

CURRICULUM VITAE



Name: Prof. Richard Nyangosi

PhD (Amritsar), MAAIR (USA), M.Com (Jhansi), B.Com (Jhansi), D. Ed (IMTRI)

Current Position:	Associate Professor Department, Business Studies, School of Business & Human Resources Development Rongo University,
Mailing Address	P.O Box 103-40404 Rongo, Kenya
Permanent Address	P.O Box 50842 -GPO -00100, Nairobi- Kenya
Email:	nyangosir@yahoo.com nyangosir@ruc.ac.ke
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Gender:	Male
Driving License No	
Passport No.	

Summary

Qualifications	PhD , M.Com, B.Com, D.ed
Profession	Teaching, Research & Consultancy
Specialization	Management and Finance
No. of Publications	27
No. of workshops & Conference	23
No. of Post Graduate supervision	43 Post graduate students(Graduated) 3 PhD Ongoing 4 Masters thesis submitted 5 Masters ongoing
External Examiner	-Mzumbe University, College of Business Education- Tanzania, -Kibabii University, Bungoma-Kenya
Thesis External Examiner	-Jaramog Oginga Odinga University of Science and Technology, Bondo-Kenya - Maseno University, Maseno-Kenya
Fellowships	1 University Grant Commission, Government of India
Editorial Services	8 International Journals
Areas of Research interest	Financial Management, Markets, Banking

	Technology and Services, E-commerce, Financial institutions, Financial Services , Investment Management, CSR
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ACADEMIC QUALIFICATIONS:

2010, Doctor of Philosophy (PhD) Finance, Guru Nanak Dev University, Amritsar

Topic of Thesis: *Perception towards e-Banking: A Comparative Study of India and Kenya*

(With emphasis on Adoption, Growth trends, E-banking services, Bank and Customer Perspectives and Policy Implication) –

June - 2004, Master of Commerce (M.Com) 1st Division- Bundelkhand University, Jhansi

June- 2002, Bachelor of Commerce (B.Com) 1st Division -Bundelkhand University, Jhansi

Nov-1996, Kenya Certificate of Secondary Education (KCSE)-Gionseri High school

Nov-1992, Kenya Certificate of Primary Education (KCPE)-Riongoncho Primary School

EXPERIENCE RECORD:

ACADEMIC AND TEACHING EXPERIENCE

Position Held	Employer and Courses taught
Associate Professor May 2015- Date	Rongo University -Rongo, Kenya Department of Business Studies School of Business and Human Resources Development
	Rongo University -Rongo, Kenya <u>Teaching Courses PhD, MBA, BBA, BSc(HR)</u> International Finance (PhD), Advanced Research methods (PhD) Advanced Corporate Finance (PhD), Monetary Management (MBM), Financial Management (MBA)
Senior Lecturer (Aug. 2013- May 2015)	Department of Business Studies School of Business and Human Resources Development
	<u>Teaching Courses PhD, MBA, BBA, BSc(HR)</u> Financial Management (MBA), Auditing and Internal Review Principles of Finance, Financial Markets and Institutions (BBM)

Financial Accounting(MBA), Research Methods

Postgraduate Supervision (MBA)

Achar, E., Nyakeyo, L., Otiende, W.O., Ouma, R., Oyoo, M.O.
Atak, P. A.

Senior Lecturer

(Feb.2012 –July 2013)

St. Augustine University of Tanzania,

Department of Accounting and Finance

Teaching Courses (MBA)

Financial Markets & Institutions, Research methodology, Financial
Statement Analysis, Managerial and Financial Accounting
Investment and Portfolio Management (MBA)

Postgraduate Supervision (MBA)

Temba, B. (2013), Shija, S. (2013), Kizingira, H.(2013) Kassim
(2013)Kataraiyah, E. (2013), Nyabange, (2013), Mwandambo, 2013
Mwakyoma, C. (2013) Nguka, J. (2013); Scholastica, J. (2013)
Mjankwi, D. (2013), Phinius, G.(2013), Kazembe, H. (2013)
Budotera, G. (2013), Nondi, P. (2013), Paul,P.(2013), Omary 2013.

