

# **CURRICULUM VITAE**

## **NGOZE MOSES LWAMBA**

PhD (JKUAT); MPhil (Moi); BED (Econ/ Maths) (Kenyatta); PGDHRM (Moi)  
Senior Lecturer of Entrepreneurship  
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## **PROFILE SUMMARY**

I am a Senior Lecturer of Entrepreneurship at the Department of Business Administration, School of Business at the Technical University of Mombasa in Kenya; where I provide Academic Leadership in Entrepreneurship and Management Science disciplines at undergraduate and postgraduate levels. I am also an Associate Consultant/ Researcher at Capital Strategies Kenya Limited, Nairobi. Academically, I hold a Doctorate Degree in Entrepreneurship; Master of Philosophy in Entrepreneurship; a Bachelor of Education Degree in Economics and Mathematics; and Postgraduate Diploma in Human Resource Management. In addition, I possess Certificates in short-term courses in Management, Entrepreneurship and Economics. I am a member of International Council for Small Business, United States Association for Small Business and Entrepreneurship, Fellow member of Institute of Information Management, and Entrepreneurship Educators Network. My experience includes; Lecturing, Curriculum Development and Review, Conducting Research, Publishing, Editing, Supervising and Examining Students' Theses and Consulting in the fields of Entrepreneurship, Management Sciences, and Industrial Economics, which I have been involved in for at least twenty years in public and private institutions. Specifically, I have been involved in curriculum development and review of Business programmes such as Bachelor of Commerce, Bachelor of Science in Entrepreneurship, Master of Business Administration, Master of Science in Entrepreneurship and Doctor of Philosophy in Entrepreneurship. I have guided more than 15 postgraduate students to complete their degrees; examined more than 20 theses for four public universities; conducted and coordinated academic seminars, colloquium and defenses for graduate students; mentored young researchers, junior lecturers and students (currently a Faculty Advisor for ENACTUS, Kenya and Mentor in Business Fields for All Saints Cathedral in Nairobi); published more than 20 publications in international peer reviewed journals; attended and presented many scholarly papers in international conferences in East Africa Countries, Asia and USA. My academic works/ publications have won best scholarly awards and appeared in several international peer reviewed journals. In addition, these works have been cited in Google Scholar, Research Gate, World Bank, Economics Papers, IREN African Executive and others. In research, my focus has been on the corporate entrepreneurship and financial performance of manufacturing firms in emerging markets. These researches are interdisciplinary intersecting with entrepreneurial orientation; business environments; firm characteristics; financial performance; industrial economics; entrepreneurship development; business development services and business models. In consultancy, I have served as a technical expert in regional, national and intergovernmental committees or working groups in innovation management, economic empowerment, business development services, monitoring and evaluation, social entrepreneurship and entrepreneurship development. I have led projects and collaborations that support capacity building and development for institutions of higher learning in the area curriculum development of business courses. Examples of the key organizations consulted for include International Fund for Agricultural Development; United Nation Development Programme; The World Bank; International Labour Organization; Kigali Institute of Management; Government of Kenya; Lake Victoria North Water Service Board, Kenya Commercial Bank, Equity Bank among others. To this end my goals have been always to be an expert in my area of profession, with passion for challenges, innovation and working with people and communities; and seeking a role, where I will be able to apply my skills, work experience in my speciality by making a difference through quality, with strict adherence in achieving the organizational goals.

## **A. PERSONAL DATA**

**Year of Birth:** April 15th, 1971      **Place of Birth:** Eldoret, Kenya      **ID Number:** 11466513  
**Nationality:** Kenyan.      **Passport Number:** C021965  
**Marital Status:** Married  
**Languages:** English, Kiswahili and Luhya- (spoken and written)

## **B. ACADEMIC/ PROFESSIONAL PARTICULARS**

### **Fields of Specialization:**

Entrepreneurship and Enterprise Development; Economics; Advanced Statistics; Research Methods; Econometrics and Modelling; Quantitative Techniques and Human Resource Development.

### **Academic Qualifications:**

1. Jomo Kenyatta University of Agriculture and Technology, Nairobi, Kenya from 2009 to 2013: Doctor of Philosophy (DPhil) Degree in Entrepreneurship through Coursework, Examination and Thesis. Thesis title, “*The Effect of Corporate Entrepreneurship on Financial Performance of Manufacturing Firms in Nairobi City County in Kenya.*” The thesis is about the effect of Corporate Entrepreneurship Dimensions (Innovativeness, Risk Taking, Proactiveness, Competitive Aggressiveness and Autonomy) on Financial Performance of Manufacturing Firms in Nairobi City County in Kenya, Developing Market moderated by Business Environment (Dynamic, Hostile and Heterogeneity). Graduated in 2015.
2. Moi University, Eldoret, Kenya from 2001 to 2003: Master of Philosophy (MPhil) Degree in Entrepreneurship through Coursework, Examination and Thesis. Thesis title, “*The Impact of Voucher Project Training on Micro and Small Enterprises Development in Western Kenya.*” The thesis is about the effect of training, one of the Business Development Services on Micro and Small Enterprises Development in Western Kenya’s towns of Kisumu and Luanda. Graduated in 2006.
3. Moi University, Eldoret, Kenya September from 2000 to September 2001: Postgraduate Diploma in Human Resource Management through Course Work, Examination and Project. Project title, “*The Role of Trade Union in Improving the Welfare of Employees.*” Graduated in 2001.
4. Kenyatta University, Nairobi, Kenya from 1993 to 1997: Bachelor of Education (Arts) Economics and Mathematics Degree. Graduated in 1997.

### **Short Courses and Workshops Attended:**

1. Stellenbosch University, South Africa: May 6th to September 30<sup>th</sup>, 2019, DIES/ CREST Online Training Course for Supervisors of Doctoral Candidates at African Universities. Skills and Knowledge on supervision, examination and deriving the Doctorate Curriculum at the Universities.
2. International Labour Organization, Appleton Resort in Nairobi, Kenya: March 20th to 31st 2019, Start and Improve Your Business (SIYB) Programme Trainer.
3. Warrington College of Business, University of Florida, U.S.A.: September 2016, The Experiential Classroom XVII: Becoming a Great Entrepreneurship Educator.
4. Masinde Muliro University of Science and Technology (MMUST) at MCU 001, Kakamega, Kenya: January 23rd to 24th 2014, University Multiplication Training Workshop on Curriculum Development and Review for Public Universities in Kenya: Implementation and Accreditation.
5. Kenya Institute of Business Training (KIBT), Cooperative College, Karen, Nairobi Kenya: March 1st to 5th 2010, Induction Seminar for KIBT Lecturers.
6. Department of Personnel Management, Kenya Institute of Administration (KIA), Nairobi, Kenya: August 17th to 20th 2009, Government Training Institutions Training of Trainers for Adjunct Lecturers.
7. Mekong Institute/Thailand International Cooperation Agency (TICA), Khon Kaen, Thailand: July 20th to August 14th, 2009, Enhancing Entrepreneurship in Small and Medium Enterprise Development and Export Consortia.

8. The Kenya National Examinations Council, Moi Forces Academy, Nairobi, Kenya: August 5th to 11th 2007, Examiner Trainee for Business Examinations.
9. Association of Professional Societies in East Africa (APSEA)/Public Procurement Oversight Authority (PPOA), KICC in Nairobi, Kenya: November 13th, 2009, The Impact of the Public Procurement Law in the Procurement of Professional Services.

## **C. KEY COMPETENCIES AND SKILLS**

### **Teaching and Training Skills:**

- More than twenty years of experience of teaching Entrepreneurship, Research Methods, Statistics, Economics and Quantitative Techniques subjects at Postgraduate, Undergraduate and Diploma Levels.

### **Examination:**

- Examiner (setting and marking) of postgraduate, undergraduate and diploma levels in Entrepreneurship, Research Methods, Statistics, Economics and Quantitative Techniques subjects at Postgraduate, Undergraduate, and Diploma Levels.

### **Curriculum Development and Review:**

- Reviewed both Master of Science Entrepreneurship and Doctor of Philosophy in Business Administration, and developed Entrepreneurship Skills syllabus for the undergraduate programme at Technical University of Mombasa, Kenya.
- Developed and Reviewed numerous postgraduate, undergraduate and diploma curricula for the Technical University of Mombasa, Masinde Muliro University of Science and Technology, Moi University, Jomo Kenyatta University of Agriculture and Technology, Kigali Institute of Management among others.

