



Prof. Josephine Khaoma W. Ngaira Profile
PhD, MKNAS

Nationality : Kenyan Female.

Marital Status : Married with 3 children

Religion : Christian.

Adresses:

(i) Deputy Vice Chancellor, Academic Affairs, Masinde Muliro University of Science and Technology,

P.O Box 190-50100, Kakamega Kenya.

(ii) Hon.Treasurer, Kenya National Academy of Sciences (KNAS), P.O Box 4618-00100, Nairobi-Kenya.

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ACADEMIC QUALIFICATIONS

1996-1999 : PhD in Geography (Climatology), Moi University – Eldoret.

1990-1992 : M.A in Geography (Climatology), Moi University – Eldoret.

1979-1983 : Bachelor of Education, University of Nairobi – 2nd Class Honors Upper

1977-1978 : A Level i.e, East African Advanced Certificate of Education (EAACE)’ Form6, scored; B in Geog. B in Econ., B in Divinity, 3 in GP- 16/19 points – Mukumu Girls High School.

1973-1976 : O Level i.e, East African Certificate of Education (EACE), done in Form 4, scored Division 1 – Mukumu Girls High School.

1966-1972 : Certificate of .Primary.Education (C, P.E) scored 27/36 points Khalumuli Primary School – Webuye.

(ii) POSTGRADUATE CERTIFICATES.

- September 10th-October 1st 2013 (3weeks) Certificate in “Introduction to Disaster Risk Management E- Learning Course .Administered by World Bank Institute.
- May14-June 22, 2012 (6 weeks): Certificate in “Comprehensive Disaster Risk Management” Administered by the Global Facility for Disaster Risk Reduction in partnership with Earthquakes and Megacities Initiative. A Distance and e- Learning course, administered from Washington, DC, USA.
- May 3rd – June 11th (6 weeks), 2004, Remote Sensing Education for Educators in developing countries, A United Nations Training Programme held in Stockholm University, Sweden

(iii) PROFESSIONAL COURSES ATTENDED.

- 2011 Feb 22nd-25th (4 days), Regional training of trainer’s course on climate change and sustainable land-water management Framework held at the African Institute for Capacity Development (AICAD), Headquarters JUJA, Kenya.
- 2010 May 2nd -8th (6days), Developing courses on climate change in African Universities: A workshop for African Universities Academic Staff organized by World Bank and Center for Climate Change and Adaptation held in Nairobi, Kenya.
- 2010 March 9th -13th (5days), A Regional Course on Managing Agricultural Water under Climate Change –held at African Institute for Capacity Development (AICAD), Headquarters JUJA, Kenya.
- 2006 March 23rd -25th (3days) Open, Distance and e-Learning in public universities in Kenya (ODeL). Held in Kisumu Hotel, Kenya.

PROFESSIONAL EXPERIENCE

i) REVIEW EXPERIENCE.

- Expert Reviewer: IPCC, 5th Assessment Report- WG111 AR5. July-September, 2012.
- Expert Reviewer : IPCC Working Group III contribution to the 5th Assessment Report (AR5), February-May, 2013,

1993, Nov-to date (19 yrs, 6months) of academic and research experience in the universities as follows:

2008- to date; Professor of Geography (Climatology), Maseno University and Masinde Muliro University of Science and Technology.

2005 –2008: Associate Professor of Geography (Climatology). Maseno University.

2002-2005: Senior Lecturer, Physical Geography Maseno University.

1996-2001: Lecturer, Physical Geography. Maseno University,

1993-1996: Assistant Lecturer, Geography Department, Maseno University.

1983-1993 (10 yrs) Academic Experience in Teachers’ Colleges and High schools as follows:

1992-1993: Lecturer, G.H.C. Department, Eregi Teacher Training.College, Kakamega.

1991-1992: Lecturer G.H.C. Department, Mosoriot Teacher Training College, Eldoret.
1989-1990: Tutor, Moi Science Diploma College, Eldoret (University of Eldoret)
1987-1989: Head, Department of Geography, Mang'u National School.
1985-1987: Head, Dept of Geography—Kamiti High School (Geography and C.R.E).
1983-1985: Graduate Teacher, Kaptumo High School (Geography and C. R. E).

(ii) ACADEMIC PROGRAMS DEVELOPED AND IMPLEMENTED.

