
Contact

Name: Everlyn Kisémbé, PhD

E-mail: lynnkisémbé@mu.ac.ke/lynnkisémbé@gmail.com

Phone: +254-706558337

Eldoret, Kenya

Professional Summary

A steadfast C-suite administrator and operating officer within the education sector, as well as an accomplished linguist with 19+ years of teaching and carrying out linguistic related research, and operations and university administrative experiences. Excellent team player with strong leadership and research skills. Exceptional soft skills that enable the development and maintenance of professional relationships.

Career

Year (from-to)	Organization	Position held/Responsibility
09/1999-07/2000	York University	Teaching Assistant
09/2003-06/2004	All Nations University College	Lecturer- Humanities department
07/2004-12/2011	All Nations University College	Vice President-Academics/Student Affairs
01/2012-12/2015	All Nations University College	University Registrar
01/2016-to date	Moi University, Eldoret	Lecturer: teaching, research, supervision,
10/2019-to date	African Centre of Excellence-ACE II-PTRE; A World Bank Project at Moi University	Social Safeguards Coordinator
02/2020 to date	FIHAM project housed by the African Centre of Excellence at Moi University funded by the Africa Multiple Cluster of Excellence , Bayreuth, Germany	Project Administrator/Research Supervisor

01/2020 to date	Creating Postgraduate Collaborations (CPC) project funded by the European Commission; Erasmus+ Capacity Building in the field of Higher Education.	Board of Management-Team Member
09/2020 to date	AIM-WELL project housed by the African Centre of Excellence at Moi University funded by the Africa Multiple Cluster of Excellence , Bayreuth, Germany	Research team member
02/2021-04/2021	CARTA Institutionalization of Postgraduate Supervision practice and Mentorship Training Workshop, Moi University	Facilitator (Modules-1.Coaching and Mentoring Approaches in Supervision, 2. Graduate Employability, 3. Social Inclusion and Exclusion: Humanizing Pedagogy. 4. Academic writing, 5. Information literacy and OERs, 6. Engaging with the Literature
27-29/04/2021	CARTA Institutionalization for Postgraduate Training of Students	Facilitator: (Modules-1. Academic Writing, 2. Engaging with the Literature Review).

Skills

- Both oral and written communication skills demonstrated through international and local conference presentations and publications.
- Leadership and social skills developed through my service as a senior university administrator for 11 years.
- Problem solving skills demonstrated by solving of student and staff problems.
- Collaboration skills natured through forging of collaborations with institutions in India and the US and also administrating collaborating projects from different disciplines.
- Organizational and interpersonal skills developed from successfully organizing 11 graduation ceremonies, and 2 multi disciplinary research groups comprising of a team of 12 researchers.
- Commercial awareness skills learned from higher education administrators in 30 different countries across the world on effective higher education and university administration.
- Resource management of university generated funds that resulted to our constructing a 500 bed capacity hostel.
- Computer literacy skills developed through working with various databases for student records as well as Learn-ing Management Systems for online classes.
- Time management

Education

INSTITUTION AND LOCATION	DEGREE)	Completion Date MM/YYYY	FIELD OF STUDY
University of Nairobi, KENYA	BA	12/1996	Linguistics and Sociology
University of Nairobi, KENYA	MA	08/1999	Linguistics (Syntax)
York University, Toronto, CANADA	MA	08/2000	Linguistics (Phonology)
Memorial University of Newfoundland, CANADA	MA	08/2003	Linguistics (Historical and Comparative)
University of Ghana, Legon, GHANA	PhD	12/2010	Linguistics (Teaching English as a Second Language)

Non-Academic Training

Leadership Role of the Vice Chancellor in a 21st Century African University, organized by the Association of African Universities (AAU) and the Advancement Academy at Stellenbosch, 2014

Leadership Development Workshop (LEDEV), organized by the Association of African Universities (AAU), in 2009, 2013, 2014, & 2015.

Leadership Skills Development Workshop, organized by the Association of African Universities (AAU), 2015.

PEDAL= Pedagogical Leadership in Africa. A one week training held at the Noble Hotel, Eldoret on “*Catalys-ing systemic change in teaching and learning in African Universities*”.

