

CURRICULUM VITAE

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1. **Academic Qualifications**

Ph.D	Sukhadia University, India	1997 (Human Resource Accounting)
M.Comm	Sukhadia University, India	1994 Accounting & Statistics
B.Comm	Sukhadia University, India	1992
K.A.C.E	Mang'u High school, Kenya	1985 (3 Principles)
K.C.E	Eastleigh Secondary School	1983 (Division 1 13 points)

***Was admitted to University of Nairobi (UON) for Veterinary Medicine Degree (1986) but got a scholarship and went abroad for further studies**

2. **Additional Academic Preparations**

Post Graduate Diploma in Computer Science	1994
Certificate in Computerised Financial Accounting	1995
Accounting Information Systems (Pastel training)	2003
Grant Writing	2007
Case Development and Teaching	2006

3. **Professional Experience**

1998 - Present	United States International University, Assistant Professor.
1997 - 1998	Kenyatta University, Nairobi, Senior Lecturer.
1997 - 1998	Manpower Services (K), Nairobi, Management Consultant.
1994 - 1997	Sukhadia University, India, Research Assistant.

4. **Professional Assignments and Activities**

- **Coordinator, Accounting , Finance and Economics Department USIU 2002-present**
- **Coordinator, Global Executive Master of Business Administration USIU 2008 -present**
- **External Examiner –KCA University Nairobi 2008- Present**
- **Member, EMOD curriculum development committee, 2007**
- **Member, USIU Academic council, 2005 -present**
- **Member, USIU Education Effectiveness Committee 2004 - present**
- **Chair, USIU and Population Health Implementation and Training (PHIT) Partnership. 2007- Present.**
- **Chair, Faculty Senate Finance and Budget Committee 2003- 2007**
- **Chair, USIU Education Effectiveness Program Evaluation committee -2008**
- **Chair, USIU Coordinators' Terms of Service Committee**
- **Member – American Accounting Association (AAA) 2005- present**
- **Member-International Association for Accounting Education and Research**
- **Member- Professional Standards Committee (Institute of Certified Public Accountant of Kenya), 2006**

- Consultant, Hospitality Planning & Budgeting Course, USAID and MOH 2005-present.
- External Examiner, St. Paul's Theological University (2004-2007)
- External Examiner, Maseno University 2007
- External Examiner, Jomo Kenyatta University of Agriculture and Technology (2007)
- Chief Examiner, Kenya Institute of Bankers 1999-Present
- Member- Kenya Institute of Management (KIM), 2005 – present
- Secretary, Publications Committee, USIU
- Secretary, Journal of Business and Economics Committee-USIU
- Acting Chairman, Department of Accounting, Kenyatta University, 1998
- Director, Bureau of Training and Consultancy, Kenyatta University, 1998
- President, Accountancy Postgraduate Group, India 1993-94

5. **Publications**

- "Efficiency of student debtors' management: A case study of selected universities in Kenya" published by Calcutta University online journal 2006
http://www.caluniv.ac.in/news/seminar_frame1.htm
- "The Cost Benefit Analysis of Information and Technology in the Kenyan Banking Sector", published by Jomo Kenyatta University of Agriculture and Technology (JKUAT), Kenya 2007
- "The impact of organizational codes of ethics on employee conduct of companies quoted in the Nairobi Stock Exchange", published by SIES College of Management Studies (SIESCOMS), Mumbai, India, 2007
- EMOD, Managerial Accounting for Non – Accountants – DVD Rom and WEBCT, 2007
- Budgeting manual, Hospitality Planning & Budgeting Course Module 1, 2005 CD Rom
- Faculty Attitude towards USIU Faculty Senate, 2006
- Developed a BSc. Accounting Degree program for USIU, Kenya 2004
- Developed a BSc. Accounting Degree program for SIMAD, Somalia 2005
- Employee Satisfaction Survey- Case Study USIU" 2003
- Survey of Accounting (Students manual) and E-learning course materials
- Managerial Accounting (Students manual) and E-learning course materials
- Principles of Accounting (Students manual) and E-learning course materials
- Accounting Information Systems (Students manual) and E-learning course materials
- Management Audit of Kenyatta University', a report prepared for Kenyatta University for restructuring purpose, 1998.