**Kampala International University, Dar es Salaam College
(Tanzania)**

Senior Lecturer

(2010- Feb. 2012)

School of Postgraduate Studies and Research,

Courses Taught and Contact unit:

- Advanced Corporate Finance (PhD& MBA)
- Investment Decisions(PhD)
- Principles of Project Management(MPPM)
- Theories of Management (PhD& MBA)
- Project Quality Management (MPPM)
- Principles of Management (Undergraduate)
- Financial Management (PhD, MBA)
- Micro finance Management(BBA)

Postgraduate Supervision

- Nzaganzeru, A.J.- 2012, PhD -Awarded
- Abeka, S.O. - 2012, PhD-Awarded
- Mlingi, M.N- Ongoing PhD

	<p>-Wasike, S. –MIS 2011- Awarded</p> <p>-Piencia, C.K- MBA, 2011- Awarded</p> <p>-Massam, R.- MPA, 2011- Awarded</p> <p>- Ekrysiima, C.– MIS, 2011- Awarded</p> <p>- Mubyanzi, G.-MBA, 2011- Awarded</p> <p>-Njau, I. –MBA, 2011- Awarded</p> <p>-Amanzi, A. MBA, 2011- Awarded</p>
Research Fellow (2009-10)	<p>Guru Nanak Dev University’s Khalsa College, Amritsar (India)</p> <p><u>Courses Taught</u></p> <p>-Financial Management (M.Com)</p> <p>-Cost Accounting (B.Com and MBA)</p> <p>-Auditing (B.Com)</p>
Lecturer (2008-2009)	<p>H.N.B Garhwal University’s Roorkee Adventist College, Roorkee (India)</p> <p><u>Courses Taught</u></p> <p>-Business Finance (BBA)</p> <p>-Customer Relationship Management (BBA)</p> <p>-Business Communication (BCA)</p> <p>-Marketing Communication and Advertising (BBA)</p> <p><u>Other duties</u></p> <p>-Faculty in-charge of research in the university college</p> <p>-Foreign Student advisor</p> <p>-2008-2009: Research and Projects In-charge for BBA Students, Roorkee Adventist College, Roorkee, India.</p> <p>-2008-2009: Faculty Advisor to B.Com Students, Roorkee Adventist College, Roorkee India</p>
Part-time Lecturer (2006-2008)	<p>Bundelkhand University’s Smt. Ganesh Bhai Soni Science College, Mauranpur, (India)</p> <p><u>Courses Taught</u></p> <p>-Business Finance (B.Com &M.Com)</p> <p>-Financial Markets and Institutions (M.Com)</p> <p>-Marketing Management (B.Com)</p>

	-Banking & Foreign Exchange Management B.Com)
Teacher (1998- 1999)	Tanjomax Mixed Sec. School (Kenya) <ul style="list-style-type: none"> - Commerce (Form 3&4) - Agriculture Form 1-4) - Accounting (Form 3&4) <p>Other responsibilities</p> <p>-1999: Examination Controller, Tanjomax Mixed Secondary School, Kisii</p>

ADMINISTRATIVE EXPERIENCE

- November 2015 to date:** Internal Auditor-9001:2008 QMS, Rongo University
- January 2014 to date:** Acted as Dean, School of Business & HR in several occasions when the substantial dean is not available, since 8th Dec 2014 to 23rd January, 2015 and 7th December 2015 to 28th January 2016 served as the acting Dean.
- Sept. 2014 to December 2016:** Head of Department, Business Studies
- 2013 to date:** Post Graduate Studies Coordinator, School of Business and Human Resources
- 2013 to Nov. 2014:** Coordinator, Professional Studies
- 2011 to February 2012:** Coordinator PhD Program, School of Post graduate Studies, Kampala International University, Dar es salaam College, Tanzania
- 2011 to February 2012:** Deputy Director, School of Post Graduate Studies, Kampala International University, Dar es salaam College, Tanzania

MEMBERSHIP TO COMMITTEES

Rongo University

- May 2016- date Library and Books Committee Member
- May 2016 Tender Evaluation Committee Member
- January 2016 Integrity Assurance Officer (IAO) Committee Member
- March 2015 Student Elections Appeals Committee Member
- October 2014-date Curriculum Review Committee member

December 2013-date SBHR Collaborations and international Linkages Committee Member

August 2013-date Curriculum Development Committee member

August 2013-date Postgraduate short listing committee member

December 2013-date Centre for Research and Enterprise Development Committee member

Kampala International University

May 2011- Feb 2012 Curriculum Review and development Committee Member

May 2011- Feb 2012 Finance, Budget and General purpose

INTERNATIONAL RESEARCH FELLOWSHIP:

Awarded a four year tenure Research Fellowship (JRF) for International Scholars by University Grant Commission, Government of India for 2006-2007 worth \$ 15,000

POSTGRADUATE STUDENT SUPERVISION (*I have supervised 43 postgraduate students to completion and 4 MBA students have submitted waiting for defense 3 PhD students in progress and 5 Masters students in progress*) Some of them include the following:

Ochieng', F.O (2015) Effects of the Cost of Procuring Sugarcane on Competitiveness of Sugar Parastatals in Kenya: The Case of South Nyanza Sugar Company. *Thesis Submitted for the Award MBM of Rongo University*

Magagwe, P .O (2015) Financial Rewards Systems and their effects on lower level Employees's Performance in the Beverage Industry: The Case of Kisii Bottlers (K) Ltd. *Thesis Submitted for the Award MBM of Rongo University*

Araka, H (2015) An Evaluation of the Effectiveness of Fund Management Practice on Performance of Public Universities in Kenya: A case study of Kisii University. *MBA Research Project Submitted to Kisii University*

Mogire, N.M (2015) Challenges affecting Career Progression of Women to Senior Leadership Positions: A Case of Nyamira County, Kenya. *Thesis Submitted for the Award MBM of Rongo University*

Ouma, R.O (2014) Effectiveness of Microcredit Facilities on the Welfare of Households in Suna East Sub County, Migori County-Kenya. *Thesis Submitted for the Award MBM of Rongo University*

Nyakeyo, L.O (2014) Effects of Safaricom M-Pesa System on Efficiency of Customer Bill Payment in Kisii County. *Thesis Submitted for the Award MBM of Rongo University*

Budotela, G.T (2013) Analysis of Audit Quality attributes and Client Satisfaction in Tanzania Local Government: A Case of Mwanza City Council. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Shija, S (2013) Attitude towards Pension Funds in Tanzania. A study of Secondary School Teachers in the Archdiocese of Tabola. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Phinias, A.G (2013) Factors Influencing Investors Decision of Mutual Fund Investment in Tanzania. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Ogola, J.N (2013) An Exploratory study in Banker's Perspective on Forensic Accounting Services in Mara Region, Tanzania. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Julius, S (2013) Electronic Procurement in Tanzania: A study of Drivers, barriers and Success factors in the Mwanza City Council. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Makan, A. (2013) Towards Understanding the factors affecting Saving among Pensioners in Tanzania. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Mwakyoma, C. (2013) Adoption and Implementation of Information Security Systems : A study of Tanzania Cigarette Co. Ltd (TCCL) *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Paul, P. (2013) Causes and Effects of NPAs on Bank Profitability: A study of Commercial Banks in Mwanza *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Temba, B. (2013) Compliance and Weakness of Internal Control at Kilacha Production and Training Centre , Mosh. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Kazembe, H. (2013) Service Quality in the Health Financing in Tanzania: A study of Government Secondary School Teachers in Nyamagana District. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Nyabange, M. (2013) Analysis of Financial Performance of Tanzanian Banks: A case of Tanzania Postal Bank. *MBA Dissertation Submitted to St. Augustine University of Tanzania*

Kataraiia, E.J. (2013) Problems and Benefits of the National Health Insurance Fund (NHIF): An Empirical study of Health Workers in Bunda Town *MBA Dissertation Submitted to St. Augustine University of Tanzania*

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EXTERNAL EXAMINATION

-2015 to date External Examiner for Kibabii University- I externalize exam drafts, scripts and Thesis/ Dissertations/ Projects

External examination of PhD Thesis Master's Thesis/Dissertation and Projects

-Muhammad, Kibuuka,(SDS/BM/003) Managerial Skills and Success of Small- Scale Entrepreneurs in Kampala, Uganda. Kampala International University

-In 2016 I examined three MBA thesis for Jaramog Oginga Odinga University of Science and Technology and Four MBA thesis for Maseno University, Kisumu. The supporting evidence is attached.