Technology Enabled Learning (TELMOOC)- Five modules: *Introduction to Technology Enabled Learning, Technology in Education, Open Education Resources, Application of Technology*.... Developed and designed by Commonwealth learning in collaboration with Athabasca University, Awarded a Certificate of Completion, Athabasca University, Canada, April 2020

Blended Learning Practice (BLP) - Four modules. *A guide to blended learning, Designing blended learning activities*, developed and designed by Commonwealth learning in collaboration with Athabasca University, Awarded a Certificate of Completion, Athabasca University, Canada, April -May, 2020

Kickstart your career: Academic skills during and after University. This course explored how to make the most out of ones time in university and understand the valuable skills sets and identify transferable skills and how to put them into practice, VU Amsterdam Summer School; July 20-31, 2020.

Creating Post Graduate Collaborations (CPC) Supervision Development Course. Modules covered: Models of Supervision, Information Literacy, Enhancing Post Graduate Environment Resources, Developing Student Writing, Ethics in Research, Institutional Policies, Social Inclusion and Exclusion in Supervision. Funded by European Commission; Erasmus+ Capacity Building in the field of Higher Education. May 4-June 5, 2020.

Grantsmanship Training, July 2020, by African Population and Health Research Centre.

Board Profiling and Personal Positioning Workshop, October 20-23, 2020. Modules: Board Expectation, Board Search Criteria, Board Profiling, Board Positioning, Board Engagement, Board Behavioral Competencies: The Women on Board Network (WOBN).

Creating Post Graduate Collaborations (CPC) Meta Summer School Course. Modules: Organizational models stakeholder groups and target audience, Course offering/Planning/Timelines, Marketing and Communication, Quality Assurance Monitoring and Evaluation, Policy Management, Pedagogy. January 15-February 2021.

Academic Writing Workshop, April 2021. Association of African universities (AAU). Modules: Academic Reference Material Sourcing, Plagiarism and Turnitin Software: Use of Technology and Academic Writing and APA Referencing using Mendeley Software.

Academic Writing Workshop, May 19-21, 2021. International Sociological Association and the University of West Indies, Trinidad and Tobago.

Leadership Experience

- Stakeholder: Curriculum Development for PhD Plant Pathology and MSc. Moi University, Eldoret.
- Member (Moi University Team): Creating Post Graduate Collaborations (CPC), a project funded by **European Commission; Erasmus+ Capacity Building in the field of Higher Education on enhancing post graduate studies among 8 collaborating Universities in East Africa, South Africa and Europe**
- Social Safeguards Coordinator, ACE II-PTRE, World Bank sponsored project at Moi University
- Member: Post Graduate Committee - Linguistics Literature Foreign Languages and Film Studies, Moi University.
- Member: Graduate curriculum review committee, Linguistics Department
- Member: Moi University Rebranding Team.
- Member: Career and Student Work Plan Policy- Moi University
- Member: The Implementation Committee of the Student Career Services Office.
- Served as a Senior University Administrator in three positions (Vice President-Academic Affairs/Vice President-Student Affairs/Registrar) from June 2004 to December 2015 at the All Nations University College in Ghana.
- Chair: University Disciplinary Committee, ANUC
- Secretary: Academic Board, ANUC
- Secretary: Board of Governors, ANUC
- Member: University Management Committee
- Chair: University Admissions Board
- Member: Program Accreditation Committee
- Chair: University Graduation Committee
- Member: Welfare Committee
- Member: Board of Trustee (Provident Fund)
- Member: Institutional Affiliation Committee (Kwame Nkrumah University of Science and Technology & All Nations University College) – focus: Program collaboration between the two Universities.
- Graduate student representative: Memorial University of Newfoundland.
- Served as the School Captain in my high school for two years
- Chair: Chelekei Youth Group (won a grant to establish a youth business- sunflower oil production)

