**VERONICAH KAINDI KALUYU **

*Mobile:* ***0721 364827***

*Email: veroanuiodl@gmail.com*

*P.o.Box 436 Kitui (90200)*

**Nationality**: Kenyan

***Current Responsibility: Coordination of PhD Program; School of Business Board Member***

***PROFESSIONAL INTERESTS***

* Promotion of education, research and training for more equitable and just world
* Organizational management and leadership
* Quality Assurance
* Promotion health and gender equity.
* Guidance and counseling
* Promotion of Christian practice

***Core values****: Integrity, Honesty, impartiality, hard work, tolerance, patience, God reference.*

***Good practice:*** *Good-time management, prudence in financial management, team working, decent communication, empowering with knowledge.*

***PROFESSIONAL STRENGTHS***

Research conceptualization and analysis

Strategy crafting, development, implementation & evaluation

Excellent skills in training

Humane teaching

Motivation and Organizational Counselling

**Personal Attribute**

Creative at problem – solving

Self-Motivated, proactive and takes initiative

Analytical

Emotional balance, capable of working under pressure

**EDUCATION**

**Doctor of philosophy (PhD**): (July, 2013), Business Administration and Management-Strategic Management Major, Kenya Methodist University.

Dissertation topic: “*The Moderating Effect of Quality Assurance Mechanisms and Organizational Culture on the Relationship between Strategic Factors and Sustainable Competitive Advantage: A Case of Universities in Kenya*.”

**Master of Education** (2007): Egerton University, Kenya.

Thesis topic: “Causes, Consequences and Gender Based Domestic Violence: A Case of kitui District, Kenya.”

**Master of Business Administration**; Jomo kenyatta University.

**Post graduate Diploma**: (2001-2002) Guidance Counseling, Laikipia University- then Egerton University Campus

**Diploma in Human Resource Management** 2011, ABE, Compuera College

**Bachelor of Education:** (1992-1996) Home Economics, Kenyatta University, Kenya, Second Class Upper Division.

**SHORT COURSES**

* Diploma in Teaching Pedagogy, Africa Nazarene University
* Diploma in Human Resource Management
* Resource mobilization and fund raising/Monitoring &Evaluation and proposal writing.
* Certificate course on ISO certification process.
* Certificate in Curriculum management by Inter-University Council of East Africa
* Participatory rural appraisal courses at Egerton University.
* Gender and development course at Egerton University.
* Use of computer software: Ms-word, Ms-Excel Data base and SPSS package.
* “Why wait? Family enrichment curriculum” with Africa inland church in conjunction with the ministry of education.
* Training on Mannual Writing for distance learners. Africa Nazarene University
* Training on Distance learning, e-learning, instructional design for online teaching and learning management systems at Africa Nazarene University.

**TEACHING EXPERIENCE/PROFESSIONAL EXPERIENCE**

**Strategic Management Lecturer at Africa Nazarene University School of Business**

**Postgraduate teaching**

MBA 803 Strategic management

MBA 804 Formulation, implementation and Evaluation of strategic plan process

MBA 805 Global Issues in Strategic Management

STR 622 International strategic Management

MBA 808 Project Management

MBA 801 Research Methods in Business

HRM 820 Human Resource Management

HRM 823 Public relations,

HRM 822 Industrial relations

MBA 824 Integrated Marketing Communication

MOE 612 Public population policy and sustainable development

MOE 617 Public private Partnerships

MED 601 Research Methods in Education.

GPS 612 Creative Thinking in Governance

PJM 620 Management & Organizational Analysis

MGT 604 Organizational Behavior

**Undergraduate**

BCM 404Strategic Management May- August 2013

BCM 308 Research Methods (January-March 2013) Regular and Distance Learning classes

BCP 414 Organizational Psychology (May-August 2012) both regular and Distance Learning Classes

EDU 202 Human growth and Development September December, 2012

EDU 494 Senior project (August session and December 2012)- school based

EDU 494 Seminar in teaching practice April 2013 -School based.

