



# MMUST NEWS

*Post*

A Weekly Digital Publication of Masinde Muliro University of Science and Technology

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## MMUST Council and Staff sign Performance Contracts



**UPCOMING**



# EVENTS

## 14<sup>th</sup> Graduation Ceremony



# Editor's Pen



Nashilluh Brendah Kabindio  
**Ag. Public Relations Officer  
/Chief Editor**



Meshack Nyambane  
**Editor, Creative Design and Layout**

Greetings MMUST Community!

We wish to thank you most sincerely for walking with us since the first issue of the MMUST NewsPost in September 2018.

In this edition, the main highlight is on the signing of the Performance Contract as led by the University Council. The University has committed to achieving various targets in order to make MMUST the best University. We also bring you about the MMUST Enterprises and its role in achieving the Big Four Agenda.

Read on.



Dorcas Sandra Awuor  
**Writer**



Wambugu Mary Wangari  
**Writer**



Wilberforce Shiundu  
**Photographer**

# MMUST Council and Staff Sign Performance Contracts for 2019/2020

The Chairman of Council, Dr. Jeremy Bundi, leading the rest of the staff in the signing of the Performance Contract

By Awuor Sandra Dorcas

**C**ascaded Performance Contracts for the Financial Year 2019/2020 were signed on Wednesday, 30th October 2019 at a function held at Golf Hotel, Kakamega.

Performance Contracts enable the achievement of performance targets by University officers such as DVCs, Deans, Directors, Registrars, CoDs, Coordinators of Campuses and Heads of different sections for the purpose of accountability.

The Ag. Vice Chancellor, Prof. Asenath Sigot, urged the University officers to commit themselves to what is in their respective Performance Contracts. She added that it was time the University produced PC quarterly reports in order to make it easier for the Performance Monitoring and Evaluation (PME) Unit to coordinate the reports.

“MMUST is a good University but there is room to make it even better. We can only do this if each and every one of us wakes up every day happy to achieve what we have committed to do in the Performance Contracts,” she said.

After the signing of the Performance Contract by the Chairman of Council, Dr. Jeremy Bundi and the Ag. Vice Chancellor, he said that Council has all the belief that the performance targets will be achieved.

Dr. Jeremy Bundi commended the University for working on the Collective Bargaining Agreements (CBAs) citing that leadership is an integral part of any institution.

“Leadership influence. To influence people, you must have integrity, be emotionally intelligent, nurture people, have faith in people and good communication skills,” he said.

Dr. Bundi, said that every Cost Centre, Department and section represents Masinde Muliro University of Science and Technology (MMUST). He reminded the University officers that they were signing a Performance Contract they had accepted to achieve.

Independent member of Council, Mr. Samson Muchelule, thanked the PME Unit for coordinating the signing of the Performance Contracts. He resonated with the Chairman of Council’s remarks; saying that each section should play their role because the University is anchored in the PC. He encouraged continuous evaluation of the Performance Contracts.

Mr. Erick Kimani, the Guest Speaker, said that MMUST is ranked among the top ten institutions in the country by some organizations.

“Performance contracting is about hard work and persistence. If there is nothing special about how you do your work as a Dean or Coordinator, then you will not be different from the rest,” he emphasized.

Mr. Kimani, an expert in dairy business, real estate and consultancy said that there is no individual, organization or company that grows beyond the visions of their dreams. He added that mediocre leadership always leads to mediocre performance. He also stated that globalization and technology is already changing things irreversibly, therefore, there is need for everyone to re-engineer their performance and thinking.

“You need to start thinking like the CEO of MMUST, not just about your small section or Department. Performance Contracts demand a very high level of credibility and trust. If you want to be one of the best performers, you must stop thinking about the employee-employer relationship and begin thinking as an independent contract. The Performance Contract defines you and what you have to do. Work is delivering value, not sitting in an office,” Mr. Kimani asserted.



**Left: The Ag. Vice Chancellor, Prof. Asenath Sigot, presenting MMUST souvenirs to Mr. Erick Kimani, the Guest Speaker. Looking on is the Chairman of Council Dr. Jeremy Bundi.**

The Deputy Vice Chancellors and the Acting Vice Chancellor also signed their respective Performance Contracts asserting their dedication to ensure discharge of their duties.