### **Research Management:**

- Successfully managed numerous research programs in Entrepreneurship and Enterprise Development, Business Environments, Women and Minority Entrepreneurship, Corporate Entrepreneurship, Financial Performance and Measurements of Firms, Family Business, Social Entrepreneurship, Industrial Economics, Development Economics and Business Development Services.
- Supervised and Mentored students at Graduate (Doctorate and Masters), Undergraduate and Diploma Levels in research Proposals and Theses.
- Expertise in Microsoft Word Processing, Excel, Power Point and Corel.
- Expertise in Analysing Data using Computer Statistical Packages such as SPSS, STATA, SAS, R, STATISTICA and NVIVO.

### **Consultancy and Extension:**

- Lead Expert of Rural Finance and Marketing for International Fund for Agricultural Development (IFAD) and Kenya Government in Smallholder Dairy Commercialization Programme (SDCP).
- Lead Trainer of Core Business Skills Training for World Bank and Kenya Government in the Kenya Youth Employment and Opportunities Project (KYEOP).
- Technical Expert and Technical Working Group for United Nation Development Programme and Kenya Government on preparation of Business Skills and Entrepreneurship Training Manual.
- Technical Working Group for International Labour Organization/ International Finance Corporation/ World Bank in the area of enhancing Entrepreneurship among the University Students.
- Technical Expert for International Fund for Agricultural Development and Upper Tana Natural Resource Management on Methodology and Data Handling for economic empowerment of farmers.
- Technical Expert of Curriculum Development and Review of Bachelor of Science in Business Education, Kigali Institute of Management.

- Technical Expert and Technical Working Group for Lake Victoria North Water Service in the area of Gender representation, Empowerment and Development.
- Technical Expert for development of Financial Literacy Manual for Training Entrepreneurs of Kenya Commercial Bank.
- Engage in the service to the University, Profession and to the Community
- Associate Consultant, Capital Strategies Limited, Nairobi, Kenya
- Associate Consultant, InfoDev Consultants Limited.

### **Strategic Planning and Capacity Building for Human Resources in Higher Education:**

- Successfully Developed and Coordinated Career Development Programmes for academic staff. These programmes are entrepreneurship and entrepreneurship development, business development services and research management.

## **D. CAREER DETAILS**

### **Academic Position Held:**

- 1/2017- to date: Senior Lecturer of Entrepreneurship, Department of Business Administration in the School of Business, Technical University of Mombasa, Mombasa, Kenya.
- 11/2016 to 12/2016: Senior Lecturer, Department of Business Administration and Management Sciences, School of Business and Economics, Masinde Muliro University of Science and Technology (MMUST), Kakamega, Kenya.
- 4/2010 to 11/2016: Lecturer, Department of Business Administration and Management Sciences, School of Business and Economics, MMUST, Kakamega, Kenya.
- 5/2010- to date: Adjunct Lecturer (Postgraduate Courses), Schools of Entrepreneurship and Procurement, Jomo Kenyatta University of Agriculture and Technology, Kenya.
- 8/2006- to date: Adjunct Lecturer (Postgraduate and Undergraduate Courses), Schools Business and Economics, Moi University Nairobi Campus, Kenya.

### **Professional/ Industrial Position Held:**

- 1/2016- to date: Associate Consultant/ Researcher, InfoDev Consultants Limited, Nairobi, Kenya.
- 3/2006- to date: Associate Consultant/ Researcher, Capital Strategies Kenya Limited, International House, 5th Floor, Nairobi, Kenya.
- 1/2010 to 4/2010: Principal Lecturer, Kenya Institute of Business Training in the Ministry of Trade (KIBT), Nairobi, Kenya.
- 9/2009- to date: Adjunct Lecturer, Government Training Institutions of Kenya located in Mombasa, Embu, Baringo and Matuga.
- 2/2006 to 1/2010: Senior Lecturer, National Youth Service Institute of Business Studies (NYSIBS), Ministry of Youth and Sports Affairs, Nairobi, Kenya.
- 1/1998 to 2/2006: Graduate Teacher in Various High Schools in Kenya under Teachers Service Commission.

### **Administrative Positions Held:**

- 4/2017- to date: Academic Leader, Graduate and Undergraduate Degree Programmes in Entrepreneurship. Tasked with providing academic leadership in Entrepreneurship disciplines at the Department of Business Administration, Curriculum Development and Review at the School of Business, TUM, Kenya.

- 4/2015- 12/2016: Chairman, Department of Business Administration and Management Sciences Privately Self Sponsored Programme (PSSP), MMUST, responsible for coordinating activities concerning to the PSSP students.
- 6/2013 to 2/2016: Chairman, SOBE Faculty Graduate Studies Committee responsible for coordinating all the activities pertaining to SOBE Graduate programmes at School of Graduate Studies, MMUST, Kakamega, Kenya.
- 2/2012 to 5/2013: Associate Chairman/ Coordinator in charge of coordinating external Business Management Programs in the External Campuses, Business Management Department, MMUST.
- 1/2010 to 4/2010: Head of Management Consultancy at KIBT, Nairobi.
- 5/2006 to 1/2010: Head of Research and Consultancy Department at NYSIBS, Nairobi.
- 1/1998 to 2/2006: Head of Mathematics and Career Development Departments in Public High Schools served.

## **E. TEACHING SUBJECTS**

### **Doctorate Degree Level**

1. Entrepreneurship Development, Theory and Practice
2. Technology, Creativity and Innovation
3. Entrepreneurship Development
4. Advanced Business Research Statistics
5. Entrepreneurship Economics
6. Discipline Inquiry in Entrepreneurship
7. Research Seminars in Entrepreneurship Development
8. Research Methods
9. Economic Analysis.

### **Master's Degree Level**

1. Entrepreneurship Behaviour
2. Business Planning
3. Methods of Entrepreneurship Development
4. Monitoring and Evaluation in Small Enterprise
5. Entrepreneurial and Small Enterprise Development for Special Groups
6. Management of Innovation
7. Research Seminars in Entrepreneurship Development
8. Total Quality Management
9. Management of Small Businesses
10. Quantitative Techniques and Modelling
11. Research Methods/Methodology.

### **Undergraduate Degree Level**

1. Entrepreneurship Skills
2. Entrepreneurship
3. Corporate Entrepreneurship
4. Innovation and New Product Management
5. New Venture Creation
6. Venture/ Enterprise Financing
7. Small Enterprise Development and Policy
8. Project Management
9. Business Statistics
10. Managerial Statistics
11. Labour Economics.

## **Diploma Level**

1. Technology and Innovation in Entrepreneurship
2. Elements of Economics
3. Quantitative Techniques.

## **F. RESEARCH STUDENTS SUPERVISION, TRAINING AND MENTORSHIP**

### **Doctorate Supervision, Training and Mentorship:**

1. **Ongoncho, Samuel.** *“Entrepreneurial Training and the Performance of Small Enterprises in Kisii County, Kenya.”* Doctorate Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.

### **Masters Supervision, Training and Mentorship:**

2. **Mbogo, Catherine.** *“Training and Entrepreneurship Development among Women Entrepreneurs in Nairobi.”* MBA Thesis. Moi University, School of Business and Economics
3. **Omusula, Absalom.** *“The Effect of Business Management Training on the Growth of Micro, Small and Medium Enterprises in Western Kenya.”* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
4. **Kirwa, Tecla Cecilia.** *“The Effect of Micro financing on Performance of Women Entrepreneurship in Kakamega Central District in Kenya.”* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
5. **Shiteswa, Ayub.** *“Leadership Styles and Performance in High Schools in Kakamega.”* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
6. **Wanjala, Mary Goretti.** *“Contribution of Constituency Development Fund (CDF) on Disaster Preparedness and Response in Primary Schools in Kakamega County, Kenya.”* MSc. Thesis. Masinde Muliro University of Science and Technology, School of Disaster Management.
7. **Juma, Risper Nandako.** *“Effect of In-service Training on the Performance of Secondary School Teachers in Western Kenya.”* MSc. Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
8. **Chebet, Luke.** *“Employee Appraisal and Effect on Service Delivery in Education Department of Kakamega County, Kenya.”* MSc. Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
9. **Kubai, Edward.** *“Performance of Management and Employee Retention in Universities in Kisumu County, Kenya.”* MSc. Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
10. **Nyongesa, Andrew Shitanda.** *“Budgetary Control and Financial Performance in Public Institutions of Higher Learning in Western Kenya.”* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
11. **Kataka, Benard Munywere.** *“The Effect of Ethical Business Practice on the Corporate Performance of Kenya Power.”* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
12. **Muvoka, Linda.** *“Influence of Trade Union on Teachers Productivity in Kakamega County, Kenya.”* MSc. Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
13. **Bosire, Dorothy Kerubo.** *“Strategic Management Practices and Service Delivery in Kakamega County, Kenya.”* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.