MGT 401 Industrial Relations and Labor Laws

HRM 306 Employee Relations

IBM 302 International Business Environment

MGT405 International Business Management

MGT 404 Quality Management

**Adjunct Lecturer; Kabarak University**

Human Resource Management

Strategic Human Resource Management

Change Management

Safety in Operation Management

Employee relations

**Adjunct Lecturer; Egerton University**

**Undergraduate**

EPSC Learning psychology January-April 2011

PSYC 212 Human personality January-April 2011

PSYC 223 Child psychology May –August 2010

EPSC 111 Introduction to psychology January –May 2010

PSYC 221 Industrial Organizational psychology May-August 2010

PSYC 441/CRSS Research methods May-August 2009

**Adjunct Lecturer; Tala School of Business Studies**

Principles of Management

Human Resource management

**Secondary School Teaching Experience**

Kauma secondary school (1997) Teaching Home Economics and Business studies

St. Ursula Girls School (2006) Teaching Home Economics and Business studies

**RESEARCH ADMINISTRATION**

Development or Terms of Reference of institute for Research and Development

Development of Postgraduate Research policy and Guidelines

Development of Quality Assurance tools for research supervision

Committee member in Research conference preparations

Development of Consultancy Research Policy

**Thesis & Project Examination**

2012- date: A panelist in Assessment and Examination of MED, MAR, MBA projects, MSC Peace & Conflict and M.A in counseling Psychology projects and Thesis.

**Supervision**

Formerly, I have supervised MBA thesis, M.A counseling, MSC Peace & Governance students and MED Students.

Became in Charge of quality management in RME 840 Doctoral Dissertation in Doctor of Ministries

Doctoral Thesis Supervision: PERIS TAMBO: “Factors Affecting Effective Communication between Field Strategy Coordinators and District Superintendents: A Case of the Africa Central Field Church of the Nazarene”

**SUPERVISED & GRADUATED POSTGRADUATE STUDENTS**

**Strategic Management**

ERIC OYOO: Influence of factor endowments on Multinational business success in selected manufacturing industries in Kenya.

IRENE MUGURE: Assessment of National Competitive Advantage Determinants Among COMESA countries.

MAWIRA FREDRICK MATE: Influence of institutional pressures on strategy implementation success in public hospitals: a case of Ishiara level IV Hospital, Kenya

JANE SHABAYA: Challenges influencing Financial Management Practices in international trade; a case of coca cola company.

JOSEPHINE ADEJE: Relationship between international business trade entry strategies and the Business success; a case of Toyota Kenya.

FRANCIS NZOMO NDEME: The Relationship between Collective Entrepreneurship and Farmer’s Income Level: A Case of Kibwezi Drylands Farmers’ Production and Marketing Organization in Kibwezi, Kenya.

DIRU MOSES KEVIN: Impact of Strategic Human Resource Management on Corporate Performance– Case of Atlas Development and Support Servicesin Kenya.

JUDITH N. GIKANGA: Effect of Branding Strategies on Corporate Performance; A case of Hotel Industry in Kenya

WELLINGTON HASEA: Effect of Performance Contracting on Employee Performance at Kenya Technical Training College,Kenya.

DIANA MWENDE: Factors Affecting the Morale of Project Managers in the Telecommunication Industry in Kenya

ELZEEVER: The Effect of Tax Aggressiveness Practices On Good Tax Governance: A Case Study of Kenya Revenue Authority

GIDEON KIRICHI WANGIGI: Influence of Stakeholder Participation on the Success of County Budget Policy Formulation. A Case of Kiambu County Government Budget Making Process.

JAMES GITONGA GICHUHI: Influence of Selected Factors on Successful Implementation of Hiv Aids Projects: A Case of Beacon of Hope, Kenya.

**Education**

DAVID K. NDETU: Factors Influencing Fire Disaster Management Preparedness: A Case of Primary Schools in Makueni County, Kenya.

MARTHA LILIAN AKOTH OIGO: Effect of Career Guidance On University Students Readiness to Make Career Choice: A Case of Daystar University, Kenya.

PAMELA ATIENO: The Relationship Between Dyslexia Condition and Academic Performance of Upper Primary Learners’ in Public Schools: A Case of Changamwe District**,** Kenya.