• 2005-2012: Initiated, Developed and implemented the following Degree programs in the School of Environment and Earth Sciences (SEES) in Maseno university:

- BSc Hydrology and Water Resource Management,
- BSc in Geography and Natural Resources Management,
- BSc in Climate Change and Development,
- BSc Mineral Exploration and Mining,
- MSc in Environmental Science and PhD in Environmental Science.

(iii) ACADEMIC PROGRAMS BEING DEVELOPED IN CDMHA –MMUST.

- PhD in Climate Change Adaptation and Sustainable Development.
- BSc in Climate Change and Sustainable Development.
- BSc in Disaster Risk Management.

(iii) KEYNOTE ACADEMIC LECTURES AND RECOGNITION.

- Session Chair and vote of thanks speech at : Regulation of agricultural GM Technology in Africa, Mobilizing Science and Science Academies, workshop held at Safari Club Nairobi, 16th - 17th April 2013.
- Keynote Lecture on: Elections 2013 and the Leadership that Employers want. In a workshop organized by; Federation of Kenya Employers to sensitize Political Party Leaders from Western Kenya (Western and Nyanza Provinces), at Imperial Hotel, Kisumu, on 12th October, 2012.
- Keynote Lecture: Climate change and Water Challenges: The Road for Africa at the African Academy of Sciences (AAS) Headquarters Karen, Nairobi, Kenya, 10-12 Nov 2011.
- My Photograph Placed on the Home Page of Global Science Conference on Climate Smart-Agriculture (GSCSA.) websites; View it at:- www.gscsa2011.org
- Keynote address, on Climate Change; Mitigation and Adaptation on 12th October 2009, in Dar Es Salaam, Tanzania (Organised by , -Sida)
- Keynote address, on Climate Change and Agriculture in Africa; on 26th May 2008 in Entebbe Uganda (Organised by Sida)
- Keynote address on Climate Change and Environmental Issues in Eastern Africa. 22nd May 2008 at AMREF International Training Center, Nairobi (organized by Eastern Africa Environmental Network)

- March 8th 2006, identified and recognized as one of the top Women Role Models who steer Varsities to great heights in Kenya. My photograph and academic background were featured in the Standard Newspaper, pp 14 and 15 (Media Council of Kenya recognition)
- September 16th, 2004, Certificate of Recognition for diligent contribution in the planning, preparation and execution of the 5th ATWS Conference held at; the University of Eastern Africa, Baraton, 14th -16th ,September, 2004.

(iv) ADOPTED ACADEMIC WORKING REPORTS.

- 2007, Chairperson, JAB Sub-committee on Admissions Criteria; Gender Affirmative Action which was Adopted by JAB in 2008 and implemented in 2010 where Female students are admitted to Public Universities with 2 points below the agreed cut off points.
- 2007: Chairperson- Maseno University Examination Resit and Retake Policy (adopted by Senate in 2009 and implemented in 2009/2010 academic year..
- Ngaira J.K 2002: Wrote; Academic Research Proposal writing Guidelines. Adopted and implemented by Maseno University, School of Graduate Studies (SGS) in 2005.
- Ouko V, Wagai, Ngaira and Onyango H, 2004: Maseno University Students and Staff policy guidelines on HIV/AIDs.

(v) UNIVERSITY COURSES TAUGHT- (1994 to date).

I have taught and examined the following university courses:

- 1) Climatology, 2) Geomorphology, 3) Hydrology, 4) Biogeography, 5) Agricultural Geography,
- 6) Hydrology and water resource management, 7) Geographic Thought, 8) Urban Geography,
- 9) Fundamentals of Physical Geography, 10) Economic Geography,
- 11) Settlement Geography, 12) East African Environments, 13) Geography of Africa, 14) Geography of Kenya,
- 15) Climate Change and Development, 16) Global Warming and Climate change, 17) Disaster Theory and Applications, 18) Research Methods.

(vi) EXTERNAL EXAMINER (EE) GEOGRAPHY FOR:

- Kenyatta University- 2013 to 2016.
- Masinde Muliro University of Science and Technology (MMUST) 2004 to 2007.
- University of Nairobi (UoN) 2003 to 2006.

(i) ACADEMIC LEADERSHIP POSITIONS HELD.