The Ag. Vice Chancellor said that the Deputy Vice Chancellors are steering the University in the right direction through proper planning and research, quality academic programmes and financial management. She added that MMUST has a good financial system and with the continuous hard work, it will remain healthy.

The DVCs signed Contracts with Deans, Directors and Registrars. Thereafter, the Deans, Directors signed Contracts with Chairmen of Department, Coordinators of Campuses and heads of sections.

# Focus On MMUST Enterprises; A Contribution to The Big Four Agenda

Dr. Charles Tibbs, Director MMUST Enterprises during the interview

By Albert Induli and Wambugu Mary Wangari

In the quest of gaining a deeper understanding of the major income generating units at Masinde Muliro University of Science and Technology, the MMUST NewsPost team had a one-on-one chat with Dr. Charles Tibbs, Director MMUST Enterprises, on Friday, 25<sup>th</sup> October, 2019. This Directorate, according to him, is divided into different departments performing various activities which are focused on ensuring that the government achieves the Big Four Agenda. These functions include; Production, Farming, Catering, Consultancy and Halls/ground hiring.

“This Directorate is charged with the responsibility of making sure that the University does something extra to get additional funds or revenue and engages in activities that are helpful to the community,” he stated.

Dr. Tibbs said that the mechanical engineering Production Unit, aligned to the Manufacturing agenda, deals with fabrication, machining, carpentry and consultancy services. Some of the items made in the Unit are; trappers, wheelbarrows, shovels, chaff cutters, building accessories such as gates, doors, windows, as well as lecture chairs, which are very necessary for academics. Some of these are often supplied outside and within the University premises.

In an exclusive interview with the Unit's Operations Supervisor, Mr. Mwangi Kiragu, he said that there is a variety of design for each product depending on customers' taste and preferences. He also added that few items can be purchased directly from the show room or workshop but mostly by order.

Dr. Tibbs also shed light on the second unit, the Farm, which looks at Food Security. According to him, the farm serves several agricultural activities like indigenous and non-indigenous vegetable farming, good quality tissue culture banana cultivation, dairy and poultry farming. These products are used within the University for self-sustainability and also sold to the community. Walking the News Post team around the Farm, Mr. Protus Wawire, the Unit Supervisor, painted a clear picture of how critical the ranch is to MMUST. "At the moment, we have a total of 480 chickens which have just started feeding on layers mash and are projected to lay over 270 to 300 eggs on a daily basis," he said.

In the Dairy section, the farm has four cows which are treated with proper care with hay on their menu. According to Dr. Tibbs, 78 liters to 80 liters are realized in a single day. With this working well, they are planning to add more cows in order to expand their income scope. It is worth noting that, up to the year 2010, before the farm shrunk; the University engaged in maize farming that would see them harvest 300 bags of maize in a good season. As per now, the farm is looking into the possibilities of getting something out of the dairy goats.

The third constituent of the MMUST Enterprises is the Catering Unit which is meeting an agenda of nutrition and dietetics, more so on health nutrition where correct diet is covered. This Unit, according to Dr. Tibbs, takes care of the University and the external customers. When the team visited the Main Catering Unit (MCU), it met the senior cateress, Ms. Maureen Wanyama, who gave the insight of the significance of the Catering Unit in generating income. She said that part of the Unit that deals with only students, serves up to two thousand undergraduates per day and on a high season they make over

Kshs. 30,000 a day. The Unit has additional serving points; outside the University Bookshop, at the University Multi-purpose Hall and at the new administration block 'A' to take care of staff and visitors. However, Ms. Wanyama pointed out challenges of procurement procedures, supplies and few staff at the Department.

The Directorate also engages in hiring of Halls and grounds where they link up with external stakeholders when need arises. According to Dr. Tibbs, this normally comes as a package of 'Halls and Catering Services'.

Consultancy is the final aspect of the Directorate's income generating function. This is where stakeholders book for consultation services on different areas of expertise.

