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1.0 INTRODUCTION

I am a PhD graduate in entrepreneurship education and human resource development at the University of Illinois, Urbana-Champaign, USA, in the Department of Human Resource Education. I have experience in Research, Curriculum Development, Teaching, Business and student counseling, Career Development, Program Evaluation, and recently, Environmental Management. With regard to administration, I have served as a Coordinator of several programs in the school and currently serve as the associate dean. In addition, I have served as a Research and a Teaching Assistant in the Department of Human Resource Education at the University of Illinois, Urban-Champaign, USA. My research interests are in the broader areas of management (organizational behavior and organizational development) and entrepreneurship (social and commercial entrepreneurship (women and youth). A recent interest development is in the area of Growing Inclusive Markets, Educational Effectiveness/Quality assurance and Environmental Impact Assessment.

2.0 EDUCATION

1998- 2003 Doctoral studies in Entrepreneurship Education/ Human Resource Education Development at the University of Illinois, Urbana-Champaign (UIUC), USA, class of 2003.

Dissertation title: Factors Influencing the Transfer of Learning among the Voucher-Training Program participants in the Garment making Industry in Kenya.

1987- 1993 Master of Education in Curriculum Development at Kenyatta University class of 1993.

Thesis title: Factors Affecting the Effective Implementation of the 8-4-4 School Curriculum in Emuhaya Division, with Specific Reference to the Primary School Level.

1980- 1984 Bachelor of Education at the University of Nairobi, class of 1984.

Majored in: Teacher Education

3.0 PROFESSIONAL EXPERIENCE

3.1 Administration

2013 – Present: Chandaria School of Business Educational Effectiveness Representative on the University Quality Assurance committee. In charge of program Development, Program Assessment and Program Review

2010 -2013 Acting Dean Chandaria School of Business – United States International University - Africa

2010 – 2013 Associate Dean Chandaria School of Business – United States International University – Africa

2007 – 2010 Program Coordinator (Department Chair) – Marketing and Management and International Business Administration and Business Administration Programs at the Chandaria School of Business – United States International University – Africa.

3.2 TEACHING

Associate Professor, Chandaria School of Business at the United States International University Kenya

Teaching Courses:

- Entrepreneurial Behavior
- The Management of Entrepreneurial Ventures
- Business consulting
- International Dimensions of Entrepreneurship
- Business Research Methods
- Business Values and Ethics

- Cross – Cultural Management
- General Management
- Organizational Development and Change
- Organizational Behavior

Other Responsibilities:

Project Reader 2013 - 2015

Quality Assurance Chandaria School of Business Representative

Supervisor: DBA, MBA and EMOD research Projects (Master of Business Administration & Master of Science in Organizational Development and Consulting) and Doctorate in Business Administration (DBA)

Member: USIU Monitoring and Evaluation committee.

Member: Academic and Research Committee

Senior Lecturer, Kenya Technical Teachers College, Nairobi, Kenya. 1989- 2005.

Courses taught:

- Issues and trends in Entrepreneurship development
- Entrepreneurial skills
- Organizational behavior
- Consumer behavior
- Enterprise Management
- Small Business Consulting and Counseling
- Training methods
- Curriculum studies
- Principles of Adult Learning

Lecturer: Kenya Technical Teachers College

Courses Taught:

- Educational Psychology
- Guidance and Counseling.
- Research Methods (Supervised students' Research Projects)
- Tests, Measurements and Evaluation.
- Curriculum Development
- Sociology of Education

Responsibilities Held while at the Kenya technical Teachers' College, Nairobi, Kenya

- Coordinator, Educational Psychology courses
- Coordinator, student academic and welfare guidance and counseling
- Section head, Tests, Measurements and Evaluation

Graduate Teacher: Dargoretti High School, Nairobi, Kenya 1984 -1987

Subjects Taught:

- English Language
- English Literature
- Christian Religious Education
- General Paper