RICHARD MOKAYA: Influence of principals’ instruction supervision practices on K.C.S.E performance in public secondary schools, Machakos Sub-County, Kenya

JOASH MWANDIKE KIRUI: Influence Of Selected Psychosocial Factors on Learner Performance in Science Subjects: A Case of Public Secondary Schools in Moyale Sub-County, Kenya

**ONGOING SUPERVISION**

* **Postgraduate supervision**

**Currently supervising the following:**

CAROLINE MUHANDACHI LUNALO: Impact of Skill Empowerment Strategies in Education Projects in Dadaab Camps, Kenya

ANNE NYOKABI MUTERU: Effect of Training Strategy on the Success of Agricultural Projects: A Case of Joyful Women Organization Training Program in Kenya

DANIEL K. K. MOSBEI: Factors Affecting Management of Procurement Function. A Case of Public Secondary Schools in Baringo County, Kenya

ELIZABETH KAIYUMUSYA: Influence of Child Abuse on Performance of School Going Children in Kenya: A Case of Kiambiu Slum in Nairobi County

GRACE NG’ANG’A: Influence of Cyberbullying on Psychological Well-Being of Students in Public Secondary Schools in Kajiado Sub-County, Kajiado County, Kenya

MUTUA ESTHER MWIKALI: Influence of Selected Factors on Success of Open, Distance and E-Learning Program in Africa Nazarene University

EUNICE WAITHERA KARANJA: The Role of Strategic Implementation Plan in Reduction of traffic Crashes and Death in Nairobi, a Case Study of National Transport and Safety Authority (Ntsa)

REGINA WAMBUGU: Relationship between Psychotic Disorders and Rate of Alcohol Abuse of Patients at Mathari Teaching and Referral Hospital, Nairobi

REDEMPTA NGINA WARUINGI: Factors That Influences Successful Inclusion of Children with Special Needs In Public Primary Schools. A Case of Kiambaa Sub- County, Kiambu County.

**Curriculum development**

Spearheaded and completed- submitted to CUE-PhD Programme in Business Administration and Management

**Other Curriculum Development**

Participated in development of curriculum in the following areas:

Business Administration and Management

Counseling Psychology

Supply chain management

International relations

Community Development

Peace and Conflict studies

Monitoring and Evaluation

**Leadership, Management and Administrative Experience**

**Position:** University Quality Assurance Officer, Africa Nazarene University

Duties and responsibilities

* To carry out training needs assessment for staff and faculty; plan for the trainings/Workshops
* To oversee the implementation of quality assurance and Quality management system in the university.
* To spearhead strategic planning activities and act as organizing secretary for the Committee.
* To develop objectives, standards, policies and processes of quality assurance, steer and oversee the processes throughout the university
* To ensure quality University products and work collaboratively with different university stakeholders to meet or exceed the expectations of stake holders.
* To ensure that departments are aware of what is expected of them in quality assurance implementation
* To give guidance to faculty on curriculum development and review.
* To advise on best practices
* To enhance quality performance by rewarding the best performers
* To ensure proper use and maintenance of university facilities
* To evaluate and assess faculty
* To work jointly with Director of Academic programs and DVC Academic in ensuring the standards and policies are approved by appropriate committees, boards and the senate.
* Facilitate the monitoring and evaluation of programs
* Act as the secretary to the University Quality Assurance Committee
* Act as the secretary to the University Senate.

**Accomplishments**

* Development of quality assurance policy document
* Development of faculty evaluation form
* Analysis and preparation of faculty assessment reports
* Launch of online faculty evaluation
* Development of exam processing check list
* Development of Peer review form for faculty
* Development of DVC evaluation form
* Development of post graduate supervision forms
* Review of curriculum status
* Training faculty-faculty workshop
* Coordination and development of university strategic plan
* Development of Performance management tools
  + Work plan template
  + Departmental plan template
  + Monitoring and evaluation tool
  + Appraisal form
* Review of Portfolio development guidelines
* A panelist during proposal and thesis defenses
* Secretarial
  + Secretary to the senate
  + Secretary to Quality assurance committee
  + Secretary to strategic plan committee

Committee membership

* Participation in various committees: BOUS, BOPS, Graduation, Awards committee, Staff development and promotion policy task committee, curriculum committee.