Community Involvement

- May 2016: Training of Early Childhood Development Education (ECDE) teachers of Kakamega County. A skills development training that saw 136 teachers of Kakamega County being trained. This was my own initiative after the Chief Office in charge of Education shared with me the need for skills upgrading for the ECDE teachers who were faced with various challenges that demotivated them from providing effective services in their field. There was need to encourage them especially in the area of skills development. Training topics ranged from Understanding the Significance of Early Child Development, toddler development, teaching and fostering problem solving skill, fostering self-esteem through quality learning experience, educating children for future leadership, teacher responsibility, teaching effectiveness among others. It was a 4 day successful training that has improved ECDE teaching in the county.
- Worked with the National Society of Black Engineers (NSBE) Ghana in numerous Community involvement projects/collaborative projects with high school students and University students.
- March 2018- Moi University Graduate Students: Nairobi Campus: *Effective Proposal and Thesis Writing*
- July 2018- Moi University, School of Tourism Graduate Students: *Student Self Management*
- August 2018: Early Childhood Development Education Skills training workshop for 2000 ECDE teachers in Bungoma County held at Kibabii University from August 9-15, 2018. Key focus: Toddler development education using the Human Factor approach.
- October 22, 2020. Moi University, School of Tourism Graduate, Graduate Faculty: *Supervisors Seminar*. Training topics: 1. Guiding students in Literature Review, 2. Duties and obligations as a supervisor.
- February 2020. Skills training for Guiding and Counseling teachers in Bungoma County held at Kamusinga Boys High School. Focus: Mental and Emotional Stability: The Human Factor Approach
- March 2021. Facilitator- The Kitale National Polytechnic Training on Research and Research Paper Writing (Capacity Building of Trainers).
- September 2021. Panel member- Lubukusu language. Editing of print curriculum support materials for grade 4 learners and teachers guide for indigenous languages; Kenya Institute of Curriculum Development (KICD)
- December 2021. Panel member- Lubukusu language. Development of grade 4 learners guide and teachers guide text books for indigenous languages; Kenya Institute of Curriculum Development (KICD)

Research Experience

Grants awarded

- Virtual Stay Sponsorship Project: *Capacity Building Pillar & University Business Linkage (UBL)*, Nairobi, Kenya, Grant funded by DAAD & Federal Ministry for Economic Cooperation and Development, and hosted by the African Centre for Career Enhancement and Skills Support (AC-CESS), International SEPT Competence Center, Leipzig University and Mount Kenya University. Euro 2975, October - December, 2021.
- Publish Research (PURE Project): *Multidisciplinary Methodological Training and Scientific Writing*. Eldoret, Kenya, Grant funded by the Centre national de la recherche scientifique (CNRS), France, Ksh 5m, May 2021, Member of the research team.
- *Framing Identities from Human Agency on the Kenya-Uganda Highway (FIHAM)*., Eldoret, Kenya, Grant funded by the Africa Multiple Cluster of Excellence , Bayreuth, Germany, Euro 28, 370, March 2020, Member of the research team.

- *Changing Life Project- African Identities, Moralities and Wellbeing* (AIM-WELL Project), Eldoret, Kenya, Grant funded by the Africa Multiple Cluster of Excellence , Bayreuth, Germany, Euro 35,190, September 2020. Member of the research team.
- *Building Capacity in Language and Linguistic Research and the Launch of the Language Association of Eastern Africa Conference, Eldoret, Kenya.* Conference Grant, Funded by the National Research Fund (NRF), Nairobi, Kenya, Ksh 200,000, October 2018.
- *Session Organizer/Paper presenter:* Registration, accommodation grant: Funded by the International Sociological Association (ISA) XIX World Congress, Toronto, Canada, \$3000, 8 days, (July 2018)
- *Manuscript Development Workshop for a text book I am writing titled “From a Colonial Language to an Official Language: Understanding Second Language Acquisition .* Funded by American Council of Learned Societies (ACLS)- African Humanities Program (AHP), \$5000, 1 month, (May 2017).
- *The Development of Lexical and Conceptual Representations in Sheng.* Funded by International Institute of Education, \$ 5000, 3 months (May-July 2016),
- *Investigating Educational, Social and Personality factors in English learning:* Funded by American Council of Learned Societies (ACLS), \$ 9000, 12 months (September 2009-August 2010),
- *Investigating Educational, Social and Personality factors in English learning.* Funded by the Association of African Universities (AAU), \$3000, 12 months (May 2006-April 2007),
- *Linguistic Effects of English on Luyia Languages of Kenya.* Funded by the International Sociological Association (ISA)- Research Committee on Language and Society, \$5000, 3 months (May-July 2000),
- *A Linguistic Analysis of Luyia Dialects Spoken in Western Kenya.* Funded by Scotia Bank : Award of recognition of Excellence in International Study . \$2000, 3 months (May-July 2001),
- *York University International Scholarship:* Funded by York University, 1 academic year, 1999-2000.
- *Memorial University Graduate Students Award:* Funded by Memorial University’s Graduate School John’s NF, Canada. 2 academic years: 2000/2001 – 2001/2002.

Paper publications

Kisembe, L. (2003). Linguistic effects of English on Luyia Languages of Western Kenya. *Estudios de Lingüística Aplicada*, 37, 53-70.

Kisembe, L. (2010). Bantu Spirantization in Luyia. *LWATI: A Journal of Contemporary Research*, 7 (4), 27-45.