4.0 PUBLICATIONS: JOURNAL ARTICLES, CONFERENCE PAPERS, BOOK CHAPTERS AND MANUALS AND TEACHING CASES

4.1 Journal Articles:

Sikalieh D.A & Mutia, P. M (2013). The influence of Rewards and recognition on the Productivity of Agricultural extension officers in Kenya

Mokaya, S. O, Namusonge, M. & Sikalieh, D. A. (2012). The Concept of Entrepreneurship: in Pursuit of a Universally Acceptable Definition. *International Journal of Arts and Commerce, Vol. 1 No. 6, November 2012*

Mkoji, D & Sikalieh, D. A. (2012). The Influence of Personality on Organizational Performance. *International Journal of Humanities and Social Science, Vol. 2 No. 17; September 2012*

Teresia Kavoo Linge, Willie VanRensburg & Damary Sikalieh (2010). The role of visibility and career advancement of women in Kenya *The Journal of Language, Technology & Entrepreneurship in Africa, Vol. 2. No.1. 2010, ISSN 1998-1279*

Teresia Kavoo Linge, Willie VanRensburg & Damary Sikalieh (2009) Organizational Political Skills and Career Advancement *The Journal of Language, Technology & Entrepreneurship in Africa, Vol. 2. No.1. 2010, ISSN 1998-1279*

Sikalieh, D.A & Kobia, M (2010) Towards a Search for the meaning of Entrepreneurship. *Journal of European Industrial Training*.

Sikalieh D. A & Karanja, R. (2010) The Impact of Non-Financial Business Development Services on the Sales Turnover of Micro and small enterprises: a Case of Technoserve Kenya. (A Paper presented at the 12th International Conference on African Entrepreneurship and small Business

Development (ICAESB) University of Dar es Salaam Business School, Tanzania to be published in the Dar es Salaam School of Business Journal (May 2010).

Sikalieh D. A. & Kaburu, J (2008) Governance Practices in Financial Services Associations in Kenya, a paper presented at the Growing Inclusive Markets Forum at Dalhousie University, Nova Scotia Canada, published in an E-journal for Growing Inclusive Markets (June 2008).

Sikalieh, D. A (2008) The Role of Faculty and Students in Fostering Entrepreneurship: A Case of Selected Universities In Kenya. A paper presented at the 15th Nordic Conference on Small Business Research: Challenges for Entrepreneurship and Small Business Development in the Context of European Enlargement, TALLINN, ESTONIA, MAY 21 – 23, 2008.

Sikalieh, D. A. & Mokaya, S. (2006) Training as a Factor in Enterprise Performance: A Case Study of the Beneficiaries of enterprise development training in Rift Valley Province, Kenya. A Paper Presented at the International Conference on Stimulating growth in Small Businesses, Makerere University (MUBs), and published in the Makerere University Business School Journal (November, 2006)

Sikalieh, D. A (2006) The role of donors in Strategy Formulation and Implementation: A case of Selected Non-Governmental Organizations in Kenya. A Paper Presented at the International Conference on Stimulating growth in Small Businesses, Makerere University (MUBs), published in the Makerere University Business School Journal (November, 2006)

4.2 Sample Conference Papers and Proceedings

Sikalieh, D. A. & Maingi, G. F. (2013). Analysis of Human Resource challenges facing Entrepreneurs in Kenya: A Case of the ICT SMEs in Nairobi

Mutia, P. M & Sikalieh, D. A (2013). Career Development Strategies and the Productivity of Extension Officers in Kenya: A Case of the Ministry of Agriculture.

Sikalieh, D.A. (2012) The Role of Business Education in Africa, a paper presented at the EFMD Annual conference 2012 as a Panel Speaker.

Sikalieh, D. A. & Mwangi, E. W. (2010) an entrepreneurial Perspective of Growth and Survival constraints faced by Small and Medium Enterprises in Kenya. A Paper Presented at the 14th Makerere University Business School International conference, (November, 2010)

Njoroge, N. N. & Sikalieh, D. A (2009) Factors Influencing the Allocation and Utilization of Constituency Development Fund, A case of Selected Constituencies in Kenya. A paper

Presented at the 7th International Conference of Small Business Development, University of Dar – Es – Salaam, Tanzania, (September, 2009).