Dr. Tibbs said that the Chemistry Department, in collaboration with MMUST Enterprises, is producing soap which is a product of MMUST. The soap is currently consumed internally and some sold out. Further, the Directorate is thinking of many more things it can do to generate much income.

MMUST Enterprise, being one of the coveted and bench-marking points in Western part of Kenya, has widened employment opportunity providing income to the larger community. In all the above units, the Directorate has a work force consisting of both permanent and casual laborers. Dr. Tibbs says that, the Enterprise, in the last financial year with its level allocated cost of Ksh. 9 million, was able to generate Ksh. 26million. As per the current announced budget, the Enterprise has been allotted Ksh. 25million with expectation of it realizing Ksh. 36 million. Nevertheless, with capitation being a great hindrance not only to MMUST as a public institution but also to other government entities, the Director says he will always work with available resources to produce results.

With their glass half-full, Dr. Tibbs says their future is bright since their performance is growing in the positive direction. He is aiming above the sky, saying that the clouds are the limit for MMUST Enterprises as they expect to be the role model within the University and beyond: the leading Enterprise in the society.



# MMUST and GIZ chat way Forward to Skill-Based Curriculum

By Albert Induli

Above: Professor Hassan Karakacha Were-Dean (SAVET-MMUST), Dr. Engineer Samuel Waweru-Director (TVET-MMUST), Mr. Kenda Mwenja- GIZ Representative Agriculture Technical Vocational Education Training Consultant Mr. Michael and other GIZ representative during the meeting at MMUST.

**T**he Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) consultants held comprehensive discussions, on Friday 18<sup>th</sup> of October 2019 with Masinde Muliro University of Science and Technology’s academic experts on how to improve curriculum and qualifications, directing them towards skills-orientation to suit the job market through proper collaboration.

The conversation was majorly centered on the new project that the Germany based cooperation is about to launch in Western Kenya which touches on; the aspect of demand and supply side- creating new enterprises that will create job opportunities, labor supply side- which is concerned with skills that will increase employability, understanding the structure of the University, what type of courses are being offered and integrating the skills into the job market needs to understand the private sector requirement.

“It is important to recognize that the private sector is the future largest employer and that only hands-on graduates are the ones who will survive in that kind of market,” said Mr. Kenda Mwenja- GIZ Agricultural Technical and Vocational Education Training Consultant.

Representing the University, the Acting Deputy Vice Chancellor for Planning Research and Innovation-Prof Charles Mutai and Prof. Hassan Karakacha Were, the Dean, School of Agriculture, Veterinary Sciences and Technology (SAVET), welcomed the idea and said that it was exactly what the current society needs- a skills-built curriculum that will spur economic growth and trigger innovation. He added that MMUST is a Centre of Technology and invention hence imparting skills is one of its role, and GIZ would be the best partner to work with.

GIZ is a Germany established leading provider of international cooperation services and works in Kenya to support economic development, employment and agricultural practices that will provide food security. Meanwhile, the consultants are expected to write an analyzed report in order to facilitate joint partnership in executing the project



**Above: The team after the meeting**





## MMUST FC Dominates the League after Smashing Tranzfoc 2-1

**By Albert Induli and Wilberforce Shiundu**

It was a weekend of jubilation when MMUST FC silenced a Trans Nzoia based Tranzfoc FC at Kakamega Approved School grounds beating them 2 goals to 1, which resulted into an elevation to a favorable position in division one league above their current place 5.

The exhilarating match played on Saturday, 26<sup>th</sup> of October, kicked off in the afternoon with anxious football fanatics filling the pitch in cheering mood. At a very faster pace and tactical counters and counter attacks from both sides the game moved at the highest tempo ever, David Simiyu of MMUST FC got an opportunity to greet Tranzfoc goal keeper-Jeremiah Wanjala at the 7<sup>th</sup> minute of the first half of the game netting the first goal that gave MMUST FC an early lead. This triggered pressure making the opponents very much uneasy.