- 2013 October 15th to 15th October 2018 (5 years), Deputy Vice Chancellor, Academic Affairs (DVC,AA) Masinde Muliro University of Science and Technology (MMUST).
- 2013 January 8th-18th March (10 weeks) Ag. Deputy Vice Chancellor (Academic Affairs), Masinde Muliro University of Science and Technology-MMUST.
- 2005-2012 May (7yrs, 6 months): Founding Director – School of Environment and Earth Sciences (SEES), Maseno university.

- 2011 September to date (20 months): Hon. Treasurer and Executive Board Member, Governing Council at Kenya National Academy of Sciences- (KNAS).
- 2010: Co-ordinator, Curriculum Development for Climate Change Courses in African Universities, Kenya Chapter.
- 2003 – 2004 (2 yrs): Chairperson (CoD) – Department of Geography, Maseno University.
- 2005 to 2012: (7Yrs, 6 months) JAB Member- Joint Admissions Board (JAB), an academic body which admits qualified High School students to pursue degree Courses in Kenyan Public Universities.

- 2008-2010 (3 years): Member, University Council, Representing Senate, – Maseno University Council.

- 2003 to date (10 years), Member, University Senate (Maseno University, 2003-2012 May, MMUST, 2012 May to date).).
- 2005-2012 May (7yrs 6months), Member Deans Committee.,Maseno University.
- 2007-2008: Chairperson-Joint Admission Board –JAB Sub-Committee on Admission Criteria, Gender Affirmative Action. My Report was adopted in 2008 and implemented in 2009/2010 Public University admissions, where Female students in Kenya today are admitted to university with 2 points lower the JAB agreed cut off points. The aim is increase the number of female students in the Universities.
- 2009: Chairperson- Maseno University Examination Leakage investigating Committee.
- 2007: Chairperson- Formulation of University Examination Resit and Retake Policy, Maseno university (adopted in 2008/2009 academic year).
- 2008: Chairperson – Policy on Conference Funding, i.e accessing university funds for Academic Staff travelling to conferences and workshops away from Maseno University.
- 2008: Chairperson- for Restructuring of Faculties, Schools and Departments Board in line with vision 2030 goals at Maseno University.
- 2005 - 2011: Chairperson – Maseno University Examinations Irregularity Committee.
- 2001-Chairperson – Department of Geography Postgraduate Committee.

- 2000 – 2003 (4 yrs): Chairperson – Faculty of Arts and Social Sciences Post Graduate Committee (FPGSC). Maseno University.
- 1996 – 2004 (8 yrs): Chairperson – Faculty of Arts and Social Sciences (FASS) Teaching Practice Management Committee, Maseno Universty.
- 2002 – 2005 (3yrs): Chairperson – Maseno University SACCO Society Ltd. I initiated and developed; School fees, Christmas and Benevolent savings packages to help members meet their basic financial obligations with less stress.

- 2010: Sponsor and Organizer of Capacity Building in ICT –Pedagogy workshop held at Maseno University, City Campus, 24th -25th November.
- 2005 to-date (8 yrs, 4 months): Board Member – Appointments and Promotions Committee, for Staff- Maseno University (2005-2012 June), Masinde Muliro University of Science and Technology (July 2012 to date), Kenya National Academy of Sciences- KNAS (2012 to date).
- 2005 to 2012 May (7years, 6 months): Board Member- Tender Committee, Maseno University.
- 2002 to-2012: Board Member – Maseno University AIDS Control Unit.
- 2005 to 2012 May (7 years, 6 months): Board Member – Strategic Planning committee, Maseno University.
- 2000 - 2006: Board Member – Institute of Research and Postgraduate Studies (IRPS).
- 2008 - to 2012: Member – Maseno University Research and Ethics Board.
- 2012: Committee Member, Criteria Development and Short listing for Professorial positions, Masinde Muliro University of Science and Technology.
- 2009 to date (5 years) , President, -International Geographic Union (IGU) Kenya Chapter .
- 1997- to 2009 (12 yrs): Editor – Maseno Journal of Education, Arts and Science (MJEAS) ISSN 1019-360X.
- 1999-2012 (13 yrs), Coordinator,-Department of Geography, Fieldwork project, Maseno University.
- 2000 Workshop Organiser for – Partnership in Universit
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- y Teacher Education, The Role of Secondary Schools in Western Kenya, hosted by Maseno University 25-26th May, University Boardroom.