14. **Ndung'u, Gladys Wanjira.** *"Diversification Strategies Adoption and the Performance of State- Owned Sugar Firms in Western Region in Kenya."* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.

### **On going Supervision, Training and Mentorship:**

15. **Musungu, Fredrick Toloyi.** *"Risk Mitigation Strategies and Performance of Public Corporations in Water Sector in Kenya."* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
16. **Kizito, Wabwoba Wafula.** *"Lean Production and Performance of Manufacturing Small and Medium Enterprises (SMEs) in Kenya."* MBA Thesis. Masinde Muliro University of Science and Technology, School of Business and Economics.
17. **Kenga, Dominic Shukrani.** *"Effect of Macro- Economic Variables Volatility on the Financial Performance of Commercial Banks Listed at the Nairobi Securities Exchange in Kenya."* MBA Thesis. Technical University of Mombasa, School of Business.
18. **Kamau, Mary Ngina.** *"Effect of Service Differentiation in Marketing on Performance of Private Universities in Nairobi County in Kenya."* MBA Thesis. Technical University of Mombasa, School of Business.

### **Undergraduate Research Supervision, Training and Mentorship:**

19. **Ngugi, Eric Mungai.** *"Effect of M- Banking on the Performance of Financial Institutions in Kakamega Town."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Management.
20. **Wairimu, Elizabeth.** *"Contribution of Commercial Banks to the Growth of Small Business Enterprises in Kakamega Town."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Management.
21. **Wanyonyi, Anthony Keya.** *"The Effect of Micro- Credit on the Growth of Small and Medium Enterprises (SMEs) in Kenya. A Case of Kakamega Town."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Management.
22. **Ngeno, Carren Chepkemoi.** *"The Effect of E- Banking on Performance of Kenya Commercial Bank (KCB) in Kakamega."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Management.
23. **Kodia, Edwin.** *"Challenges of Internal Audit in Implementing ISO 9000: 2000 Certification in National Hospital Insurance Fund (NHIF), Kenya."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Management.
24. **Kipsisei, Joshua Mkung.** *"Effect of Microfinance Institutions on the Growth of Women Enterprises in Kakamega, Kenya."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Management.
25. **Ing'ahizu, Millicent.** *"The Effect of Agency Banking on the Performance of Equity Bank in Kakamega, Kenya."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Administration and Management Science.
26. **Wasaba, Linnet.** *"Effect of Training on Employee Performance in the Public Service in Kenya, Ministry of Roads in Kakamega Region."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Administration and Management Sciences.
27. **Kilimo, Betty.** *"The Effect of Tendering Strategies on Organizational Performance of Public Institutions in Kakamega County."* Bachelor of Commerce Project. Masinde Muliro University of Science and Technology, Department of Business Administration and Management Sciences.
28. **Kegode, Erick.** *"Effect of Procurement Process on the Performance of West Kenya Sugar Company Limited."* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Administration and Management Sciences.

29. **Wamukota, Brian N.** *“Microfinance and Performance of Small and Medium Enterprises in Kakamega Town.”* BBM Project. Masinde Muliro University of Science and Technology, Department of Business Administration and Management Sciences.
30. **Mutua, Lucky Syokau.** *“The Effect of Health and Safety Programs on Organizational Performance: A Case Study of Kenya Electricity Generation Company, Kipevu Power Station in Mombasa County.”* BBA Project. Technical University of Mombasa, Department of Business Administration.
31. **Kingori, Esther.** *“Training Programs and their Effect on Employees’ Performance at Kenya Ports Authority in Mombasa County, Kenya.”* Bachelor of Business and Office Management Project. Technical University of Mombasa, Department of Business Administration.
32. **Chepkemoi, Joan.** *“Effect of Cultural Diversity on Organizational Performance at Kenya Maritime Authority in Mombasa County, Kenya.”* Bachelor of Business and Office Management Project. Technical University of Mombasa, Department of Business Administration.
33. **Gitau, Monicah Wangui.** *“The Effect of Human Resource Practices on Organizational Performance of Coast Water Service Board in Mombasa County, Kenya.”* Bachelor of Business and Office Management Project. Technical University of Mombasa, Department of Business Administration.
34. **Kagima, Isaac.** *“Effect of Management Principles on Organizational Performance at Kenya Revenue Authority in Mombasa County, Kenya.”* Bachelor of Business and Office Management Project. Technical University of Mombasa, Department of Business Administration.

### **Selected Diploma Supervision, Training and Mentorship:**

35. **Nyongesa, Derrick.** *“The Effect of Reward System on Employees’ Productivity in Kenya Power and Lighting Company in Kakamega.”* Diploma Project. Masinde Muliro University of Science and Technology, Department of Business Administration and Management Sciences.
36. **Shukri, Zeinab Sipe.** *“Effect of Work Diversity on the Productivity of Workers in National Health Insurance Fund (NHIF) in Mombasa County.”* Diploma Project. Technical University of Mombasa, Department of Business Administration.
37. **Okode, Fredrick Onyango.** *“The Effect of Organization Structure on Employee Performance at Bamburi Cement Company in Mombasa.”* Diploma Project. Technical University of Mombasa, Department of Business Administration.
38. **Mustafa, Fraho Makay.** *“Effect of Job Training on Employees’ Performance in Kenya Port Authority Company in Mombasa County in Kenya.”* Diploma Project. Technical University of Mombasa, Department of Business Administration.
39. **Nzomo, Peris Felistus.** *“Factors Influencing Service Quality Delivery in Safaricom Limited in Mombasa County in Kenya.”* Diploma Project. Technical University of Mombasa, Department of Business Administration.
40. **Orwa, David O.** *“Effect of Human Resource Information System on Organizational Performance in Kensalt Limited Mombasa.”* Diploma Project. Technical University of Mombasa, Department of Business Administration.
41. **Kithome, Abigael Musenya.** *“The Influence of Motivation on Employees’ Performance at Kenya Ports Authority in Mombasa, Kenya.”* Diploma Project. Technical University of Mombasa, Department of Business Administration.

## **G. EXAMINATION OF RESEARCH THESES AND PROJECTS**

1. Examiner of Human Resource Management Professionals Examinations Board for Certified Human Resource Professional Exam- Entrepreneurship and Human Resource Consultancy from December 2019- to date.
2. External Examiner of Department of Business Administration and Management Sciences, School of Business and Economics, Turkana University College, Kenya from June 2018- to date.
3. External Examiner of Postgraduate (Doctorate) Theses at the Graduate School of Business, National University of Science and Technology, Zimbabwe from May 2018- to date.



4. External Examiner of Graduate (Masters) Theses at the School of Business and Economics, Maasai Mara University from December 2017- to date.
5. Examiner of Kenya National Examination Council in Business Administration Subjects at Diploma and Higher National Diploma Levels from August 2006- to date.
6. Member of Theses/ Project Examination Panel for Doctorate, Masters and Undergraduate Degrees at Technical University of Mombasa, Board of Graduate Studies from January 2017- to date.
7. Member of Theses/ Project Examination Panel for Doctorate, Masters and Undergraduate Degrees at Masinde Muliro University of Science and Technology School of Graduate Studies from April 2010 to December 2016.
8. Examined Postgraduate Theses at Schools of Business and Economic at Masinde Muliro University of Science and Technology and Moi University, Kenya.