Sikalieh D. & Githaiga, J. (2008) Factors Influencing Voluntary Employee Turnover in Organizations: A Case of Kenya Women Finance Trust. A paper presented at the 4th International Center for Excellence Entrepreneurship Development Conference JULY 14 – 16 2008.

Sikalieh D. A. & Kaburu, J (2006). An Impact Assessment of Micro Finance Interventions on the Growth of Micro Enterprises in Nairobi, Kenya. a paper presented at the International Council of Small Businesses conference, published in the ICSB conference Proceedings Nova Scotia Canada, (June 2008).

Sikalieh, D. (2005) The role of Feedback in Transfer of Training: A Paper presented at the 8th International Conference on African Entrepreneurship and Small Business Development, University of Dar Es Salaam, Tanzania, (September, 2005)

Sikalieh, D. A (2005) The role of the Higher Education Loans Board in Higher Education: A Paper presented at Conference of Higher Education, Nairobi, Kenya (October, 2005)

Sikalieh D. A. (2004) Factors influencing the Transfer of Learning: A Paper presented at the 2nd International Conference on Entrepreneurship Education, United States International University, Nairobi, Kenya (May, 2004).

4.3 Books and Manuals:

Sikalieh, D. A (2011) Teaching the Business Plan: Training Manual and Workbook for the Agribusiness Project by the Bill and Melinda Gates Foundation Grant.

Sikalieh, D. A (2007) Training design factors on transfer of learning in micro and small garment making enterprises in Kenya. A paper presented at the International Conference on Africa: The journey towards Good Governance, Learning Societies/Organizations and Ethical Leadership, published as a book chapter in a book entitled Governance and Ethical Leadership in African Institutions (February, 2007)

Book chapter on the role of coordinators in University Governance

Sikalieh, D. A & Muthee, K. (2005) Entrepreneurship Teaching Manual for Higher Diploma Education for Distance Education for Technical Training Institutions, Ministry of Science and Technology

4.4 Sample Teaching Cases Written:

Sikalieh, D.A. (2012) Spring Impex Limited: A case for teaching the Business Plan: for the Bill and Melinda Gates Foundation Grant for Agribusiness (January 2012).

Sikalieh, D. A (2011) Makini Schools for the Goldman Sachs Charitable fund and United States International University for teaching 10,000 women entrepreneurs

Mayaka, C. M. & Sikalieh, D. A. (2010) Durban Motors Group Ltd: Crisis of Leadership and Corporate Governance for the Goldman Sachs Charitable fund and United States International University for teaching 10,000 women entrepreneurs

Sikalieh, D. A. & Mayaka, C. M. (2010) Kevian Kenya Ltd: Product Differentiation for the Goldman Sachs Charitable fund and United States International University for teaching 10,000 women entrepreneurs

5.0 SUPERVISION OF MASTERS AND PHD RESEARCH

I have successfully supervised well over forty (40) MBA and MSc student research projects and theses at USIU and other universities. I am currently supervising five (5) MBA/MSc students. In addition, I have also supervised four (4) doctoral students, one at USIU, two from Strathmore University and one from Kenyatta University. I am currently supervising three (3) of the PhD students at Jomo Kenyatta University and one from Kenyatta university.

5.1 Sample Projects and Theses

PhD Supervised

Kavoo-Linge Teresia: an Assessment of Factors Influencing Women's Career Advancement in Kenya.

