Johannesburg **South Africa**: Presented a paper: *Evolution of Higher Education Financing in Kenya: Empirical review of Students Loans*

Aim: to create platform for collaborative thinking and for pursuing tangible solutions to the challenges to higher education access in Africa

AHEC Proposal: *Equity in Access to University Education in Selected Countries in Africa through Higher Education Loans Scheme (HELs) in Relation to Students Characteristics and Effectiveness in Loan Recovery: A Comparative Empirical Study*

National & International sabbaticals, Trainings and pedagogy

- **8-26th November, 2010** Nominated by OSSREA to attend gender analysis tools, gender responsive budgeting and gender auditing training in Rwanda (competitively).
- **2011-2012**-attended a 7 module multi-method research training course sponsored by UKAID and PASGR
- February 2008-2009: Council of International Exchange of Scholars training on Higher Education on Access, Equity and Quality
- 1/5/2014-31/7/2014: Short research visit for senior university scholars-University of Leipzig, Federal Republic of Germany; Title of research: *causes of unequal cross border students' mobility in East African Community*. Funded by the DAAD; I was hosted at the Leipzig research academy for 3 months where I also taught and interacted with graduate students. I eventually co-published a paper with Prof Matheas Middell and Prof Ulf Angel.

10-31st October 2013: Zhenjiang Normal University China, Attended Training for Presidents of Universities Funded by the Government of Peoples Republic of China. Units covered: China's conditions and culture, daily Chinese Language, Development of

Higher education in Anglophone Africa, China's research and Teaching in Post Graduate Education, Higher Vocational technology in China, Employment of HE Graduates in China, Reform in Chinese HE System, Development of International HE in China. While in China I was named to the 3rd China Africa Think tank Forum and Addressed the forum meeting in Beijing.

October 2011-June, 2012: Post Doctoral Training in Multi-method Research Course, funded by UKAID

Units covered:-Designing social inquiry; engaged social research; critical imagination; presentation of research concepts; defining research terrain; Forming good concepts; Typologies and typology theory; comparative (small N) case studies; causality and explanations; causal strategies and across cases; within and across case comparisons/process tracing and path dependencies; defining and selecting cases: multi-method research; quantitative analysis

Other consultancies

July, 2009-October 2009 -Appointed National Trainer in the 2009, Housing and Population Census- I trained senior Supervisors and oversaw the training of Supervisors.

20/8/2009- Appointed the District Co-coordinator Suba District to oversee all census activities, functions and contingencies. Oversee the editorial process, transport material and safely deliver them to KNBS

Other Capabilities and Qualities:

- Proficient In computer applications including advanced working knowledge of word processing, spreadsheets, database, and presentation with MS Office suite.
- Advanced knowledge of statistical analysis with computer packages including SPSS, both 11.5 and 18.5, SAS and Excel
- Internet use & Selected Hardware installations
- A good public speaker, quite proficient in English language and particularly Kiswahili
- Good team player and resource mobilization skills

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Referees

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3. Amb. Simon Nabukwesi
Former PS University Education and Research

4. Prof. Benard Muronga Kadurenge,
University of Abiud, Hargeisha Somaliland

5. Prof Charles Mutai
Principal Bomet University