Things were not, however, so good for the home team (MMUST FC) during the second half when their defender Davis Okoth invited a penalty by hand-balling around the penalty box. Mukude Esien of Tranzfoc FC had a taste of MMUST FC goalkeeper Gavin Momanyi at the 64<sup>th</sup> minute and obtained an equalizing score making it 1-1. With tension very high and all the fans off their seats, Masinde Muliro University's Brian Okumu missed an opportunity of the year that could give MMUST an extra goal when he kicked the ball over the goal post when he had an open opportunity as the Tranzfoc goalkeeper had left the goal post making the fans so disenchanted.

As it is always believed, in football, the last second always counts, determination bore fruits for MMUST FC after Tranzfoc's Fednand Gumo fell into a trap of handball at the 89<sup>th</sup> minute causing excitements and disappointments in equal measure from both sides. Hillary Amboso of MMUST FC could not take chances and pulled a sure shot managing to challenge Jeremiah Wanjala with a far post goal which made the University of Choice's team carry the day by a 2-1 win. The center referee Mr. Bernard Sifuma blew his final whistle after a two minutes extra time.



**Left: the MMUST FC Technical Bench including lead Coach Charles Omwalo, Oliver Wasike, Timothy Andego and one more expert**

Meanwhile, the Secretary of MMUST FC, Mr. Levi Amele, who is also an alumni of MMUST called upon the University to up their financial support for the team since as they move forward they could be caught in financial constraints. Sentiments echoed by Nahashon Muyeka who is also an alumni and a strong supportive pillar of the team, lauded the players for their morale and team spirit. Speaking after the match, MMUST FC senior coach- Charles Omwalo expressed his satisfaction with the team's performance saying that discipline and determination was the only key to better results in any endeavor. So far, MMUST FC has played three games in the league with two wins and one draw. The team is set to play green commandos in their next game.



# Call for Abstracts

## 14<sup>th</sup> Multi-Disciplinary International Conference

13<sup>th</sup> – 15<sup>th</sup> May, 2020

**Theme:** *Innovative Technology Transfer for Universal Health Care (UHC), Food Security, Affordable Housing and Manufacturing for Sustainable Development*

### Sub-Themes



#### Universal Health Care

- Emerging innovation in Health Science Technologies Collaborative Education and Practices for Universal Health Coverage
- Emerging Global Trends in Health Science Practices
- Community Participation,
- Harnessing indigenous Knowledge Socio- Psychology, Health Promotion, and Well-being



#### Food Security

- Waste Management and Environmental Engineering for Sustainable Development
- Trends and Effects of Climate Change
- Paradox of Land use for Sustainable Development
- Culture, Gender, Land Use, and Food Security
- Sustainable marketing Strategies for food Security
- Trends in Agricultural Technology and Post-harvest Management



#### Affordable Housing

- Emerging Technologies in Civil and Structural Engineering for Affordable Housing
- Sustainable Economic House Models for Development in Counties
- Financial Models for Affordable Housing In Kenya
- Housing, Culture, Human Migration, and Security
- Renewable Energy and Housing
- Land Use and Affordable Housing



#### Manufacturing

- Mechanical and Industrial Engineering Advancement for Sustainable Manufacturing

- Trends in Renewable Energy and Smart Grid Systems for Sustainable Development
- Power Systems, Power Market
- Emerging Technologies in Telecommunication Engineering
- Technology-enhanced Manufacturing
- Urban Transportation Management Systems
- Supply Chain Management in Manufacturing for Sustainable Development

#### Cross-Cutting

- Devolution, eGovernment and Sustainable Development
- Technology-enhanced Learning
- Emerging Technologies in Computing, and Cyber Security
- Content Technologies in Languages and Digital Preservation Collaborative Open Innovation and ICT-enabled Entrepreneurship
- ICT4D and Societal Implications of Technology
- Gender Equity, Empowerment, and Poverty Eradication
- Bridging the Gap between Academia, Industry, and Community
- Globalization and resilient Economic Development in Developing Countries
- Organizational Leadership, Philosophical Stances and Development
- Transformative instructional approaches in the 21st Century and Development
- Competency-Based Education and Assessments
- Action research in teaching and teacher education practice; new experiences
- Equality, equity, social justice, diversity and Educated Unemployment