Kisembe, L. (2012). Social Factors in English Learning. *All Nations University Journal of Applied Thought*, 1, 21-33.

Kisembe, L. (2013). Educational Factors and English Language Learning. *All Nations University Journal of Applied Thought*, 1 (1), 32-58.

Kisembe, L. (2013). Dahl’s Law and the Luyia Law in Luyia. *All Nations University Journal of Applied Thought*, 2 (2), 44-65

Kisembe, L. (2013). Personality Factors in English Language Learning. *All Nations University Journal of Applied Thought*, 3, 26-52.

Kisembe, L. (2014). Lexical Phonology and Morphology of the Bukusu Verb. *All Nations University Journal of Applied Thought*, 4 (1), 25-43.

Kisembe, L. (2018). Verb Raising and Wh-Movement in Bukusu. *Arusha Working Papers in African Linguistics (AWPAL)*, 1, 24-27.

Kisembe, L., & Nakhone, S. (2020). *Are the Batura a Bukusu Clan? A Linguistic Indexing of the Batura Identity*. The International Mother Language Day (IMLD), Masinde Muliro University of Science and Technology (MMUST). <https://ir-library.mmust.ac.ke>

Kisembe, L. (2022). Luyia Dialectology: A Diachronic Phonological Analysis. *Journal of the Language Association of Eastern Africa*. In progress.

Busolo, W.,¹ Omar, E.,¹ Oino, P.,² Masese, E.,¹ Kisembe, L.,¹ Masita, E.,¹ & Mukhwana, D. (2022). Covid-19 Pandemic on Human Agency and Agentive Mobility on Livelihoods among the Kenya-Uganda Trans-border Communities. In M. Owisso and A. Hersi (Eds.), *On Migration and Displacement Human Mobility in the Context Of COVID-19*. Springer Nature. (Forthcoming)

Kisembe, L. (2022). Under the Human Factor Review: Character, Changing Values and Africa's Development. In E. Chitando and E. Kamaara (Eds.), *Religion, Identity and Values: Rethinking Africa's Development*. Springer Nature. (forthcoming)

Kisembe, L. (2022). Rethinking Post Graduate Supervision: A Practical Reflection. *Maseno Journal of Humanities and Social Sciences*. (forthcoming).

Kisembe, L., & Adjiboloso, S. (2022). The Primary Focus of Research Development and Management in Africa: The Human Factor Approach. *Journal of Gleanings from Academic Outliers*. In progress.

Conferences

International Sociological Association, July, 2002, *Linguistic effects of English on ethnic languages: the case of Kenya*, accepted for presentation at the 2002 XV World Sociological Congress meeting in Brisbane, Australia.

Memorial University, Feb, 2001, *Code mixing and switching: the case of Kenya*, accepted for presentation at the 2001 Aldrich Conference in St. John's, NF, Canada.

Applied Linguistics department of the Centre of Foreign Language, April, 2003, *Language planning and development, problems and critiques: the case of Kenya*, accepted for presentation at the Language Policy in the XXI century symposium, Mexico.

Arizona State University, April, 2003, *How best can Sheng be typologically classified?* accepted for presentation at the 4th International Symposium on Bilingualism, Arizona, USA.

Rutgers, The State University of New Jersey, June, 2003, *A linguistic analysis of Luyia dialects spoken in western Kenya*, accepted for paper presentation at the 4th World Congress on African Languages, USA.

Harvard University, April, 2004, *Explanations of the Luyia Law process in Luyia*, accepted for presentation at the Annual Conference on African Languages, Boston Massachusetts.

University of Maryland, November, 2004, *Language death: The case of Ghana*, accepted for paper presentation at a conference on African languages, Maryland, USA.

Georgia Southern University, March 2005, *Language death in Africa: A comparison between Ghana and Kenya*, accepted for paper presentation at the 36th Annual conference on African Linguistics, "Shifting the Center of Africanism: Language, Economic Regionalism, and Globalization," Georgia, USA.

Durban, South Africa, June 2006, *Language attitudes and the use of Swahili in Kenya*, accepted for paper presentation at the 2006 XVI World Sociological Congress in Durban, South Africa.

Durban, South Africa, June 2006, *Verbal Taboos in Bukusu*, accepted for paper presentation at the 2006 XVI World Sociological Congress in Durban, South Africa.