Otieno Hellen, Sustainability of Business Development Services: Gaps Analysis of the Kenyan Market

Kassimba Leonard, Competitive Strategies Adopted by Small Scale Enterprises in the Republic of Congo

Muricho Moses: Entrepreneurial Strategies for the Performance of Star- rated Hotels in Kenya

David Otieno Ong'nga, Determinants of Micro and Small Agribusiness Enterprise Performance: A Resource-Based View

PhD Ongoing

Bancy Ngwiri, An Assessment of Transfer of Technology on the Performance of small and Medium Enterprises in the Tourism Industry in Kenya

Margaret Kasese, Differences and Similarities among Different Ethnic groups in Social Networks in Business: A survey of Jinja and Kampala towns, Uganda.

Philemon Kili Ndolo Influence of electrical power distribution on the Performance and growth of small and medium enterprises in Kenya.

5.2 Sample MBA/MSc. Supervised

David Gichamba Gichuhi, Social Enterprises as Engines of Poverty Reduction

Maingi F. Gacheri, Analysis of Human Resource Challenges facing Entrepreneurs in Kenya: A Case of ICT SMEs in Nairobi

Davis Mkoji, Personality and Organizational Performance: A case of Medical Research Institutions in Kenya

Joel Kipkemoi Ng'eno, Factors Influencing Employee Motivation in the Public Service: the Case of Kenya's Judiciary

Elizabeth Njoroge, Coping Strategies of Women Chief Executive Officers: A Comparative analysis of the Private and Public Sector

Monica Gatakaa Kiruja, An Investigation of how Trainee Development Factors Affect Transfer of Training at the Department of Immigration, Kenya

Daniel Omondi Onyango: The Influence of Organizational Culture on Employee Job Performance in the Insurance Industry in Kenya

Reuben Ndolo, Factors influencing the Performance of Micro and Small enterprises: A Case of the Steel Fabrication Industry in Kenya

Gladys Gresengi, Transfer of Training: An Evaluation of the Goldman Sachs 10,000 Women Training Program at the United States International University.

Njoroge Nelson Ngaruyia: Factors Influencing the Allocation of constituency Development Fund (CDF) in Kenya: A Case of Selected Constituencies

Pauline Kamba: Factors Influencing the Performance of Savings and Credit Cooperative Societies in Kenya (SACCOs): A Case of Post Bank SACCO Society Ltd, Nairobi Kenya

Maurice Wenyaa, Factors Influencing the Growth of Insurance Coverage in Kenya: A case study of Blue Shield Insurance Company.

5.3 Sample MBA/MSc Ongoing

Benson Huria, The Role of Technical Training Institutions in the preparation for Entrepreneurship

Ochieng Juma, the effect of staff turnover on the effectiveness of OD interventions in Kenya, a Case of the Kenya Red Cross.

Atieno Odhiambo, Employees' attitudes towards Organizational Change: Mergers and Acquisitions in the Financial Industry in Kenya The

6.0 EXTERNAL EXAMINATION OF MASTERS AND PHD THESES

I serve as an external examiner to four (5) universities, namely; Kenyatta, Jomo Kenyatta, Strathmore, North West (Mafikeng in South Africa) and the Great Lakes Universities.

6.1 Sample Theses Examined:

PhD:

Mr. Daud Ng'ida Molllel, Title: Community Based Tourism Programs' Entrepreneurial Performance and their Capabilities at Close Proximity to Protected areas in Arusha

Ms. Joyce Muthoni Gakobo, Title: Effects of Prior Knowledge and Transformational Leadership on Growth of women-owned Micro and Small Enterprises, Kasarani Division, Nairobi Kenya

Sabata Leronti Nkoe, Title: Total Quality Management: A strategy for continuous Quality Improvement of Primary Schools

Akinyi, R. Omolo, A comparative analysis of Business Development Services in the Occupational Health Sector, Kisumu County

Rosemary Khayiya, Opportunities and challenges for Small and Medium Enterprises in Turbulent Environments.

MBA/MSc

Ms. Kung'u Samson Kuria, Title: Assessment of Factors Influencing Labor Turnover in Star-Rated Hotels in Nairobi, Kenya.