### **Theses Examined:**

1. **Odero, Naor Juma.** “*Impact of Bank Mergers on Shareholders’ Wealth in Kenya.*” Master of Business Administration (Finance). Internal Examination. Masinde Muliro University of Science and Technology. 28/08/2012.
2. **Otwoko, Benjamin E.** “*Assessment of the Impact of Diversification of Investment on Performance of Savings and Credit Cooperative Societies in Kenya.*” Master of Business Administration (Finance). Internal Examination. Masinde Muliro University of Science and Technology. 29/08/2012.
3. **Dagaye, B. Lodenyi.** “*Effectiveness of Teacher Appraisal in Public Secondary Schools in Mumias Division, Kenya.*” Master of Science in Human Resource Management. Internal Examination. Masinde Muliro University of Science and Technology. 29/08/2012.
4. **Wabuyabo, J. Paul.** “*The Impact of Total Quality Management Practices on Performance of Large-Scale Manufacturing Companies in Western Province, Kenya.*” Master of Science in Human Resource Management. Internal Examination. Masinde Muliro University of Science and Technology. 29/08/2012.
5. **Messo, Raude John.** “*Financing Strategy and the Performance of Small and Medium Enterprises in Kenya.*” Master of Business Administration (Finance). Internal Examination. Masinde Muliro University of Science and Technology. 29/04/2015.
6. **Isabwa, Nixon Ambia-** BHR/G/18/10. “*The Effect of Work Life Balance Practices on the Performance of Employees in Selected Companies in Kenya.*” Master of Science in Human Resource Management. Internal Examination. Masinde Muliro University of Science and Technology. 8/11/2016.
7. **Iteyo, Priscillah Nzula-** BHR/G/07/12. “*Effects of Staff Development Practices on Employee Performance in Commercial Banks in Kakamega County, Kenya.*” Master of Science in Human Resource Management. Internal Examination. Masinde Muliro University of Science and Technology. 8/11/2016.
8. **Waweru, Grace Mumbi-** MBA/G/20/11. “*Financing Strategy and the Performance of Small and Medium Enterprises in Kenya.*” Master of Business Administration (Finance). Internal Examination. Masinde Muliro University of Science and Technology. 2/11/2015.
9. **Wenekeya, James Ong’ayi-** MBA/G/23/09. “*Operational Risk Management Practice of Small and Medium Sized Enterprises in Kakamega County.*” Master of Business Administration (Strategic Management). Internal Examination. Masinde Muliro University of Science and Technology. 8/11/2016.
10. **Ooko, George Oduor-** BHR/G/11/13. “*Talent Management Strategies and Employees’ Productivity in Private Sugar Companies in Kakamega County, Kenya.*” Master of Science in Human Resource Management. Internal Examination. Masinde Muliro University of Science and Technology. 8/11/2016.
11. **Nabibya, Maureen Lambisia-** BHR/G/01/13. “*Performance Management and Employees Productivity in the Judiciary in Kakamega Region Law Courts, Kenya.*” Master of Science in Human Resource Management. Internal Examination. Masinde Muliro University of Science and Technology. 1/12/2016.
12. **Maingi, Samuel Mwaura-** MBM/1003/13. “*Effect of Business Regulatory Procedures on Improvement of Youth Led Small and Medium Enterprises in Kenya: A Case Study of Ruiru Sub County.*” Master of Business Management. External Examination. Maasai Mara University. 23/03/2018.

13. **Samson Mtisi-** N0125802B. “*The Design and Delivery of Rural Enterprise Business Development Support Programmes in Zimbabwe.*” Doctor of Philosophy (Business Administration). External Examination. National University of Science and Technology, Graduate School of Business. 4/06/2018.
14. **Koitumet, William Tootio-** MBM/1008/13. “*Determinants of Integrated Financial Management Information Systems Effectiveness for Improved Financial Management: A Case Study of Kajiado County, Kenya.*” Master of Business Management. External Examination. Maasai Mara University. 20/10/2018.

## **H. MAJOR TASKS AND ACADEMIC LEADERSHIP ACCOMPLISHMENTS**

### **University Service:**

1. May to June 2017: Curriculum development of Doctor of Philosophy of Entrepreneurship and Bachelor of Science in Entrepreneurship for Department of Business Administration in the School of Business, Technical University of Mombasa.
2. May 2017: Curriculum Review of Doctor of Philosophy in Business Administration (Entrepreneurship Option), Master of Science in Entrepreneurship and Bachelor of Business Administration (Entrepreneurship and Enterprise Development) for Department of Business Administration in the School of Business, Technical University of Mombasa.
3. January 2017- to date: Member of School of Business Faculty Board. Participate in the deliberation of the issues (Moderation of Examination and Curriculum review and development) in the School of Business, Technical University of Mombasa.
4. January 2017- to date: Member of Department of Business Administration Faculty Board, Technical University of Mombasa. Participate in the deliberation of the issues (Moderation of Examination and Curriculum review and development) in the Department of Business Administration.
5. September 2014 to December 2016: Task Force on establishment of the Western Graduate School of Business and Leadership, MMUST.
6. April to June 2014: Task Force on revamping Nairobi Campus and establishing Mombasa Campus, MMUST.
7. November- December 2012: Establishment of School of Business and Economics, MMUST.
8. May to July 2010: Review of Bachelor of Business Management Curriculum to Bachelor of Commerce Curriculum, Department of Business Management at MMUST.
9. April 2010 to December 2016: Member of School of Business and Economics Faculty Board. Participated in the deliberation of the issues (Moderation of Examination and Curriculum review and development) in the School of Business at MMUST.
10. April 2010 to December 2016: Member of Department of Business Administration and Management Science Faculty Board. Participated in the deliberation of the issues (Moderation of Examination and Curriculum review and development) in the Department of Business Administration and Management Science at MMUST.

### **Membership of Conference/ Workshop/ Seminar Committee:**

1. October 3rd to 5th, 2018: Chaired Session 2, Innovative Business Models for Sustainable Development at “The 1st Annual International Conference 2018 on Enhancing Research, Innovation and Entrepreneurial Skills for Attainment of the Sustainable Development Goals”, The Sigalagala National Polytechnic, Kakamega, Kenya.
2. March 4th to 5th, 2016: Successfully Coordinated the hosting of the 1st ENACTUS Kenya Leadership Summit supported by ENACTUS Kenya and MMUST at MMUST, Kakamega, Kenya which brought together approximately 300 ENACTUS Kenya leaders from 16 Universities in Kenya to discuss issues relating to entrepreneurship, career skills, ethics, interpersonal and communication skills.

3. August and December 2006, 2007, 2008, and 2009: Coordinated a one-week Job Placement Seminars in every year for Diploma Graduating Students at NYS Institute of Business Studies, Ruaraka, Nairobi, Kenya.
4. May 21st to 22nd May 2009: Part of the organizers of National Youth Employment Conference themed, “*Addressing the challenges of Youth unemployment in Kenya in the 21st century and beyond*” at Kenyatta International Conference Centre, Nairobi, Kenya.
5. February 2007: Coordinated a one-week Secretarial Management Training Seminar for Secretaries of Kenya Institute of Special Education, Nairobi, Kenya.