Gaborone, Botswana, June 2009, *Language maintenance: The case of Ghana*, accepted for paper presentation at the 5TH International Conference-Mapping Africa in the English speaking world, University of Botswana, Gab-orone.

Gothenburg, Sweden, July 2010. *Code-switching in radio stations in Ghana*, accepted for paper presentation at the VXII ISA World Congress of Sociology in Gothenburg, Sweden.

Gothenburg, Sweden, July 2010. *Language policy and its effect on language death: A comparison between Ghana and Kenya*, accepted for paper presentation at the VXII ISA World Congress of Sociology in Gothenburg, Sweden.

UNAM, Mexico, October 2010, *The role of language policies and cultural practices in language shift: The case of Ghana*, accepted for paper presentation at the fourth symposium on language policy, linguistic process and globalization at Centro Peninsular en Humanidades y Ciencias Sociales, UNAM, Mexico.

Yokohama, Japan, July 2014, *Personality Factors and English Language Learning: The case of some students in Eastern Region, Ghana*, accepted to the Research Committees session RC25 Roundtable Session II: Language and Inequalities for oral presentation at the XVIIIISA World Congress in Yokohama, Japan.

Yokohama, Japan, July 2014, *Discourses of Internal Migration and Belonging: The Case of Some Communities in Ghana*, accepted to the Research Committees session of Migrations and Conditions of Belonging as an oral presentation at the XVIII ISA World Congress in Yokohama, Japan.

Vienna, Austria, July 2016. *The Development of Lexical and Conceptual Representations in Sheng*. A paper accepted for presentation at the Research Committee 25 on Language and Society Session of the 3rd International Sociological Association (ISA) Forum of Sociology, Vienna, July 10-14, 2016.

Wits University, Johannesburg, August 2017. *Issues in Assessing Bilingual Children for Language Impairment (LI): The Case of Kenya*. A paper accepted for presentation at the 4th International Conference on Language and Literacy Education, Wits University- School of Education, Johannesburg, August 18-20, 2017.

Toronto, Canada, July, 2018. Session Organizer: *Language Diversity, Power and Social Equity*. A proposal accepted for the XIX ISA World Congress of Sociology (July 15-21, 2018), to be held in Toronto, Canada.

Toronto, Canada, July, 2018. *Who Are We and Where Do We Fit? The Terik Community Search for Belonging*. A paper accepted for presentation at the XIX ISA World Congress of Sociology (July 15-21, 2018), to be held in Toronto, Canada.

Eldoret, Kenya, April 2019. *The Human Factor Approach to Providing Education and Other Needs to Toddlers*. A paper accepted for presentation at the North Rift Conference on Strengthening Family and Community in Child Care and Protection: Experiences, Challenges and Opportunities, April 9-11, 2019 to be held at the Eldoret Polytechnic.

Warsaw, Poland, September 2019. *Making meaning out of Gender Related Talks During Initiation and Wedding Rites in a Kenyan Community.* A paper accepted for presentation at the Language and Society Research Advances in Social Sciences Conference. September 2-4, 2019 to be held at Maria Grzegorzewska University.

Warsaw, Poland, September 2019. *Multilingualism in Kenyan Communities: Aspects of Identity.* A paper accepted for presentation at the Language and Society Research Advances in Social Sciences Conference. September 2-4, 2019 to be held at Maria Grzegorzewska University.

Eldoret, Kenya, August 2019. *Luyia Dialectology: A Diachronic Phonological Analysis.* A paper accepted for presentation at the Building Capacity in Language and Linguistics Research and the Language Association of Eastern Africa (LAEA) Conference. August 1-2, 2019 held at Moi University, Eldoret.

Eldoret, Kenya, August 2019. *Phonological Relatedness among Luyia Dialects.* A paper accepted for presentation at the Building Capacity in Language and Linguistics Research and the Language Association of Eastern Africa (LAEA) Conference. August 1-2, 2019 held at Moi University, Eldoret.

University of Ghana, Legon, February 2020. *Gender Related Talks During Initiation and Wedding Rites in Kenya.* A paper accepted for presentation at the 1st African Pragmatics Conference, under the theme: "Pragmatics in Africa - Theory and Practice", to be held from 6th - 7th February, 2020, at the University of Ghana. Accra.

Masinde Muliro University of Science and Technology, February 19-21, 2020. *Are the Batura a Bukusu Clan? A Linguistic Indexing of the Batura Identity.* A paper accepted for presentation at the International Mother Language Day (IMLD) Conference: Theme: Indigenous Languages Matter for Development, Peace building and Reconciliation. February 19-21, 2020, Kakamega, Kenya.