RESEARCH WORK & PUBLICATIONS

1. PUBLICATIONS

Learning Module

Nyangosi, R. (2014) Development Concepts and Application, Published by Rongo University

(A) PUBLISHED WORK

1. Nyangau, S.N., Nyangosi, R. Jane, N. and Suleiman, A. Role of Non Governmental organization on Social Development in Developing Nations, *Journal of Economics and Sustainable Development* **Forthcoming**
2. Nyangau, S.N., Nyangosi, R. and Nyamwinuka, V. Analysis of the Factors influencing Poverty Alleviation among Women Credit Beneficiaries in

- Tanzania: A Case Study of FINCA's Women Credit beneficiaries in Mwanza
International Journal of Finance and Banking Studies **Forthcoming**
3. Cheruon, R and **Nyangosi, R** (2015) Marketing Strategies for Competitive Advantage: A Survey of Selected Public and Private University in Kenya
European Journal of Business and Management 7(15),133-138
 4. Nyaboga, Y.B., **Nyangosi, R.**, Mbuya, C.M.(2015) Effect of Competence and Structure on Performance of Small and Medium Enterprises in Kisii Municipality, Kisii Country, *European Journal of Business and Management* 7(22), 106-114
 5. **Nyangosi, R.**, Nyariki, S.N, Nyambega, **S.N.**& Nyangau, A.S. (2014) Digitizing Banking Services: An Empirical Analysis of Customer's Adoption and Usage, *Research Journal of Finance and Accounting* 5(8): 47-53
 6. **Nyangosi, R.**, Nyaboga, Y.B., Masese, B. and Nchaga, A.M. (2013) Strategic Extension and Perceived Usefulness of Emerging Technologies in the North Indian Banks: An Empirical Analysis. *European Journal of Business Management* 5(10): 124-130
 7. Mubyazi, G.M., Exavery, A., Daini, A. B., Mlingi, M.N, & **Nyangosi, R.** (2012) Do Micro-credits from Banks and Employer-Based Lending Facilities Foster Entrepreneurship and Job Retention among Public Sector Workers in Tanzania? Quantitative Evidence from National Institute for Medical Research, *International Journal of Health Sciences & Research* 2(5): 77-97
 8. **Nyangosi, R.**, Nyariki, **O. K.** & Nyangau, S.N.(2012) New Adaptation Linkages: Perceptions, Preferences and Obstruction to Banking Technology in Kenya, *International Journal of Information Technology Project Management*.3(2): 66-77
 9. **Nyangosi,R.**, Nyangau, S.N.& Magusa, H.G (2011) Managing Banks amid Information and Computer Technology: Paradigms in Kenya *Published in Proceeding of 2nd African International Business Management Conference Organised by School of Business, University of Nairobi assessed at http://www.aibuma.org/proceedings2011/aibuma2011_submission_43.pdf*
 10. Kanire, G. & **Nyangosi, R.** (2011)Obstacles to Information System Adoption in Higher Learning Institutions (HLIs) in Dar es Salaam, Tanzania. *International Journal of Marketing and Technology* 2(2):25-43

11. Martin, O.R., Nyangosi, R. & Lumumba, M. (2011). Segment Reporting (IFRS-14 and AS-17): A Study of Commercial Banks in Kenya and India. *Zenith International Journal of Multidisciplinary Research*. 1(8):237-247
12. Odoyo, F., Nyangosi, R. (2011) E-Insurance: an empirical study of Perceived Benefits. *International Journal of Social Science and Business Studies*. 2(21):166-171
13. Nyangosi, R. ,Nyangau, S.N., Nyariki, K. O. and Kanire, G. (2011) Managerial Implication of Cyber Banking Bottlenecks in the 'e' Era, *International Research Journal of Applied Finance*.2(12):1545-1551
14. Nyangosi, R., Arora, J.S. (2011) Antecedents and Obstacles to e-banking adoption: A Comparative study of India and Kenya. *International Journal of Indian Culture and Business Management*. 4 (2): 1-25.
15. Mandeep , K. Nyangosi, R., and Arora, J.S.(2011) Empirical Study of Mapping adaptation antecedents of electronic Money, *International Journal of Electronic Finance (IJEF)*. 5 (1) :123-137.(USA)
16. Nyangosi, R., Odoyo, S.F., Nyangau, S.A., Gesare, H. (2010) Progress and Prospects of Payment Systems in India, *Proceedings of Annual Conference- EXELLENCA10 on Competitive Positioning in the current Economic Perspectives*, March 6, Noida.
17. Kaur, M., Nyangosi, R. and Arora, J.S. (2010). An empirical Study of Perceived Value-Risk Towards e-Money. In: Rundra (eds) *The Strategic for Infrastructure Finance* IIT Kharagpur
18. Nyangosi, R.(2010) Hassle-Free Banking in India with Reference to ATM Services, *IMS- Manthan Journal of Innovations* 5 (1) :113-117
19. Kaur, M., Nyangosi, R. & Arora, J.S. (2010) Growth of Plastic Money in India, *The Economic Challenger Journal* 12 (48) :64-68
20. Surendra, B., Nyangau, A. S., Nyangosi, R. (2010) Non-Performing Assets in Public Sector Banks: An Emerging Bottlenecks in Kenya, *KAIM Journal of Management and Research* 2 (2) : 69-75
21. Odoyo, F.S. and Nyangosi, R., (2010). A Strategic adoption of e-distribution in Insurance Services, *Proceeding of National conference on Emerging Insurance sector- A happening Industry*, Indore : 112-115