### **Invited Presentations at Symposiums, Workshops, and Meetings:**

1. September 25th to 27th, 2019: Participated as a Delegate in Academic area in EAC High Level Conference on Trade Integration 2019 at Radisson Blu Hotel, Nairobi, Kenya.
2. December 10th to 14th, 2018: UNCTAD AFRICA E Commerce Week, United Nations Headquarters Office, Nairobi, Kenya. As a Delegate in Academic area participated *in the Discussion and Deliberations of the relevance of e commerce in facilitating trade in Africa.*
3. May 20th to 22nd 2018: Association of African Business School (AABS) Connect Annual Conference at the University of Dar es Salaam Business School, Dar es Salaam, Tanzania. Participated in the Discussion of “*Business Schools Engagement with Industry: Models, Lessons and Impact on Africa.*”
4. August 23rd to 26th 2017: The 7th IREN Eastern Africa Thought Leader Forum on “The Liberal Economic Order and One Belt One Road” in Arusha, Tanzania. As a Delegate in Academic area participated *in the Discussion of the scenario of East Africa Countries as result of Liberal Economic Order and One Belt One- Road Initiatives.*
5. July 15th to 22nd, 2016: 14th United Nations Conference on Trade and Development, Kenyatta International Convention Centre, Nairobi, Kenya. As a Delegate in Academic area participated *in the Discussion and Deliberations of Trade and Development Delegate in Academic area.*
6. July 22nd, 2016: Facilitated the topic “*Quantitative Data Handling in Social Science Research*” to Postgraduate Students of Kenyatta University School of Hospitality and Tourism at Kenyatta University Business Centre, Main Campus, Nairobi, Kenya.
7. March 4th to 5th, 2016: Participated as panellist in the Discussion “*Entrepreneurship and Employment*” in the 1st Entrepreneurial Action for Others Creates a Better World for Us All (ENACTUS) Leadership Summit held at MCU 001 in MMUST, Kakamega, Kenya.
8. April 23rd, 2015: Facilitated the topic “*Publication of An Academic Article and Ethical Issues*” in the School of Graduate of MMUST Faculty Member Seminar on Management of Postgraduate Studies, conducted at MCU 002 at MMUST, Kakamega, Kenya.
9. September 4th to 7th, 2011: Youth Entrepreneurship Forum, Kenya Research Workshop on Promoting Entrepreneurship amongst Youths in Tertiary Institutions in Kenya at Jacaranda Hotel, Nairobi, Kenya. *Participated in the Discussions.*
10. March 28th to 29th, 2006: 5th Annual Darden Conference on Emerging Markets, The Financing of Corporations in Emerging Countries, Darden School of Business, University of Virginia, The World Bank, State Street Global Markets and Research Foundation of CFA, World Bank, Washington DC, USA. *Participated in Discussions.*

### **Service as a Reviewer of Publications:**

1. January 2012- to date: Issue in Scientific Research (ISR) Journal. ISSN: 2408- 7513.
2. January 2008- to date: United States of America Business and Entrepreneurship yearly conferences papers.
3. April 2014- to date: Issues in Business Management and Economics. ISSN: 2350- 157X.
4. August 2014- to date: African Journal of Business Management. ISSN: 1993- 8233.
5. January 2019- to date: Journal of Economics and International Business Management. ISSN: 2384- 7328.

## **Service to the Public:**

1. April 2018- to date: Mentor young adults of All Saints Cathedral ACK, Nairobi Kenya on entrepreneurship and small business development.
2. July 2013- December 2016: Faculty Advisor, ENACTUS MMUST Chapter. Advise and nurture young business leaders through educational entrepreneurial community outreach projects.

## **I. PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS**

1. Member of International Council of Small Business (U.S.A.).
2. Member of United States Association of Small Business and Entrepreneurship (USASBE).
3. Member of Entrepreneurship Educators Network worldwide.
4. Member of School Board, School of Business Technical University of Mombasa.
5. Member of Faculty Board, Board of Postgraduate Technical University of Mombasa.
6. Member of Departmental Board, Department of Business Administration Technical University of Mombasa.
7. Member of Mekong Institute, Thailand Alumni Association.
8. Member of Alumni Kenyatta University.
9. Member of Alumni Moi University.
10. Member of Alumni Jomo Kenyatta University of Agriculture and Technology.
11. Member of University Academic Staff Union (UASU).

## **J. SELECTED TRAININGS CARRIED OUT**

1. 5 Days, October 22nd to 26th 2018: Facilitated on “*Curriculum Review of Core Business Skills Training*” to Trainers of Kenya Youth Employment and Opportunity Project in Kenya Institute of Management, Kisumu, Kenya.
2. 1 Day, July 22nd, 2016: Facilitated on “*Quantitative Data Handling in Social Science Research*” to Postgraduate Students in the School of Hospitality and Tourism, Kenyatta University Business Centre.
3. 1 Day, April 23, 2015: Facilitated on “*Publication of An Academic Article and Ethical Issues*” in School of Graduate Staff Seminar on Management of Postgraduate Studies at MCU 002 at MMUST.
4. 4 days, December 2011: Trained youth entrepreneurs sponsored by Farm Africa in Kitale in North Rift Valley, Kenya on *Entrepreneurial Spirit and Planning*.
5. 4 days, April 2011: Trained youth entrepreneurs sponsored by Youth Enterprise Development Fund (YEDF) in Western Province in Kakamega, Kenya on *Information Communication Technology (ICT) and Entrepreneurship Development*.
6. 1 week, August 2010: Trained youth entrepreneurs sponsored by YEDF in Narok District, Kenya on how to use *YEDF to Initiate and Sustain the Business*.
7. 1 Week, December 2008: Trained youth entrepreneurs sponsored by YEDF in Tharaka District, Kenya on how to use *YEDF to Initiate and Sustain the Business*.
8. 1 Week, November 2008; July 2008; November 2007; and July 2007: Coordinated and Facilitated Job Placement Seminar in the areas of *Entrepreneurship, Business Planning and Proposal Writing, and Marketing Strategies for Small Enterprises* to Finalist Students of National Youth Service Institute of Business Studies (NYSIBS), Nairobi.

## **K. LIST OF PUBLICATIONS**

### **Selected Publications in International Refereed Journals:**

1. **Ngoze, M. L., Bwisa, H. & Sakwa, M. (2020).** Exploring Hostile Business Environment (HOBE) as a Moderator in the Effect of Innovation on Financial Performance of Manufacturing Firms in Kenya. *International Journal of Innovation Science* (Special Issue). ISSN: 1757-2223 (Publication Under Peer Review Process).

2. **Ngoze, M. L.** (2020). The Mediating Effect of Dynamic Business Environment on the Relationship Between Innovation and Financial Performance of Manufacturing Firms in Kenya. *International Journal of Business and Social Sciences (IJBSS)* Vol. 11 (1) ISSN: 2219- 1933 (Print), 2219- 6021 (Online).
3. **Ngoze M. L.** (2018). Corporate Entrepreneurship and Financial Performance of Firms: A Conceptual Framework from Theoretical and Literature Review. In the *Proceedings of 18th International Conference on African Entrepreneurship and Small Business (ICAESB) Development*. Dar es Salaam, Tanzania: University of Dar es Salaam Business School. ISSN 2571- 6750.
4. Ndung'u, G. W., **Ngoze, M. L.**, & Wanjere, D. M. (2018). Horizontal Diversification Strategy Adoption and Performance of State- Owned Sugar Firms in Western Kenya. *International Journal of Novel Research in Marketing Management and Economics* Vol. 5, Issue 3 (September- December 2018) 1- 9. ISSN 2394- 7322.
5. Bosire, D. K., **Ngoze, M. L.**, & Kwendo, E. (2017). Human Resource Practices and Service Delivery in Kakamega County, Kenya. *International Journal of Multidisciplinary and Current Research* Vol. 5 (September/ October 2017) 1169- 1173. ISSN: 2321- 3124.
6. Kataka, B. M., **Ngoze, M. L.** & Kiongera, F. N. (2016). Exploring Effects of Marketing on Corporate Performance of a Public Company in an Emerging Market. *International Journal of Multidisciplinary and Current Research* Vol. 4 (November/December 2016 Issue) 1107-1111. ISSN: 2321-3124.
7. Nyongesa, A. S., Odhiambo, A. & **Ngoze, M. L.** (2016). Budgetary Control and Financial Performance in Public Institutions of Higher Learning in Western Kenya. *International Journal of Business and Management Invention* 5 (8) 18-22. ISSN: 2319-801x (Print), ISSN: 2319-8028 (Online).
8. Muvoka, L., **Ngoze, M. L.** & Poipoi, M. (2016). Influence of Trade Union Advocacy on Teacher Productivity in Secondary School, Kakamega County, Kenya. *International Journal for Management Science and Technology* 4 (6) 1-17. ISSN: 2321-0362 (Print), ISSN: 2320-8848 (Online).
9. **Ngoze, M. L.** (2015). Constraints Faced by Micro and Small Enterprises in the Liberalised Markets. *Studies in Social Sciences and Humanities* 2 (3) 119- 130. ISSN: 2313- 8297.
10. **Ngoze, M. L.** (2015). Effecting Training to Entrepreneurs: Use of Vouchers. *Studies in Social Sciences and Humanities* 2 (2) 78- 87. ISSN: 2313- 8297.
11. **Ngoze, M. L.** (2015). Fostering Entrepreneurship in Kenya: The Role of Association. *IJ-ARBSS* 5 (3) ISSN: 2222- 6990.
12. **Ngoze, M. L.**, Bwisa, H. & Sakwa, M. (2014). Exploring the Effect of Corporate Entrepreneurship on Financial Performance of Firms: Evidence from Kenya's Manufacturing Firms. *IJ-ARBSS* 4 (1) ISSN: 2222- 6990.
13. **Ngoze, M. L.** & Bwisa, H. (2014). Entrepreneurial Orientation and Financial Performance of Manufacturing Firms in Developing Countries: Are Kenya's Manufacturing Firms Exempted? *International Journal of Business & Management Review*, 2 (6) 615- 622.
14. **Ngoze, M. L.**, Bwisa, H. & Sakwa, M. (2013). Exploring Innovativeness Dimension of Corporate Entrepreneurship on Financial Performance of Manufacturing Firms in Kenya. *IJBSS* 4 (17) ISSN: 2219- 1933 (Print), 2219- 6021 (Online).
15. Syong'oh, Z., Shikwati, J., Ojala, J., Ombui, E., Swai V., Manyara, W., Ghedi, A., Werunga, S., Okara, J., Nyika, E., Kigosi, S., Sawa, P., Masai, J., Ngala, C., **Ngoze, M. L.**, Wanjala, J., Jarumani, M., Ssenyonjo, J., Wesonga, K., Namiyingo, A., Nabateregga, S., Alinde, T., Mauyo, H. & Shisia, Z. (2012). The Indian Ocean Rim as a New Frontier: How Prepared is Africa? *Inter Region Economic Network Occasional Paper 2*. ISBN: 9966-9834-9-x.
16. Kirwa, T., **Ngoze, M. L.** & Embeywa, H. (2012). The Impact of Micro financing on Women Entrepreneurship in Kakamega Central District, Kenya. *SRJIS*, 1 (iii e). ISSN 2278-8808 (Print), ISSN 2319-4766 (Online).
17. **Ngoze, M. L.** & Gudda, P. (2008). Saving Mobilization among Small Scale Manufacturing Enterprises. *Journal of Research in Marketing and Entrepreneurship*, 3 (2), 97- 106.2421223. ISBN: 978-0-646-50668-5.