**Senior Quality Assurance and Standards Officer (July 2007-2011)**

Public service Commission of Kenya, Ministry of Education

Position: Deputy District Quality Assurance and Standards Officer

**Accomplishments:**

* Training of teachers and staff
* Assessment of teacher performance
* Monitoring and evaluation of Education projects
* Administration of examination and core curricula activities
* Coordination of special education programs
* Supervision of schools for effective curriculum implementation.

**Publications & Authors**

* Veronica h Kaluyu, Mugambi M,chebere & Evergeline Gichunge : The moderating effect of quality assurance mechanisms on the relationship between strategic factors and sustainable competitive advantage: a Case of universities in Kenya –Prime Journal of Business Administration and ManagementISSN: 2251-1261. Volume 4, Issue 11, pp. 1686-1707 (2014)
* Veronica h Kaluyu, Mugambi M,chebere & Evergeline Gichunge :The moderating effect of organizational culture on the relationship between strategic factors and sustainable competitive advantage: a case of universities in Kenya- International Journal of professional Practice ISSN 2218-7278 *Volume 5, Issue 1 &2 pp.64 (2014)*
* Veronicah Kaluyu: Causes, Consequences and management of gender based violence among married couples; a case of kitui district Kenya – International journal for Social sciences. Egerton university repository:http://ir-library.egerton.ac.ke/jspui/handle/123456789/16/browse?type=author&order=ASC&rpp=20&value=Kaluyu%2C+Veronicah
* Veronicah Kaluyu: Socio cultural factors affecting access and success of educated women in political leadership in Kenya, paper presented among peers in Ghana WLE conference and thereafter, publication-Planning and changing Journal **(**2015) Volume 46, Issue ¾
* Veronicah Kaluyu, Hannah Wanjiku Wambugu & Evangeline Gichunge: Significance of Quality Assurance Mechanisms in University Strategic Management: An Advisory Model for University Managers in Kenya : European Journal of Business Management *Vol 6, No 24 (2014)*
* Veronicah Kaluyu: Impact of level of proficiency in quality management IT skills on job performance among university Quality Assurance Officers in Kenya. International Journal of Economics, Commerce and Management United Kingdom Vol. III, Issue 2, Feb 2015 1 http://ijecm.co.uk/ ISSN 2348 0386
* Veronicah & Pamela Ooko : The Relationship between Reading Dyslexia and Academic Performance of Upper Primary Pupils in Public Schools in Changamwe Sub-County, Kenya- International Journal of Social Science studies *Vol 4, No 5 (2016)*
* Veronicah & Pamela Ooko: The Relationship between Writing Dyslexia and Academic Performance of Upper Primary Pupils in Public Schools in Changamwe Sub-County, Kenya -International Journal of Social Science studies Vol 4, No 10 (2016)
* David Ndetu & Veronicah Kaluyu: Factors Influencing Fire Disaster Management Preparedness: A Case of Primary Schools in Makueni County, Kenya. European Journal of Education Studies Volume 2 Issue 6 (2016) ISSN: 2501 - 1111 Available on-line at: www.oapub.org/edu
  + Martha Oigo & Veronicah Kaluyu:Effect of Career Guidance on University Students’ Readiness to Make Career Choices: A Case of Selected Private University Students in Kenya. International Journal of Education and Research Vol. 4 No. 7 (July, 2016)
  + Hannah wambugu, Raymond Musyoka & Veronicah Kaluyu: Effects of Shoppers’ Individual Characteristics, Price and Product Knowledge on Shoppers Purchase Behavior. European Journal of Business and Management Vol.6, No.24, (2014) www.iiste.org ISSN 2222-1905 (Paper) ISSN 2222-2839
  + Veronicah Kaluyu & Richard Mokaya: Influence of principals’ instruction supervision practices on K.C.S.E performance in public secondary schools, Machakos Sub-County, Kenya Prime Research on Education (PRE) ISSN: 2251-1253. Vol. 5(4), 2016 Accepted 24th October, 2016
  + Veronicah Kaluyu: Status of Quality Supervision of Postgraduate Research and its influence on the Rate of Economic Growth: A case of Universities in Kenya, International Journal of Business Management and Administration Vol. 5(1), pp. 001-007, December 2016Available online at http://academeresearchjournals.org/journal/ijbmaISSN 2327-3100 ©2016 Academe Research Journals
  + Veronicah Kaluyu: Factors influencing success of ODel and Distance Learning Program; a case of Africa Nazarene University- Paper presented at East Africa Quality Assurance Forum, June 2017
  + Joash Mwandike Kirui & Veronica Kaluyu, Influence of Selected Psychosocial Factors on Learners’ Performance in Science Subjects: A Case of Public Secondary Schools in Moyale Sub-County, Kenya: International Journal of Education and Research Vol. 6 No. 1 January 2018