22. **Nyangosi, R. (2010).** Cyber Terrorism and Legal Framework for e-Finance with relevance to Cash Dispensing Machines in India in (eds) Arya, Y.D.S., Srivastav, J.N., Kumar, S and Arora, P. *Security Issues of e-transaction in Banking and Financial Sector*, Bytes& Bytes, New Delhi :6-13
23. **Nyangosi, R., Arora, J.S. (2009).** Mobile and Internet Banking in Kenya: An empirical study of customers on Value attributes and Viability, *Punjab Journal of Management Studies* 6 (1) :67-76
24. **Odoyo, F., Nyangosi, R., Gupta, H.P. (2009).** Factors Hindering ICT Implementation in the Insurance industry: An empirical study. *Indian Journal of Finance* 3(9):22-26
25. **Nyangosi, R., Arora, J.S. (2009).** Determinants of ATM adoption in Kenya: an empirical study of bankers' attitude, *Gyan Management- An International Journal of Management and Technology* 3(2):84-91
26. **Nyangosi, R., Arora, J.S., Singh, S. (2009).** The evolution of e-banking: A study of Indian and Kenyan Technology awareness. *International Journal of Electronic Finance (IJEf)*3 (2): 149-165
27. **Nyangosi, R., Singh, S. (2008).** Digitizing Financial Services: a Preliminary Assessment of the Banking industry, *Sandesh- Mastnath Journal of Management* 3 (3&4):31-36
28. **Nyangosi, R. (2008).** E-banking: An Integration of Technology in the Kenyan banking industry, *African Executive*, 189
29. **Nyangosi, R., Arora, J.S. (2008).** Bankers' Perspective on E-banking: An Empirical investigation of the Kenyan Banking Industry. *Journal of Management Studies*.6-7:69-84

2. PRESENTATIONS IN INTERNATIONAL CONFERENCES AND WORKSHOPS

1. Presented a paper and Key note speaker at 1st Eldoret International Conference on Business Scenario on Jobless Growth in Emerging Economies: Concerns and Solutions on 26th -27th July 2016 held at Eldoret
2. Presented a paper at the E-leadership International conference held at the University of Pretoria, South Africa on 3rd -6th November, 2013

3. Presented a paper at the Moi University 9th Annual International Conference on Social, Economic and technological Transformation in the 21th Century held on 3rd to 7th September, 2013
4. Presented a paper at the International Multidisciplinary Conference jointly organized by University of Eldoret , Kenya and Anambra State University, Nigeria at University of Eldoret, on 3rd- 5th 2013
5. Presented a paper at 1st International research and Innovation Conference organized by Mt. Kenya University held at Safari park Hotel Nairobi, from August 28th -30th 2013
6. Presented a paper at the Fourth Africa International Business Management (AIBUMA) Conference on Business and Management Outlook : Optimism or Pessimism organized by School of Business, University of Nairobi between 11th and 12th July 2013 at The University of Nairobi, School of Business, Lower Kabete Campus.
7. Actively participated during a workshop on “Pedagogy in Higher Education enhancing learning and assignment” held in Kampala International University Dar Es Salaam Constituent College on 3rd – 5th October, 2011
8. Facilitator on the topic “Topic selection and Literature review” during a research workshop on “Thesis and Dissertation supervision” organized by the School of Postgraduate studies and Research (SPGSR), Kampala International University- Dar es Salaam. April 18th, 2011.
9. 2nd International Conference on Innovative Practices in Management and Information Technology held on 8th, May, 2010 at Jagadhri (India). Presented Paper Titled *Impact of Global Financial Crisis on Kenya’s Financial Markets*
10. National Conference on Emerging Insurance Sector- A happening Industry, held on 22nd -23rd April, 2010, Indore (India). Presented Paper Titled *A Strategic adoption of e-distribution in Insurance Services*
11. 1st National Conference on Changing Management Paradigms- Ways and means to manage, March 27th, 2010 at Amritsar (India). Presented paper Titled *Managing Bottlenecks of Banking Technology in Digital Era*
12. 4th International Conference on Challenges Arising from Global Recession Strategies for Management, March 6-7, 2010 at New Delhi (India). Presented paper Titled *Cyber Banking in India: Towards Understanding Customer attitudes*