Masinde Muliro University of Science and Technology, February 2020. *Language Endangerment: The Case of Taita.* A paper accepted for presentation at the International Mother Language Day (IMLD) Conference: Theme: Indigenous Languages Matter for Development, Peace building and Reconciliation. February 19-21, 2020, Kakamega, Kenya.

Porto, Alegre, Brazil, July 2021. *From a Colonial Language to an Official Language: Understanding Second Language Acquisition Challenges in Kenya.* A paper accepted for presentation at the IV ISA Forum of Sociology: Challenges of the 21st Century: Democracy, Environment, Inequalities, Intersectionality. February 23-28, 2020, Brazil.

Addis Ababa, Ethiopia, February 22-24, 2021. *Effects of Covid-19 on Human Agency Mobility on the Kenya Uganda Highway.* A paper accepted for presentation at the second Intergovernmental Authority on Development (IGAD) Scientific Conference themed "Human Mobility in the Context of COVID-19," Addis Ababa.

Leiden, Netherlands, June 7-12, 2021. *Identity Interactions during Mobility along the Kenya-Uganda Highway.* A paper accepted for presentation at the 10th World Congress of African Linguistics (WOCAL), themed "African Languages for Sustainable Societies and Knowledge Creation," Leiden.

Kisumu, Jaramogi Oginga Odinga University of Science and Technology, July 27-28, 2021. *Rethinking Childcare Workforce: The Human Factor Approach.* A paper accepted for presentation at the 4th National Early Childhood Development (ECD) Stakeholders Conference, themed Responsive Caregiving for Children in Diverse Circumstances: Innovations and Inclusivity.

Examiner activities

- External Examiner, Kenyatta University, August 2020 to date

- External Examiner: Kibabii University 2019 to date
- Internal Examiner, Moi University,

Reviewer

- All Nations University Journal of Applied Thought (ANUJAT)
- Arusha Working Papers in African Linguistics (AWPAL)
- International Journal of the Sociology of Language (IJSL)
- Journal of the Language Association of Eastern Africa (JLAEA)
- International Journal of the Sociology of Language (IJSL)
- Language and Society Journal (RC 25), a research committee under the International Sociological Association (ISA)

International /National Speaking /Training Activities

- 2014- Ho University in Ghana: *Student Leadership*
- 2016- Bukhakunga Secondary School: *Moving from being successful to being significant*
- 2017-Bishop Njenga Girls School: *Academic excellence*
- March 2019, Paul Boit Secondary School: *The Human Factor in Positive Talk*
- June 2019, YATA, *The Human Factor in Personal and Professional Development.*
- November 2019, Sirikwa Pentecostal Women's Meeting. *Mental and Emotional Health among Women: The Human Factor Approach*
- February 2020, Bungoma County Guiding and Counseling Teachers Training: *Mental and Emotional Stability, the Human Factor Approach.*
- February, 2020, Chwele Girls Parents and Form 1 Students Gathering: *Attaining and Sustaining Long Term Greatness-The role of parents and students.*
- May 2021, *Positive Talk: Fostering Self Esteem.*

Initiative

Founder: LAEA Language Association of Eastern Africa: The aim of the Association is to further scientific and professional study of language in all its aspects, to sponsor conferences, workshops and seminars and to produce a journal; The journal of the Language Association of Eastern Africa.

Founder: KIMA Educational Training and Research Consultancy: With the demand to re skill or up skill with the fast pace of change in today's workplace, KIMA's vision is to provide quality and effective training that promotes positive development of the Human Factor qualities in individuals for effectiveness in service. KIMA offers a holistic approach to development geared towards the educational and socio –economic transformation of individuals, societies, professionals, communities etc. through training, research and counseling.

MA/PhD Thesis Supervision

Have successfully supervised 3 MA theses and 1 PhD thesis, and 47 undergraduate projects.

Honors

- Scotia Bank : Award of recognition of Excellence in International Study

Professional Bodies Membership

Year (from-to)	Membership
2002 to date	Member, International Sociological Association (ISA)
2002 to date	Member, Research Committee 25 (Language and Society)
2019 to date	Founder: Executive Member: Language Association of Eastern Africa (LAEA)
2019 to date	Member: Women on Board Network (WOBN)
2021 to date	Member, Early Childhood Development (ECD) Network for Kenya
2021 to date	Behavioral and Social Science Research Working Group (BSSR-WG)