- *Human Resource Valuation in the Corporate Sector Ph.D. thesis 1997*

6. Professional Presentations and Scholarly Activities

1. *"Ownership and Financial Performance Relationship in the Insurance Industry in Kenya,"* International Association for Accounting Education and Research (IAAER) 10th IAAER World Congress of Accounting Educators, Istanbul, Turkey from November 9 - 11, 2006.
2. *"The Cost Benefit Analysis of Information and Technology in the Kenyan Banking Sector",* 2006 JKUAT Scientific, Technological and Industrialisation International Conference" organized by, Jomo Kenyatta University of Agriculture and Technology (JKUAT), Kenya from 26th -27th October 2006
3. *"The Implementation of Human Resource Valuation in the Kenyan Banking Sector",* 2nd Annual International Conference" organized by the School of Business and Economics, Moi University, Kenya from 29th August -2nd September 2006.
4. *"The Role of Empowerment on Employee Development"* 2nd Annual International Conference" organized by the School of Business and Economics, Moi University, Kenya from 29th August -2nd September 2006.
5. *"Factors that impact on Productivity in the Work Place";* "2nd Annual International Conference" organized by the School of Business and Economics, Moi University, Kenya from 29th August -2nd September 2006.
6. *"The impact of organizational codes of ethics on employee conduct of companies quoted in the Nairobi Stock Exchange",* National seminar on Business Ethics organized by SIES College of Management Studies (SIESCOMS), Mumbai, India from 4th - 5th August 2006
7. *"Efficiency of student debtors' management: A case study of selected universities in Kenya"* 3rd International Entrepreneurship Conference, USIU, Nairobi Kenya from 29th -31st May 2006
8. *Financial management in small hotels and restaurants in Kenya* 11th Annual International Management Conference in Entebbe, Uganda, 28-31 March 2006. The conference was organized by Makerere University Business School.
9. *The influence of financial management practices on growth and performance of SMEs engaged in manufacturing in Kenya.* 11th Annual International Management Conference in Entebbe, Uganda, 28-31 March 2006. The conference was organized by Makerere University Business School.
10. *Financial performance of urban savings & credit cooperatives (Saccos) in Nairobi* 11th Annual International Management Conference in Entebbe, Uganda, 28-31 March 2006. The conference was organized by Makerere University Business School.
11. *"Efficiency of student debtors' management: A case study of selected universities in Kenya"* International Conference on Higher Education Administration in Developing Countries in Calcutta, India from 4 -6th February, 2006
12. *'Human Resource Valuation in the Corporate Sector'* International Research Conference for Accounting Educators in Bordeaux, France 29-30th September 2005.
13. *The Practice of Corporate Environmental Accounting in Kenya* "5th Conference on Social and environmental Accounting Research Barcelona, Spain 14-16 September 2005"

14. *"The influence of financial management practices on growth and performance of SMEs Engaged in manufacturing in Kenya"*
"8th International conference on African Entrepreneurship and Small Business Development" organized by the School of Business, University of Dar es Salaam , Tanzania from 1st -2nd September, 2005
15. *A research study titled "Employee Satisfaction Survey- Case Study USIU" 2003*
16. *Reviewed Accounting course outlines with a view to making them compatible with modern accounting trends.*
17. *"Goma Development Programme (GODEPO 1999-2004), a comprehensive 5 year plan to enhance Goma Kodero community enhance their capacity to develop by participating in the development of education and training, agriculture, health, water, environmental and gender sensitisation.*
18. *Resource Person at a seminar held at ICIPE – "Budgeting and Planning'.(1998)*
19. *'Export Potentials in Rajasthan (Problems & Prospects)' National Seminar Business Economics 1996.*
20. *'Budgeting – A tool in Management International Seminar, ICIPE 1998'*
21. *'Human Resource Accounting' National Seminar of Accountants, India 1996*
22. *Management Audit of Kenyatta University', a report prepared for Kenyatta University for restructuring purpose, 1998.*
23. *'Liberalization – An anathema for developing countries?' National Seminar Banking and Business Economics, 1995.*

7. Supervision of MBA projects and Teaching Record

I have been supervising Master of Business Administration (MBA) projects since the year 2000. I have supervised over 20 MBA students in Accounting, Finance and Business

I have been teaching the following courses at graduate and undergraduate level for the last 8 years

- i. Accounting Information & Management Decisions
- ii. Financial Analysis Tools & Techniques
- iii. Managerial Accounting
- iv. Accounting Information systems
- v. Auditing
- vi. Principles of Accounting
- vii. Principles of Finance and International finance
- viii. Cost Accounting
- ix. International Financial management
- x. Pastel Accounting package

8. **Community Service**

- *Chair, Credit Committee , USIU SACCO.(2004 -present)*
- *Vice Chair- Rockville Junior Academy, Nairobi Kenya (2006-present)*
- *Chair, Credit committee, USIU Faculty Senate (2003- 2007)*
- *Member, Executive Masters of Organizational Development (EMOD) Review team (2007)*
- *Chair, Education Effectiveness Program Evaluation Committee (2008)*
- *Chair, USIU and Population Health Implementation and Training (PHIT) Partnership. 2007- Present*

- *Chief Examiner , Business Calculations , Kenya Institute of Bankers (KIB) -(1999 –present)*
- *External Examiner , St. Pauls Theological University (2004-2006)*
- *External Examiner , Maseno University 2007*
- *External Examiner , Jomo Kenyatta University of Agriculre and Technology(2007)*

- *Member, Journal of Business and Economics, a proposed journal for the Division of Business Administration.*
- *Patron, Chess Club, USIU. Chairman, Bharat Association, Sukhadia University alumni.*

9. **Key areas of competence and recent consultations**

My key areas of competence are general accounting, managerial accounting and accounting information systems and principles of management.
Over the last 12 months I have trained the following:

1. Hospital Administrators (USAID)Sponsored Project- Budgeting and Cost Accounting
2. National Hospital Insurance Fund- Change Management and Team building
3. Gatoka Limited- Budgeting and Supplies Management
4. Industrial Promotion serves (IPS) – Finance for Non Finance managers
5. Kenya Association of Manufacturers – Working Capital Management
6. Topi flora- Communication and report writing

I was also a consultant at Manpower Services Ltd and trained a lot on change management. (1997-1998)

10. REFEREES

*Dr. John Kinuthia
Senior Medical Officer,
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Signature

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