18. **Ngoze, M. L.** (2008). Women Entrepreneurship: An Integrated Approach. *The African Executive an Online Edition*, 108.

### **Selected Proceedings in Conferences:**

1. **Ngoze, M. L.** (2018). The Mediating Effect of Dynamic Business Environment on the Relationship Between Innovation and Financial Performance of Manufacturing Firms in Kenya. In the *Proceedings of "The 1st Annual International Conference 2018 on Enhancing Research, Innovation and Entrepreneurial Skill for Attainment of the Sustainable Development Goals"*. Kakamega, Kenya: The Sigalagala National Polytechnic.
2. **Ngoze, M. L.** (2016). Do Training Programmes Supported by Donor Organization lead to Small Enterprises Growth? In the *61st Annual World Conference of International Council for Small Business (ICSB) Proceedings*. Washington DC, U.S.A.: ICSB.
3. **Ngoze M. L., Bwisa, H. & Sakwa, M.** (2015). Exploring Hostile Business Environment as a Moderator in the Effect of Innovation on Financial Performance of Manufacturing Firms in Kenya. In the *Proceedings of 15th International Conference on African Entrepreneurship and Small Business (ICAESB) Development*. Dar es Salaam, Tanzania: University of Dar es Salaam Business School. ISSN 2571- 6750.
4. **Ngoze, M. L.** (2013). Entrepreneurial Orientation and Financial Performance of Manufacturing Firms in Developing Countries: Is Kenya an Exemption. In the *Proceedings of 4th Annual George Washington University (GWU) Global Entrepreneurship Research & Policy Conference*. Washington DC, U.S.A.: GWU and The World Bank.
5. Gudda, P. & **Ngoze, M. L.** (2011). Sustainable Youth Employment Programs in Kenya: The Case of Youth Enterprise Development Fund. In the *Proceedings of 7th International Conference on Business Management and Economics*. Cesme/Izmir-Turkey: Yasar University and Valparaiso University, Turkey.
6. **Ngoze, M. L.** (2011). Effecting Training to Entrepreneurs: Use of Vouchers. In the *Proceedings of 2nd Annual Entrepreneurship in Africa*. Syracuse, New York, U.S.A.: Syracuse University.
7. **Ngoze M. L.** (2008). Entrepreneurship Promotion: The Role of Association In the *Proceedings of Conference and Exhibition for Dissemination of Research Results and Review of Innovations*. Nairobi: Ministry of Higher Education, Science and Technology.
8. **Ngoze, M. L.** (2006). Youth and Entrepreneurship: Garbage Collection in Nairobi. In the *Proceedings of Waste Management Inception Conference, Organized Sustainable Development Initiative Centre*. Nairobi: United States International University (USIU) Africa and National Environment Management Authority.
9. **Ngoze M. L.** (2006). Fostering Women Entrepreneurship in Kenya through an Integrated Approach Framework. In the *Proceedings of the 3rd International Entrepreneurship and Capacity Building in a Globalized Economy*. Nairobi: Centre of Excellence in Entrepreneurship Development (CEED), USIU Africa.
10. **Ngoze M. L.** (2006). Barriers Inhibiting Growth of Small Enterprises in Kenya. In the *Proceedings of 2nd Annual San Francisco- Silicon Valley Global Entrepreneurship Research Conference at Radisson Miyako Hotel and USF Lone Mountain Campus*. San Francisco, California U.S.A.: University of San Francisco.
11. **Ngoze M. L.** (2005). Do Women Entrepreneurs Need Special Entrepreneurship Support Programme in Kenya? In the *Proceedings of Jomo Kenyatta University of Agriculture and Technology (JKUAT) Annual Scientific, Technological and Industrialization Conference*. Nairobi: JKUAT.
12. **Ngoze M. L.** (2005). Does the Profile of Entrepreneur Factors Influence Micro and Small Enterprise Growth? In the *Proceedings of 8th ICAESB Development*. Dar es Salaam, Tanzania: Faculty of Commerce and Management.
13. **Ngoze M. L.** (2004). Constraints faced by Micro and Small Enterprises in the Liberalized Markets. In the *Proceedings of 2nd International Entrepreneurship and Capacity Building in a Globalized Economy*. Nairobi: CEED, USIU Africa.

14. **Ngoze M. L.** (2003). Effectiveness of Training Vouchers for Small and Micro Enterprises in Western Kenya. *In the Proceedings of 7th ICAESB Development*. Dar es Salaam, Tanzania: Faculty of Commerce and Management.

### **Books/ Books Chapter:**

1. Kubai, E., Owano, A. & **Ngoze, M. L.** (2015). *Performance Management and Employee Retention in Universities in Kenya*. Saarbrücken, Germany: Lambert Academic Publishing. ISBN: 9783659745676.
2. Kitili, B., Gudda, P., Kiambi, M., Sina, J., Kiguru S., Maina, D., Kamau, D., Nthiga, H., **Ngoze, M. L.**, & Otieno, G. (2009). *Business Skills and Entrepreneurship Training Manual (BSED)*. Nairobi: United Nation Development Programme (UNDP).