(ii) ACADEMIC LEADERSHIP ROLES PERFORMED.

- 2012, December, 7th, Mace Bearer, Academic Procession during the 6th Graduation ceremony at Masinde Muliro University of Science and Technology (MMUST).
- 2006 December 22nd Mace Bearer, Academic Chancellor’s procession during the 5th Graduation ceremony at Maseno University.
- 2005 –2011- Graduating Director for SEES, during Graduation Ceremonies (2005, 2006, 2007, 2008, 2009, 2010, 2011).
- 2010 December 10th Robbing of The RT Hon Raila Amolo Odinga, Prime Minister of the Republic of Kenya on his Conferment of the Honorary Doctor of Letters degree (Honoris Causa) of Maseno University during the 10th Graduation ceremony.

- 2009 November 27th Robbing of Professor Florida A Karani on her Installation as Chancellor of Maseno University during the 9th graduation ceremony.

(iii) ACADEMIC LEADERSHIP COURSES ATTENDED.

2014, February 23rd-24th, Facilitated a Workshop on: “Regulations, Standards and Guidelines “on University Management, organized by Commission for University Education (CUE), held in Kakamega.

- 2012, April 25th -26th, Workshop on: Ethics and Anti-Corruption; Mainstreaming Corruption Prevention in Public Institutions, held at Maseno University conference Center, Kisumu.

• 2012, February 20th, Workshop on: Ethics and Integrity for Maseno University Management Board held at Maseno university.

• 2009 September 22nd -26th (5days)“Non-violence and Peace Building for Kenyan Public Universities”, organized by Amani communities Africa. Nairobi, Kenya.

• 2009, April 9th State Corporations Advisory Committee (SCAC); Induction Programme for State Corporations Board Members, held at Kenya Institute of Administration (K.I.A) Nairobi.

• 2007 October 1st – 4th (4days) International Deans Course for University Managers held at Jomo Kenyatta University of Science and Technology (JKUAT). Nairobi, Kenya.

• 2006 January 8th-10th (3days)- Sensitization workshop on Kenya Education Sector Support Programme (KESSP) for University Administrators held in Kisumu Hotel.

• 2005 July 26th -29th (4days) Training of Trainers in HIV/AIDS Management -Home based care for People Living with HIV/AIDS (PLWHA) at Sunset Hotel, Kisumu, Kenya.

• 2003 October 1st - 4th (4days) SACCA Africa Congress Quality SACCOs for Everyone. Kampala, Uganda.

• 2003 June 13th -14th (2days) How to build self Confidence in leadership and Management held at Hilton Hotel Nairobi, Kenya.

RESEARCH

(i) RESEARCH FUNDS AWARDS/GRANTS.

1)-2010: Linneaus-Palme Exchange Programme between Maseno University and Dalarna University Sweden on capacity building in Geography using GIS-technology and ICT Pedagogy in resource mapping and development in Western Kenya” a joint Research Proposal by Prof J Ngaira and Dr Andes Tornqvist of Dalarna University. Awarded USD 20,000 for 2010-2012 activities.

2)-VicRES Research funds award (2005-2009) on “Sustainable Utilization of Biomass Resources for increased Energy products accessibility and improved community welfare in the Lake Victoria Basin”. Awarded USD 11,000 (completed in 2009).

3)-Mphil Research Funds Awarded,Kshs 30,000 (1990-1992) by Moi University , School of Graduate Studies (SGS).

4)-PhD Research Funds, Awarded Kshs, 225,000 (1997-1999) by Maseno University Institute of Research and Postgraduate Studies (IRPS).

5)- 2002 P&S Fund Travel Grant Recipient. Awarded Kshs 78,000 for IGU Conference in Durban, South Africa.

(ii) PhD SUPERVISION IN PROGRESS IN MMUST:

- Sewage utilization for energy production and environmental protection in secondary schools in Kakamega County, by Olunga B. I.
- Subsistence Farmer adaptation strategies and Challenges to recent climate changes in Kakamega County, by Barasa B.
- Climate change, sugar-cane yields and Household food security in Western Kenya Sugar belt by Wandera H K.

(iii) SUPERVISED POSTGRADUATE RESEARCH THESES.