**Published Books:**

1. Significant Strategic Management Model; A case of **Published Book:** Significant Strategic Management Model; A case of Universities in Kenya (AMAZON)ISBN: 9783659639227
2. A Handbook for strategic management Students

**TRAINING SEMINARS AND WORKSHOPS**

**Facilitation**

Commission of University Education in conjunction with Kenya Bureau of standards Workshop on Quality Assurance Standards in Universities-Nov. 2016, Naivasha

Faculty Workshop at Africa Nazarene University

Topics: Curriculum trends in Higher education, strategic plan formulation workshop, result based performance management, Development of professional portfolios.

Conference for Kenya Secondary schools’ prefects training on leadership

**Participation**

Training on distance teaching, Africa Nazarene University

Training on manual writing for distance learners, Africa Nazarene University

Participation in the development of National quality assurance standards (In conj.KEBS)

• Standards and guidelines for postgraduate studies

• Standards and guidelines for e-learning

• Standards and guidelines for performance management

Participation in IUCEA forum for quality assurance

• Development of East Africa Quality assurance Officers’ Forum

Participation in KCA membership activities

Participation in development of KUQAF (Kenya University Quality assurance forum) constitution

**PROFESSIONAL MEMBERSHIP**

A member of East Africa University’s’ Quality Assurance Forum (EAQAN)

A member of Kenya University Quality Assurance Forum (KUQAF)

A member of Association of Business Executives (ABE)

A member of Doctoral Association of East Africa (DAEA)

Association for Faculty Enrichment in Learning and Teaching (AFELT)

**CONSULTANCY PROJECTS**

**Projects in Kenya**

2014 Sept: Sensitized the National Gender and Equity Commission on monitoring and evaluation framework and development of performance indicators

2014 Aug: Evaluation of state corporations and tertiary institutions under the Government performance contracting system

2013 June: facilitated the development of corporate work plan and departmental plans for Agriculture finance corporation

2012 sept- Oct: Facilitated the strategic planning workshop and development of strategic plan 2013-2017 for Agricultural Finance Corporation

2012 July –Aug: Reviewed the 2006-2012 strategic plan, and prepared annual corporate work plan for the City Council of Nairobi

2011-Facilitaed the evaluation and review of strategic plan, Kinyui Girls secondary school

2009 Aug – Facilitated in the development of strategic plan for the National Council for science and technology

2009- Jan Facilitated the development of Kangundo District strategic plan

2009 Feb: Facilitated the sensitization and awareness of the ISO: 2008 Quality Management system at National Agency for the campaign Against Drug Abuse (NACADA)

**International Projects**

2015 May Conducted National Capacity Assessment, Scoping and Stakeholder Mapping, Ethiopia

2015 June: Building Strategic Partnerships, Identifying and building partnerships UNDP assignment in South Africa

2014 Feb: Application of Corporate Strategy in Education and training at Strayer University USA

2013 April: Evaluation support, USAID/Education Mid-term Evaluation, Ghana Contributed technical support and operational oversight to project evaluation, including data collection and analysis, reporting and recommendations.