### **Selected Consultancy Reports Published:**

1. Ng'ang'a, P., **Ngoze, M. L.** & Ngethe, J. (2019). *Core Business Skills Training (CBST) Cycle Four Training of Youths Under Lot Two Counties- Kakamega, Bungoma, Kisumu, Migori and Turkana*. Nairobi: Capital Strategies Limited, World Bank and Government of Kenya.
2. Ng'ang'a, J., Wangulu, E., Makau, J., Mulewa, D., Mwaniki, E. & **Ngoze, M. L.** (2019). *Study of the Key Programmes, Learning, Innovation, Scaling Up Status of Smallholders Dairy Commercialisation Programme (SDCP)*. Nairobi: Capital Strategies Limited, IFAD and Government of Kenya.
3. Ng'ang'a, P., **Ngoze, M. L.** & Ngethe, J. (2019). *Core Business Skills Training (CBST) Cycle Three Training of Youths Under Lot Two Counties- Kakamega, Kisumu, Migori and Turkana*. Nairobi: Capital Strategies Limited, World Bank and Government of Kenya.
4. Ng'ang'a, P., **Ngoze, M. L.** & Ngethe, J. (2018). *Core Business Skills Training (CBST) Cycle Two Training of Youths Under Lot Two Counties- Kisumu, Migori and Turkana*. Nairobi: Capital Strategies Limited, World Bank and Government of Kenya.
5. Ng'ang'a, P., **Ngoze, M. L.** & Ngethe, J. (2018). *Core Business Skills Training (CBST) Training of Trainers (TOT) Workshop in Kisumu*. Nairobi: Capital Strategies Limited, World Bank and Government of Kenya.
6. Ng'ang'a, P., Gichuru, J., Wangulu, E., Makau, J., Mulewa, D., Mwaniki, E. & **Ngoze, M. L.** (2016). *Study of the Key Programmes, Learning, Innovation, Scaling Up Status of Smallholders Dairy Commercialisation Programme (SDCP)*. Nairobi: Capital Strategies Limited, IFAD and Government of Kenya.
7. **Ngoze, M. L.** (2014). *Gender Baseline Survey on Compliance Level with One-Third-Gender Representation in Appointments, Employment and Promotions in Lake Victoria North Water Service Board (LVNWSB) Report*. Kakamega: LVNWSB.
8. Ng'ang'a, P., Gichuru, J., Kamore, M., & **Ngoze, M. L.** (2014). *Gender Baseline Survey Report for Upper Tana Natural Resources Management Project*. Nairobi: Capital Strategies Limited.

### **L. CONFERENCES ATTENDANCE AND PARTICIPATION**

1. April 15th to 17th: 2020 California Entrepreneurship Educators Conference – Online on Reimagining Entrepreneurship in 2020. Organized by San Diego State University and International Council of Small Business (ICSB). *Participated as an Online Delegate*.
2. October 3rd to 5th, 2018: The 1st Annual International Conference 2018 on Enhancing Research, Innovation and Entrepreneurial Skills for Attainment of the Sustainable Development Goals, The Sigalagala National Polytechnic, Kakamega, Kenya. Paper Presented, “*The Mediating Effect of Dynamic Business Environment on the Relationship Between Innovation and Financial Performance of Manufacturing Firms in Kenya.*”
3. August 9th to 10th, 2018: 18th International Conference on African Entrepreneurship & Small Business (ICAESB), University of Dar es Salaam Business School, Dar es Salaam, Tanzania. Paper presented, “*Corporate Entrepreneurship and Financial Performance of Firms: A Conceptual Framework from Theoretical and Literature Review.*”

4. June 15th to 18th, 2016: 61st Annual World Conference of International Council for Small Business (ICSB) in United Nations Headquarters in New York and Stevens Institute of Technology in New Jersey in U.S.A. Presented a Paper, *Do Training Programmes Supported by Donor Organization lead to Small Enterprises Growth?*
5. May 28th to 29th, 2015: 15th ICAESB, University of Dar es Salaam Business School, University of Dar es Salaam, White Sands Hotel, Dar es Salaam, Tanzania. Paper presented, *“Exploring Hostile Business Environment as a Moderator in the Effect of Innovation on Financial Performance of Manufacturing Firms in Kenya.”*
6. August 13th to 15th, 2014: 1st Academy of International Business (AIB) Sub- Saharan Africa Chapter Inaugural Conference at Riara University, Nairobi, Kenya. *Participated in the Discussion and Deliberations of Entrepreneurship in Africa.*
7. October 17th to 19th, 2013: 4th Annual GWU Global Entrepreneurship Research & Policy Conference, GWU and The World Bank, Washington DC, USA. Paper presented, *“Entrepreneurial Orientation and Financial Performance of Manufacturing Firms in Developing Countries: Is Kenya an Exemption?”*
8. June 28th to 30th, 2012: 4th Annual International Conference on Action Research in Higher Education and Development in Africa, MMUST, Kakamega. Paper presented, *“Effectiveness of Vouchers in Conducting Training to Small Entrepreneurs.”*
9. May 22th to 24th, 2011: 2nd Annual Conference on Entrepreneurship in Africa, The Africa Business Program, The Kiebach Centre for International Business Studies, Whitman School of Management, Syracuse University, USA. Paper presented, *“Effecting Training to Entrepreneurs: Use of Vouchers.”*
10. April 28th to 30th, 2008: 1st National Conference and Exhibition for Dissemination of Research Results and Review of Innovations, National Council for Science and Technology of Kenya, KICC, Nairobi, Kenya. Paper presented, *“Entrepreneurship Promotion: The Role of Association.”*
11. March 28th to 31st, 2007: 3rd Annual San Francisco Silicon Valley Global Entrepreneurship Research Conference, University of San Francisco, Radisson Miyako Hotel, San Francisco, USA. Paper presented, *“Savings Mobilization among Small Manufacturing Enterprises in Kenya.”*
12. August 15th to 17th, 2006: Waste Management Inception Conference, Organized by Sustainable Development Initiative Centre, USIU Africa and National Environment Management Authority, Kenya. Paper presented, *“Youth and Entrepreneurship: Garbage Collection in Nairobi.”*
13. May 29th to 31st, 2006: 3rd International Entrepreneurship and Capacity Building in a Globalized Economy, CEED, USIU, Nairobi, Kenya. Paper presented, *“Fostering Women Entrepreneurship in Kenya through an Integrated Approach Framework.”*
14. March 22nd to 25th, 2006: 2nd Annual San Francisco Silicon Valley Global Entrepreneurship Research Conference, University of San Francisco, Radisson Miyako Hotel, San Francisco, USA. Paper presented, *“Barriers Inhibiting Growth of Small Enterprises in Kenya.”*
15. September 1st to 2nd, 2005: 8th ICAESB Development, Faculty of Commerce and Management, University of Dar es Salaam, White Sands Hotel, Dar es Salaam, Tanzania. Paper presented, *“Does the Profile of Entrepreneur Factors Influence Micro and Small Enterprise Growth?”*
16. June 2005: Annual Scientific, Technological and Industrialization Conference, School of Human Resource Development, JKUAT, Juja, Kenya. Paper presented, *“Does the Profile of Entrepreneur Factors Influence Micro and Small Enterprise Growth?”*
17. March 12th to 14th, 2004: 2nd International Entrepreneurship and Capacity Building in a Globalized Economy, CEED, USIU Africa, Kenya. Paper presented, *“Constraints faced by Micro and Small Enterprises in the Liberalized Markets.”*
18. September 11th to 12th, 2003: 7th ICAESB Development, Faculty of Commerce and Management, University of Dar es Salaam, White Sands Hotel, Dar es Salaam, Tanzania. Paper presented, *“Effectiveness of Training Vouchers for Small and Micro Enterprises in Western Kenya.”*
19. April 23rd to 25th, 2004: 1st International Entrepreneurship and Capacity Building in a Globalized Economy, CEED, USIU Africa, Nairobi, Kenya. Paper presented, *“Impact of Voucher Training Program on Micro and Small Development in Western Kenya.”*



## **M. RESEARCH EXPERIENCE**

1. July 2019 to September 2019: Impact Assessment Study for Smallholders Dairy Commercialisation Programme in 9 Counties of Nakuru, Bomett, Kisii, Nyamira, Kakamega, Bungoma, Trans Nzoia, Uasin Gishu and Nandi, Kenya. Supported by IFAD and Kenya Government.
2. January 2016 to March 2016: A Study of Key Programmes, Learning, Innovation, Scaling Up Status of Smallholders Dairy Commercialisation Programme in 9 Counties of Nakuru, Bomett, Kisii, Nyamira, Kakamega, Bungoma, Trans Nzoia, Uasin Gishu and Nandi, Kenya. Supported by IFAD and Kenya Government.
3. August 2010 to 2014: “A Global look at Undergraduate Education in the discipline of Entrepreneurship in a Kenyan University”, this was a worldwide research to establish the effect of Entrepreneurship Programmes in world’s established Schools of Businesses. Supported by ICSB.
4. June to July 2014: Gender Baseline Survey Compliance Level with One- Third Gender Representation in Appointments, Employment and Promotions in LVNWSB, Kakamega. Supported by World Bank.
5. April to June 2014: Gender Baseline Survey for Upper Tana Natural Resources Management Project in 6 Counties of Meru, Tharaka Nithi, Muranga, Nyandarua, Nyeri and Embu, Kenya. Supported by IFAD and Kenya Government.
6. May 2012 to December 2013: Corporate Entrepreneurship and Financial Performance of Manufacturing Firms in Nairobi County, Kenya. A Research in Partial Fulfilment of Degree of Doctor of Philosophy in Entrepreneurship of JKUAT. Supported by World Bank and Masinde Muliro University of Science and Technology.
7. January to November 2003: The Impact of Voucher Project Training on Micro and Small Enterprises Development in Western Kenya. A Research in Partial Fulfilment of Degree of Master of Philosophy in Entrepreneurship and Enterprise Development of Moi University.
8. April to June 2001: Role of Trade Union in Improving Welfare of Employees in Eldoret. A Research in Partial Fulfilment of Postgraduate Diploma in Human Resource Management of Moi University.