- The Role of Indigenous Crops in Food Security: The Case of Siaya District, Kenya. (Joyce Obooyo) M.A Thesis,(graduated in 2005). Maseno university.
- House Hold Food Security and Nutrition in Arid Areas: The Case of West Pokot District, Kenya. (Susan Keino) M.Sc Research Thesis (graduated in 2005), Maseno university.
- Wetland Management on Sondu-Miriu River Basin in Kenya. The Case of Osodo Wetland. (Daniel Odaro) MSc. Research Thesis (graduated in 2006), Maseno University.
- Interrelationship between Rural Poverty and Deforestation. The case of Shinyalu Residents, Kakamega Forest, Kenya (Grace Moraa) MSc Research Thesis (graduated in 2007), Maseno university.
- Biodiversity management for Eco-Tourism Development in Ruma National Park, Kenya.(Bertha Othoche) Ph. D Research Thesis (in progress)
- Effects of Drought Severity on Subsistence Farming in Semi Arid Laikipia District, Kenya (Julius Huho) PhD Research Thesis (graduated 2011), Maseno University.
- The Impact of Sugar Cane Farming on Biodiversity in Mumias District, Kenya (Nelly Masayi) MSc Research Thesis (graduating in 2012), Maseno university.
- The impact of NALEP on Dairy Products in Gucha District, Kenya. (by Michael Makori) M.A Research Thesis (graduated in 2011).Maseno university.
- An Assessment of Electricity Wastage and Conservation Strategies Adopted by Manufacturing Industries Located within Eldoret Municipality, Kenya. By (Keith Kipngetch Rono) MSc Research Thesis (graduated in 2011). Maseno university.
- Assessing the Achievement of Integrated Watershed Management Tool for Sustainable Management of Water Resources in Kuywa River, Western Kenya. By (Oruta Joash Nyakora) M A Research Thesis (graduating 2012), Maseno university.

- Impact of Anthropogenic activities on water resources in Western Province, Kenya. By Christopher Indiasi, MSc Thesis (in progress).

- Effect of brick making on environmental sustainability; The case of Vihiga District, Kenya. By Petronilla Ashumuli, MSc Thesis (Graduated 2012). Maseno university.

(iv) EXAMINED RESEARCH THESES:

- 2013: Effects of rainfall variability on Potato yields in OL Joro-Orok division, Nyandarua County, Kenya. (Amon Mwangi Karanja) M.A Thesis, Kenyatta University.

- 2012: Effects of rainfall variability on livelihoods, water and adaptive capacity in semi-arid Tharaka District, Kenya. (Wambogo C.S Recha), PhD Thesis, Kenyatta University.

- 2012: Predicting food security with agro-climatic data under variability and change in Lower Eastern Kenya's Arid –Lands. (Nyandiko N. Omoyo), PhD Thesis, MMUST.

- 2012: Effects of variability of selected climatic elements on Malaria prevention in Awendo division, Migori County, Kenya. (Samwel Olela Odhiambo), M.A Thesis, Kenyatta University.

- 2012: Effects of Climate Variability on fishing activities in Mbita division, Homa Bay County, Kenya. (Odhiambo, Tom Mboya), M.A Thesis, Kenyatta University.

- 2010: A Multi-system approach to modeling of floods in the Budalang'i floodplains of Western Kenya.(Kiluva Veronica Mwikali) PhD Thesis.

- 2011: Implication of overcrowding in management of public facilities in Kisumu Municipality, Kenya. (Odera Linet Adongo) M.A Thesis, Maseno University.

- Ohangla: A Study of a Contemporary Luo Instrumental Ensemble. (Akumu John Philip) MA Research Thesis, Maseno University.

- 2007:Utilization of Wetland Resources in the Lower Sondu Miriu Delta. A study of Community Based Organizations. (Achoki Alice) MA. Research Thesis, Maseno University.

- 2009: Environmental Issues in the Arombo Smallholder rice Irrigation Scheme (Leopold Asawo) M.A Thesis, Maseno University.

- 2010: Effectiveness of Community Based Solid Waste Management Within Kisumu Municipality: The case of Manyatta Slum (Kamwasir Vera) M.A Thesis, Maseno University.

- 2011: Alluvial Fans and their Impact on the Physical Environment and Socio-Economic activities on Lower Course of River Kuja, Nyatike division, Nyatike District, Kenya.(Millicent A Odhiambo) M A Thesis, Maseno University.