### Important Conference Dates

**January 10<sup>th</sup>, 2020** -Abstracts Submission Deadline:

**January 30<sup>th</sup>, 2020** -Notification of Abstract Acceptance to Successful Authors

**March 10<sup>th</sup>, 2020** -Deadline for Early bird Registration

**March 10<sup>th</sup>, 2020** -Full Paper Submission

### Payment Details

**Bank:** Standard Chartered Bank (Kakamega Branch)  
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#### FOR MORE INFORMATION CONTACT:

Masinde Muliro University of Science and Technology  
(Directorate of Research and Postgraduate Support)  
Mobile No: +254 728619603/+254 724 008153 / +254 711516679

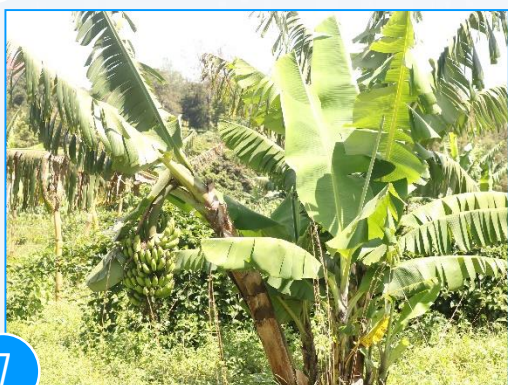
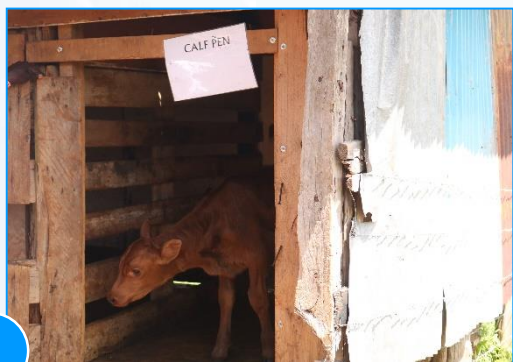
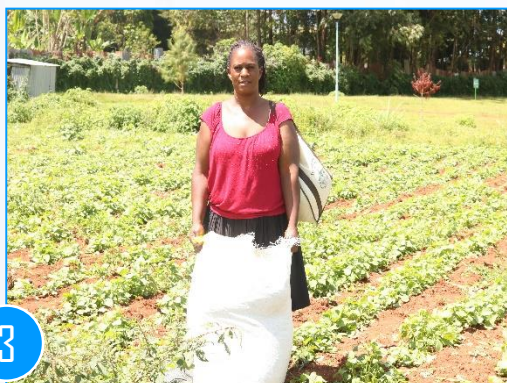
Email us at: [conference2020@mmust.ac.ke](mailto:conference2020@mmust.ac.ke)

Author guidelines for abstracts available at: [www.mmust.ac.ke](http://www.mmust.ac.ke)

### Participation Fees

Category	Early Bird	Regular (KES)
Student	5,000 (\$50)	6,000 (\$60)
MMUST Researchers	8,000 (\$80)	9,000 (\$90)
East Africa Researchers	10,000 (\$100)	12,000 (\$120)
Non-East Africa Researchers	15,000 (\$150)	17,000 (\$170)
Exhibition Fees	20,000 (\$200)	22,000 (\$220)

# Pictorial from MMUST Farm



1. Broiler Chicken
2. Goat and Sheep house
3. Ms. Anne Aseka, an external farm client buying indigenous vegetables
4. Mr. Prtotus Imbenzi (Farm Manager) attending to rabbits

5. Calf Pen
6. Indigenous vegetables at the farm
7. Banana plantation
8. Mr. Sammy Kiragu illustrating how a chaff cutter works



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and Technology**

**P.O Box 190-50100**

**Kakamega, Kenya**

**Tel No: +254 702 597360/1,**

**+254 733 120020/2**

**Email: [pr@mmust.ac.ke](mailto:pr@mmust.ac.ke)**