Ms. Rita Wairimu Nthiga, Title: Contribution of Tourism Ventures to the Local Peoples' Livelihoods in the Maasai Group Ranches Bordering Amboseli National Park, Kenya

Mr. Rayvisic Mutinda Ndivo, Title: Assessment of Kenya's Domestic Tourism Destination Factors Influencing their choice

Ms. Tipape Evelyn Nonkepa, Title: Determinants of Growth of Rotating Savings and Credit Associations in Kiserian Location of Ngong Division, Kenya

Mr. Japhet M. Kwenga, Title: Operational Strategies used by Church Guest Houses in Promoting Conference Tourism in Nairobi, Kenya.

Ms. Josephine Atieno Opondo, Title: Service Quality in Five Star Restaurants in Nairobi, Kenya

7.0 INTERACTIONS WITH THE RELEVANT INDUSTRY

7.1 RESEARCHER:

Carried out research on:

- I have also been involved in research on Public Private Partnerships that won international funding by Prof. Wambalaba (2011).
- Katuse, P.; Wameyo, S. & Sikalieh, D. (2011). The Need for a Business School: A Survey of Southern Sudan Prospects.
- The Role of Universities in Enhancing Social Entrepreneurship (October, 2011)
- Sikalieh, D. A, Wambalaba, F. & Nduati Gidraph (2010) Needs assessment for University establishment in Puntaland.
- The Quality and Relevance of Higher Education in Kenya: A case of the MBA Program. United States International University funded Research (2010)

- Outcome based Learning Practice: The case of Higher Education (January –March 2009)
- The Big Idea: Program Learning Outcomes Assessment, A paper Presented at the 1st Symposium on Quality Assurance at the United States International University (November, 2008).
- An assessment of the capacity of Administrative Officers in Conflict Resolution and Management: A case of the Provincial Administration in Kenya. (July, 2008).
- Impact Assessment of Enterprise Development Training: Nakuru, Elgeyo and Marakwet Districts: AICAD, February, (2007).
- Factors influencing the Transfer of Learning in Micro and Small Enterprises in the Garment-making Industry in Kenya (2003 – 2004).
- Research Assistant at UIUC (collected data on Distance Learning, Web-Based Learning and Adult Education for my supervisor’s Project) (2001-2002).
- Tracer study of the Kariobangi Light Manufacturing Industries: A youth Self-employment Project (1999 -2001).
- Balancing between Work and Family, a Survey of Working Mothers, Nairobi, Kenya, for the Ministry of Labour, Kenya (2000).
- Women Traders in rural areas: A tribute to national Development, for the Association of African University Women, Nairobi, Kenya (2000-2001).
- Images of Women in African Literature, For the American Cultural Centre and the Kenya NGO Organizing Committee Sponsored Competition. Won Second Price. (1995).
- Factors Affecting the Effective Implementation the 8-4-4 School Curriculum in Emuhaya Division with Specific Reference to the Primary School as part of my M.ED. Course (1993).

7.2 GRANTS AND CONSULTANCIES

Assignments undertaken:

- Capacity Assessment of the Kenya School of Government, a government Project by Deloitte and Touche (August, 2013)
- Case Method Development for the Global Business Schools Network (GBSN) in conjunction with PASGR (March 2013)