- 2010: Managing Agricultural Water within the Shifting Rainfall Patterns in Semi-Arid Lands of Kenya (Marc Williams) MSc Thesis, Dalarna University, Sweden.

- 2011: Assessment of the Utilization and Management of Papyrus (Cyprus papyrus) in Dunga Wetland, Kisumu Municipality, Kenya. (Wekesa Wafula Amos) MSc Thesis, Maseno University.

- 2011: Evaluating the impact of brick making activities on the environment of Vihiga County, Kenya. (Petronillah Shumila Mutenyi) MSc Thesis, Maseno University.

MEMBERSHIP TO PROFESSIONAL ASSOCIATIONS

- 1-International Geographic Union -IGU.Member and President, Kenya Chapter.
- 2-The Research Gate.
- 3-Kenya National Academy of Sciences- MKNAS- Member and Hon. Treasurer.
- 4-International Centre for Climate Change And Development- ICCCAD.
- 5-Africa- Climate Change -Network- ACCN.
- 6-AdaptAbility- Climate Change Adaptation Network.
- 7-The Teaching Professor.
- 8- Global Development Professionals Network- GDPN.
- 9-Member/ Consultant – Eastern Africa Environmental Network (EAEN)- 2005 to date).
- 10-Member - International Association for the Promotion of Christian Higher Education (IAPCHE).-(2002-to date).
- 11- Association of Third World Studies (ATWS) Kenya Chapter, 2005.
- 12- Global Development Network (GDN), (2010 to date
- 13-Member- Climate and Development Knowledge Network (CDKN) Roaster of Experts (2009 to date)
- 14-Corresponding member – Climate Change Adaptation in Africa (CCAA).
- 15-Member- Association of Third World Studies (ATWS) Kenya Chapter.
- 16-Member - Greater Horn of Africa Climate Outlook Forum (GHACOF) (2000 to date)
- 17-Member - Association of African Women in Research and Development (AAWORD). (2003-2008).
- 18-Member and subscriber to Footsteps ISSN 096 28619, a nonprofit making Christian based journal which encourages Christians of all nations to work towards creating wholeness in communities-6 years
- 19-Director – Bukusu Intellectuals and Elders Association- (2000 to date).

PROFESSIONAL AWARDS AND CERTIFIACATES

- 1-February, 2013: Letter of Thanks from Commission for Higher/University Education (CHE/CUE) for Submitting MMUST Accreditation Report Documents Promptly.
- 2-Certificate from: Climate Change and Sustainable Land-Water Management, by AICAD on 25th February 2011.
- 3-Certificate on “Developing Courses on Climate Change in African Universities” by International Center Climate Change And Development(ICCCAD) on 8th May (2010).

4-Certificate in “Managing Agricultural Water under Climate Challenges” by African Institute for Capacity Development (AICAD) on 13th March (2010).

5-Certificate on: Non violence and Peace Building for Kenyan Public Universities by Amani Communities Africa (ACA) on 26th September (2009).

6-A textbook entitled Climate indices for Vulnerability Assessments from- Swedish Meteorological and Hydrology Institute (SMHI) on 26th May (2008), Entebbe Uganda, for Keynote addresses on Climate Change issues.

7-Environmental Leadership Award emblem from Eastern Africa Environmental Network (EAEN) on 23rd May (2008) at AMREF Nairobi.

8-Certificate for workshop participation in “Open, Distance and e Learning”- ODeL. Kisumu Hotel, (2007).

9-Pressure Lamp as a chief guest during the school’s prize giving day, by the Board of Governors (BOG), Bishop Okoth Girls Secondary school, June 2007.

10-A Cup from- Association of Third World Studies (ATWS) for exemplary contribution to Third world Studies (2006).

11-Certificate for Exemplary Contribution to Association of Third World Studies by Baraton University of Eastern Africa, (2004).

12-Certificate from – “SACCA Africa Congress” in Kampala, Uganda, (2003)

13-Certificate from – Regional SACCO HIV/AIDs Coordinator, Nyanza Province, 2002

14-Certificate from the International Geographic Union (IGU) Durban, South Africa. 2002.

15-Certificate in- “Leadership Achievement”by CHAKO Africa, Hilton Hotel, Nairobi, (2003)

16-Certificate – as a Facilitator “ University teacher Education in Kenya” workshop held in May, 2000 at Maseno University