## **N. ACADEMIC HONOURS, SCHOLARSHIPS, FELLOWSHIPS GRANTS, AWARDS, AND FUNDINGS**

1. 9/2019: Sponsored by East Africa Community as a Delegate in Academic matters at East African Community (EAC) High Level Conference on Trade Integration 2019 at Radisson Blu Hotel, Nairobi, Kenya.
2. 7- 8/2019: Funded by IFAD and Kenya Government USD 150, 000 to conduct Impact Assessment Study for 4 weeks in nine Counties under Smallholder Dairy Commercialization Programme in Western Kenya.
3. 10/ 2018- 12/2022: Funded by World Bank and Kenya Government USD 200, 000 to conduct Core Business Skills Trainings for Kenya Youth Employment and Opportunities Project in Kenya.
4. 12/2018: Sponsored by United Nation as a delegate in UNCTAD AFRICA E Commerce Week at United Nations Headquarters Office, Nairobi, Kenya.
5. 8/2017: Sponsored by Friedrich Neumann Foundation and The Inter Region Economy Network Limited (IREN), to take part in “The 7th IREN Eastern Africa Thought Leader Forum on, *The Liberal Economic Order and One Belt One Road*” in Arusha, Tanzania for 5 days.
6. 9/2016: Sponsored by Warrington College of Business, University of Florida, U.S.A. and Masinde Muliro University of Science and Technology, Kakamega, Kenya to attend The Experiential Classroom XVII: Becoming a Great Entrepreneurship Educator.
7. 7/2016: Sponsored by United Nation as a delegate in the 14th United Nations Conference on Trade and Development at Kenyatta International Convention Centre, Nairobi, Kenya.
8. 6/2016: Partial Sponsorship by ICSB and MMUST to present a paper at 61st Annual World Conference of International Council for Small Business (ICSB) in United Nations Headquarters in New York and Stevens Institute of Technology in New Jersey in U.S.A.

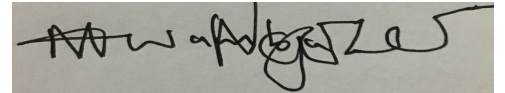
9. 5/2016: Funded Kenya shillings 500, 000 by IREN to conduct Youth Leadership Conference for 2 days at MMUST.
10. 1/2016: Funded by IFAD and Kenya Government USD 52, 333 20 to conduct Baseline Survey for 3 weeks in ten counties in Western Kenya.
11. 6/2014: Funded Kenya shillings 600, 000 by Lake Victoria North Water Service Board and World Bank to conduct Gender Baseline survey in Lake Victoria North Water Service Board.
12. 4/2014: Funded by IFAD and Kenya Government USD 95,000 to conduct Gender Baseline Survey for 3 weeks in nine counties in Mount Kenya region.
13. 12/2011: Funded by Farm Africa to conduct management training to the youths for 5 days in Trans Nzoia county.
14. 4/2011: Funded by Kenya Government to conduct entrepreneurship training to the youths in Kakamega
15. 10/2013: Sponsored by MMUST, Kakamega, Kenya, George Washington University (GWU), U.S.A. and The World Bank to present a research paper in the 4th Annual GWU Global Entrepreneurship Research & Policy Conference at GWU, Washington DC, U.S.A.
16. 5/2011: Sponsored by MMUST, Kenya and Syracuse University, U.S.A. to present a research paper in the 2nd Annual Conference on Entrepreneurship in Africa, The Africa Business Program, The Kiebach Centre for International Business Studies at Whitman School of Management, Syracuse University, New York, U.S.A.
17. 7/2009 to 8/2009: Awarded a Fellowship by Thailand International Cooperation Agency (TICA) and Kenya Government to attend a course titled, “Enhancing Entrepreneurship in SME Development and Export Consortia at Mekong Institute in Khon Kaen, Thailand.
18. 3/2007: Sponsored by Kenya Government and University of San Francisco, U.S.A. to present a research paper in the 3rd Annual San Francisco Silicon Valley Global Entrepreneurship Research Conference at Radisson Miyako Hotel, San Francisco, CA, U.S.A.
19. 3/2006: Sponsored by University of San Francisco, U.S.A. to present a research paper at 2nd Annual San Francisco Silicon Valley Global Entrepreneurship Research Conference at Radisson Miyako Hotel, San Francisco, CA, USA.
20. 5/2004: Awarded Certificate for the best scholarly paper in the 1st International Entrepreneurship and Capacity Building in a Globalized Economy organized by CEED- USIU Africa at USIU Africa, Kenya.
21. 9/2003: Sponsored by University of Dar es Salaam, Faculty of Commerce and Management to present a research paper in the 7th ICAESB Development at Whitesands Hotel, Dar es Salaam, Tanzania.
22. 1993 to 1997: Undergraduate Scholarship by the Government of Kenya to pursue undergraduate degree of Bachelor of Education at Kenyatta University.

## **O. SELECTED CONSULTANCIES**

1. 10 days, March 13th to 17th, 2019: Monitored the Core Business Skills Trainings for Kenya Youth Employment and Opportunities Project as a Lead Trainer in Kisumu and Kakamega, Kenya.
2. 10 days, November 5th to 16th, 2018: Monitored the Core Business Skills Trainings for Kenya Youth Employment and Opportunities Project in Kisumu, Kenya.
3. 5 days, July 2015: Reviewed Bachelor of Science in Business Education Curriculum of Kigali Institute of Management, Kigali, Rwanda.
4. 2 weeks, April 2010: Developed Entrepreneurship curriculum for Bachelor of Business Management for Department of Business Management, MMUST in Kakamega.
5. 1 month, February 2010: Developed for Ministry of Trade, Kenya a Training Manual for training women entrepreneurs on how to sustain women businesses in Kenya.
6. 1 Week, June 2009: Developed for Ministry of Youth Affairs and UNDP a Training Manual for the Business Plan as a Vendor of UNDP at Sportsman Arm Hotel in Nanyuki, Kenya.
7. 1 Week, February 2007: Wrote a proposal for establishment of Information Communication Technology, NYS Institute of Business Studies.
8. 1 month, November 2006: Developed curriculum and Training Modules for Entrepreneurship and Research Methodology for NYS Institute of Business Studies.

9. 1 Week, November 2006: Developed Training Modules, Implemented and Evaluated Training Programmes in Entrepreneurship, Business Planning and Proposal Writing, and Marketing Strategies for Small Enterprises to Finalist Students of NYS Institute of Business Studies.
10. 1 Week, July 2006: Developed Training Modules, Implemented and Evaluated Training Programmes in Entrepreneurship, Business Planning and Proposal Writing, and Marketing Strategies for Small Enterprises to Finalist Students of NYS Institute of Business Studies.
11. 2 Weeks, June 2003: Wrote a Business Plan and a Proposal for Funding for Sambut Self Help Group, Uasin Gishu, Kenya on Silkworm culturing and Honey farming.
12. 3 Weeks May 2003: Training and Mentoring Small Scale Farmers of Sambut Self Help Group on Book-Keeping and Marketing procedures of Agricultural products.
13. 1 Week, November 2002: Proposal writing for funding for Kongoni AIDS Organisation Lugari, Western Province in Kenya.

*I hereby certify that the information provided in this curriculum vitae is true and correct to the best of my knowledge and belief.*



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Ngoze Moses Lwamba