- 13.** Annual Conference-EXCELLENCE2010 on Competitive Positioning in the Current Economic Perspectives, March 6, 2010, Noida (India). Presented paper Titled *Progress and prospects of Payment Systems in India*
- 14.** Second International Conference on Opportunities and Challenges in Global Business. 13-14, February, 2010 (India). Presented paper Titled *Proliferation of e-payment Systems in Kenya: Progress and prospects*
- 15.** National Seminar on Security Issues of e-transaction in Banking and Financial Sector, January 23rd-24th, 2010 (India). Presented paper Titled *Cyber Terrorism and Legal Framework for e-Finance with relevance to Cash Dispensing Machines in India.*
- 16.** International Conference on Corporate Social Responsibility-24 April, 2009, Ludhiana (India). Presented paper Titled *Corporate Social Responsibility Practices in Africa: A study of Kenya, Uganda and Tanzania*
- 17.** International conference on Business Excellence: Mapping the path ahead-13th to 14th march 2009, Mumbai (India). Presented paper Titled *Forensic accounting:*
- 18.** International conference on Business Excellence: Mapping the path ahead-13th to 14th march 2009, Mumbai (India). Presented paper Titled *ATM banking in Kenya: A Customer Retention Strategy*
- 19.** Third International Doctoral Theses Conference –March 4-7, 2009, Hyderabad (India). Presented paper Titled *Perception towards e-banking: A comparative study of India and Kenya*
- 20.** 2nd International Conference on Management Science and arts- September 15-17 2008, Haridwar (India). Presented paper Titled *Emergence of e-banking: A Comparative study of India and Kenya*
- 21.** National Seminar on Banking and Insurance Sector in Changing Economic Scenario: Challenges and Responses-November 15-16, 2005, Jalandhar (India). Presented paper Titled *E-banking: The Changing Banking environment for the Poor*
- 22.** Actively participated in a one day Faculty development program for Business and Finance teachers organized by ICFAI University on November 2008 at Haridwar (India)
- 23.** Actively participated in a four-days workshop on SAP during 2nd International Doctoral theses Conference on 4th-7th at IBS, Hyderabad, (India)

24. Actively participated in Faculty Development Program on Research Methodology and Data Analysis Using SPSS 18.0 at MAIT, Jagadhri (India) on October 25th -27th 2010

ACADEMIC ACHIEVEMENT AND PROFESSIONAL MEMBERSHIP

1. Member of American Association of International Researchers, New York (USA)
2. Associate Editor, The Heights Journal, Kampala International University, Dar es Salaam
3. Associate Editor, KCA University Journal of Business Management (KJBM), Nairobi, (Kenya)
4. Editorial Advisor, Africa Journal of Business Management (AJBM), (South Africa)
5. Member, Editorial Review Board, *Journal of Information, Information Technology and Organization* (JIITO) California (USA)
6. Member, Technical, Scientific Review Board for Humanities and Social Sciences, *World Science Academy Journals*, (Canada)

Community Services

REFERENCES

<p>1. Prof. Augustino Onkware Ag. Deputy Vice Chancellor (ASA), Rongo University, P.O Box, 103-40404, Rongo- Kenya Mob: 0722610967 augustinoonkware@gmail.com</p>	<p>3. Prof. Cliff Getaro Machogu Associate Professor and Ag. Deputy Vice Chancellor Muranga University of Technology, Muranga- Kenya Mob: 0723570010/ 0735596614</p>
<p>2. Prof. Tom M Nyamache Associate Professor, Turkana University College Lodwar- Kenya Mob. 0719555542/ 0723282500 mokweri@gmail.com</p>	