- Curriculum development for the Proposed Puntaland University: A USAID grant funded project (2012)
- Curriculum development for the Proposed MBA in Social Entrepreneurship for Tangaza College, a Constituent college of the Catholic University of Eastern Africa. A Project Sponsored by St. Mary's University, USA. (2012)
- Agri-business program for Bill and Melinda Gates Foundation Grant at the United States International University Africa, (November, 2011)
- Curriculum development for Agri-business program for Bill and Melinda Gates Foundation Grant at the United States International University Africa, (November, 2011)
- Curriculum development for African Institute of Capacity Development (AICAD) Kenya Country Office in Enterprise Development for agribusiness training (January 2011)
- Training Material Development for the African Institute of Capacity Development (AICAD) Kenya Country Office (February, 2011).
- Quality Assurance in the Tea Industry for Nyayo Tea Zones (June 2009)
- Curriculum development for African Institute of Capacity Development (AICAD) Kenya Country Office in Enterprise Development for agribusiness training (January 2009)
- Training Material Development for the African Institute of Capacity Development (AICAD) Kenya Country Office (February, 2009).
- Curriculum Development for the Certificate Course in Enterprise Management for United States International University in conjunction with the Columbia Business School, University of Columbia USA (September, 2008)
- Training Material Development for the Certificate Course in Enterprise Management (October, 2008).
- Impact Assessment of the Administrative Officers' Training Program, a project by the Kenya Institute of Administration (February 2008)
- Evaluation of the Kenya Institute of Administration (KIA) curriculum and Training Facilities, a government Project by Deloitte and Touche (November, 2007)
- Training of trainers in Project Management and Report Writing for Nyayo Tea Zones Development Corporation, (October, 2007)

- Panelist in judging Technical and Financial Proposals for the Analysis of the Adequacy of the Kenya Institute of Business Training of the Ministry of Trade and Industry (August 2007)
- Training the Nyayo Tea Zones Development Corporation Senior Management in Project Management and Report Writing for (July, 2007)
- Needs Assessment for the Kenya Institute of Administration, a Project for Deloitte and Touché (June 2007)
- Panelist in judging Expression of Interest Proposals for the analysis of the Adequacy of the Kenya Institute of Business Training of the Ministry of Trade and Industry (May 2007)
- Training Needs assessment for Nyayo Tea Zones Development Corporation, (June – August,2006)
- Training Small scale Agribusiness Owners for AICAD (November, 2006)
- Training Small Scale Agribusiness owners for AICAD (June 2006).
- Training Sacred Heart Sisters in Leadership Skills (May, 2005)
- Training of the Youth for Self-employment: A “Jua Kali” Youth Project (1998- 2001).
- Training of Trainers in Qualitative and Quantitative Research Methods for Kenya Wildlife Services, Nairobi, Kenya. (2000-2001).
- Training of Trainers in Monitoring and Evaluation for Triad Associates Consultancy (June –July 2001).
- Training of Trainers in Breakthrough Communication Skills for Safra Investments (April 2001).
- Training of Trainers in Curriculum Development and Implementation (August 2000).
- Early Childhood Education: Lavington Church Kindergarten Project (May 1998).
- Book and Record-Keeping, Packaging and Grant Proposal writing (1998-2001).

7.3 CURRICULUM DEVELOPER

Served as a Course and Subject Panelist at the Kenya institute of Education for developing courses and subjects for Technical Institutions from 1989- 2006.

- Curriculum development for African Institute of Capacity Development (AICAD) Kenya Country Office in Enterprise Development for agribusiness training (January 2009)
- Training Material Development for the African Institute of Capacity Development (AICAD) Kenya Country Office (February, 2009)
- Curriculum and Training Material Development for Monitoring and Evaluation for Kenya wildlife Service (KWS) 2002.

8.0 RELATED QUALIFICATIONS

- Certificate in Environmental Management for Sustainable Development (September, 2005)
- Certificate of Attendance and Completion of the Case Teaching/Writing Workshop at Strathmore University, Nairobi, Kenya, (May, 2005)
- Certificate, Integrated Computer Technology (July, 2005).
- Certificate in Mentoring emerging young leaders (February, 2004)
- Certificate, Intensive Web Design (August, 2003)
- Certificate: quantitative and qualitative Research and Relevant Computer Software Applications (August and December, 1997)

9.0 COMPUTER SKILLS

- Microsoft Word
- Microsoft Excel
- Microsoft Power Point
- Designing a web page HTML Basics
- Databases Microsoft Access Basics
- On-line Training Orientation to X-treme Learning

10.0 PROFESSIONAL MEMBERSHIP

- Associate Member: The Kenya Institute of Management
- Academy of Human Resource Development

- University of Illinois Evaluation Society
- Evaluation Society of Kenya

11.0 Referees

On request