**CONSULTANCY /PROJECTS ATTRACTING GRANTS**

**Strategic Planning for Catholic Diocese of Bungoma- 2015**

Team Leader Dr. Samuel Mutukaa, Team Member. Dr. Veronicah Kaluyu

* Facilitated and developed a five-year strategic plan for the Catholic Diocese of Bungoma.
* Facilitated and supported Catholic Diocese of Bungoma to review its vision, mission and mandate.
* Facilitated a consultative strategic planning workshop to collect information and identify the strategic direction for the Board and other stakeholders.
* Reviewed available relevant information for use in development of the strategic plan
* Conducted a thorough a consultative process and application of an appropriate tool of analysis, identify focus areas and develop strategic objectives and key result areas for the same.
* Reviewed the institutional capacity, organizational set-up, financial and administrative systems against its mandate and the identified strategic objectives and key result areas and made recommendations.
* Proposed a strategy for achieving identified strategic objectives and key results areas.
* Developed an action plan, work plans, clearly defined roles and responsibilities, a strong monitoring and evaluation plan and a realistic resource mobilization plan
* Hold stakeholder meetings to validate the draft Strategic Plan and presented the draft strategic plan for validation by the stakeholders, consolidated feedback from stakeholders and finalize the Strategic Plan.

Contact address of the Team Leader: E-mail: [sammutukaa@yahoo.com](mailto:sammutukaa@yahoo.com)

**Training on Monitoring & Evaluation for Caritas International Germany-2015**

Team Leader Dr. Samuel Mutukaa, Team Member. Dr. Veronicah Kaluyu

* Difference between Monitoring & Evaluation
* Relationship between Monitoring and Evaluation
* Overview of Project Management Cycle
* Project Design and Monitoring and Evaluation
* Results-Based Management (RBM)
* Key steps in selecting performance indicators
* Linking Indicators to Logical Framework
* Developing a Monitoring and Evaluation Plan
* Quantitative and Quantitative Evaluation Approaches
* Developing evaluation Terms of Reference (TOR)
* Steps in developing effective M &E system
* Methods of disseminating evaluation findings

Contact address of the Team Leader: E-mail: [sammutukaa@yahoo.com](mailto:sammutukaa@yahoo.com)

**GIVE AFRICA A CHANCE**

Applied for funds from Africa Development Association US; Secured $5000 for Education and HIV community projects

Contact address: E-mail: Jeffkaluyu@hotmail.com

**JUNE 2017: SECURED GRANT WITH STOCKHOLM SCHOOL OF ECONOMICS**

Stockholm School of Economics strategic internationalization program – From international to global: Developing teaching, research and business in Africa with a built-in faculty and student exchange program.

Africa Nazarene University, becomes a participating institution

**OTHER PROFFESSIONAL EXPERIENCES**

• Curriculum designing and development at Africa Nazarene University – for both regular and Online/Distance learning programs

• Training Consultant of Centre for Creative Leadership

• Training and research coordinator of Centre for leadership and Youth empowerment

• Member of the managing team of Centre for the Study of Adolescence

• Coordination of District Education Training activities – Kangundo

• Participated as Member of managing team and a Facilitator of student leadership conference-UNICEF

• Consulting member of MDP-East &South Africa ; which supports organizations and individuals by building their capacity in 4 main areas:

• Organizational and Institutional Development

• Human Resources (HR) Management and Development

• Managing for Development Results in project and program management

**AWARDS**

November, 2013: Distinguished Service Award at Africa Nazarene University

**COMMUNITY AND VOLUNTARY SERVICE**

Training and Mentorship in the Community

My zeal has been in training, guidance and counseling of young leaders, and with particular concern for women. Towards this end, I have been involved in training Head teachers, principals, and Heads of departments in leadership.

I have also been invited in primary schools and secondary schools to give guidance and counseling. Such schools were Manyatta primary, Mbusyani primary, Kawethei secondary school, Tala Boys and Girls, Alliance Girls high school among others.

As a member of creative leadership team, I have been involved in training of prefects’ bodies in secondary schools in various districts such as Kangundo, Matuu, Kitui, Machakos and Nairobi.

Team Leader PEPAfrica-Community service in Health first, training and empowerment

Mentorship of Form Four Candidates; the Kenya High School

Mentorship- Langata Tengemeo Youth Group

**PERTINENT INFORMATION**

Career: Career interest lean towards, research, training, strategic management, Gender, equity and Guidance / Counseling.

Passion: Naturally motivated in matters of teaching, training, empowering with knowledge and counseling.

**REFERENCES**

Dr. Rose Karimi,

International Cooperative Alliance,

Mobile: 0722800671

Prof. Amb. Ruth Rono,

DVC Academic

USIU-Africa

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Dr. Hezron Osano

Senior Consultant, Strategic Management

P. O Box 53067-00200

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