

SUBJECT: REQUEST TO REFRAIN FROM INTERVENING IN MY PROFESSIONAL DEVELOPMENT
AND CAREER MATTERS

Dear Sir,

I write to set a clear and formal boundary regarding ongoing actions and statements that affect my professional reputation and career progression at KIPRE.

Since joining KIPRE in 2019 as a data manager in the COVID-19 research lab, I have contributed constructively to institutional projects and worked to develop my technical and analytical skills. Key contributions include:

1. Development of data collection tools: I have designed, implemented and deployed multiple data collection tools for field projects, improving efficiency, data quality, and reproducibility.
2. Research and external recognition: I have been CEMA fellows, Participated and presented my work at local and international conferences.
3. Collaborative project work: I have regularly collaborated with PIs, co-PIs, senior and junior staff across multiple institutions, divisions and projects, including sharing datasets, preparing reports, and contributing to methodological discussions and development.
4. Publications and reports: I have contributed to two peer-reviewed publications, technical reports, and internal project deliverables.
5. Mentorship and capacity building: I have trained and mentored students and interns both at KIPRE and outside, offered an Institution training workshop, provided guidance to staff and field teams in project implementation, data management, analysis and quality assurance.
6. Academic advancement: I have completed my Master of Statistics and Data Science (biostatistics option) at the University of Hasselt, demonstrating continued growth in analytical skills, statistical modeling, and data-driven decision-making.

These achievements reflect consistent performance, technical competence, and engagement in advancing the institute's research objectives.

Despite these contributions, there have been repeated instances where your actions or representations have directly impacted how colleagues perceive my professionalism and my ability to collaborate. I list key examples below so the facts are on record:

- During laikipia fieldwork for your PEER project, I raised substantive concerns about data collection methods (the practice of interviewing entire households with identical questionnaires) because these practices risked measurement bias and reduced data value. I discussed these concerns with the co-PI (Mr. Kimani) on site, who agreed. At a subsequent team meeting He asked me to present these technical concerns; several field

staff reacted adversarially and you publicly sided with them rather than addressing the methodological points. This episode led to a cooling of team relations and left me professionally isolated in the field.

- Following the fieldwork, I exported and shared the project dataset with relevant co-PIs (You and Mr. Kimani specifically). Nevertheless, I was later contacted by a colleague (who was also a co-PI for that matter) who you had told that I had refused to share the data. I responded by forwarding the original dataset and the sharing email which was a month or so old. This sequence of events suggests that an inaccurate narrative about my conduct was circulated.
- You called me and ordered me to return an institution-issued laptop; because the item remains institutional property assigned to my role, and because the request was made in a manner I considered improper (through a phone call and in Anger which I did not understand the source and the laptop was my only tool of work), I did not return the device at that time. Surprisingly, this disagreement has continued to be referenced as if it were evidence of uncooperativeness rather than an unresolved logistical matter.
- In 2022, after participation in the Africa one health network workshop (which you participated also but as a member), I was told that you described my attendance and the content I shared as “bragging” and used that portrayal to suggest I was difficult to mentor. This contrasted with the objective record: an accepted abstract and documented participation.
- More recently, I understand there has been a local campaign within KIPRE asserting that I “cannot work with anyone” and that I was “unable to work with you.” these statements are broad characterizations that conflict with emails, project records, and endorsements from co-PIs and senior staff who supports my work and supported my employment due to my technical skills.
- Despite being a member of the STI Mainstreaming Committee, You have excluded me, using your influence as chair of the committee, twice, from the training, while you other members and non-members in my place. Although the exclusion was framed externally, I was later made aware that informal influence from you contributed to limiting my participation. This restricted my professional development in areas relevant to my role in DSAS, and contradicted the principle of equal opportunity for committee members.

I do not raise these matters to create conflict. I raise them because the propagation of inaccurate or misleading statements about my professional conduct is materially affecting my career prospects and my ability to lead within DSAS. The pattern above is about representation and access to opportunity rather than technical competence, my record of deliverables, tool development, dataset sharing, and external recognition stands on its own.

I therefore request the following, with immediate effect:

1. That you cease making or circulating statements about my ability to work with others, my professionalism, or my suitability for leadership roles without first raising any specific concerns with me directly or through the established institutional channels (HR or the DG).

2. That any concerns you have about my conduct or collaborations be documented and delivered through HR or the DG so they can be investigated and addressed transparently.
3. That you refrain from engaging in behavior intended to influence recruitment, promotion, or allocation of opportunities for me through informal channels.

I am prepared to meet and discuss any legitimate, documented concerns about my professional conduct in a constructive forum (HR or with the DG present). I also am happy to share the supporting documents that substantiate the factual points above for clarity and record keeping.

I ask for these actions in the spirit of protecting professional integrity, ensuring fair access to opportunities, and preserving collegial working relationships at KIPRE. If statements about my conduct continue to be circulated without documentation, I will have no option but to seek formal review through HR and the office of the DG.

Sincerely,