

# Curriculum Vitae



**Epari Ejakait, PhD, MKAEAM, MSEREK**

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Senior Research Scientist/ Lecturer  
Planning and Economics of Education  
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## Day, Date, Place of Birth and Nationality

Sunday, February 1, 1970, Kenya, Kenyan

*"The person who follows the crowd will usually go no further than the crowd. The person who walks alone is likely to find himself in places no one has ever seen before" ~ Albert Einstein ~ (14 March 1879 – 18 April 1955)*

## Career Objective

Quantify returns to investment in education; Clarify the drivers of schooling and learning outcomes; Pursue equity and quality in education.

## Education

- 15/12/2017 Doctor of Philosophy (Planning & Economics of Education) ~Thesis~: Differentials in student academic achievement: A hierarchical linear modelling of primary school effects in Mumias and Kuria East Districts. Maseno University, Kenya
- 14/10/2005 Master of Education (Planning & Economics of Education) ~Thesis~: Financing special needs education in the context of free primary education: A study of public schools in Bungoma District Kenya. Kenyatta University, Kenya.
- 02/12/1994 Bachelor of Education (Hons.): (1993). Moi University, Kenya.
  - 1989 Kenya Advanced Certificate of Education (KACE, 14pts). Naitiri High School, Kenya.
  - 1987 Kenya Certificate of Education (KCE, 25pts). Naitiri High School, Kenya.
  - 1983 Certificate of Primary Education (CPE, 27pts). Kaptama Primary School, Kenya

## Core Competencies

Experienced in planning, policy, and economics of education. Skilled in questionnaire item construction and design (in Microsoft Excel), recruitment and training of research assistants, data collection, entry (using Microsoft Access, EPI info databases, and Microsoft Excel spreadsheets) cleaning and analysis with univariate, bivariate and multivariate statistics. Competent in impact evaluation studies. Published in peer reviewed journals. Strong team player with skills in participatory decision-making and execution processes. Deep analytical, report writing and presentation skills. Internet and computer literate, working with Ms Office, graphic design and statistical data analysis packages such as Stata, SPSS and NVivo.

## Career Summary

080421 to date Senior Research Scientist/ Lecturer, Masinde Muliro University of Science and Technology  
080410-080421 Research Scientist/ Lecturer, Masinde Muliro University of Science and Technology  
090505-310310 Senior Research Officer, African Population and Health Research Centre (APHRC) Nairobi  
010904-310505 Senior Lecturer, Kenya Technical Teachers College, (KTTC) Nairobi.  
050102-310702 Deputy Principal, St. Paul's Emulakha Secondary School, Kakamega, Kenya  
1997-2000 Examiner, Kenya National Examinations Council, Nairobi, Kenya  
060195-050102 Teacher, Ingotse High School, Kakamega, Kenya  
Sep-Dec1994 Loans Awareness Officer, Faulu Kenya, Nairobi, Kenya

## Research Experience and Titles of Research Projects

May 2005 to **Senior Research Officer, African Population and Health Research Center (APHRC), Nairobi**  
April 2010 Manage the Education Research Programme. Construct research tools. Train field staff in the collection of both quantitative and qualitative data using centre research tools. Design data collection field logistics and supervise the exercise. Design and implement community mobilization activities that boost APHRC's work within the research sites. Clean, analyse data, publish, and organise policy dissemination workshops. Participate in the implementation of other research projects within the Center

April 2009 to The impact evaluation of the East African Quality in Early Learning (EAQEL) intervention to  
April 2010 improve learning outcomes in reading and mathematics in early primary school grades (1-3) in Kenya and Uganda. Study for APHRC, Nairobi. Funded by William and Flora Hewlett Foundation

July 2008 to Classroom observation: The quality of teaching and learning in primary schools in Kenya. Study  
April 2010 for APHRC, Nairobi. Funded by Google.org.

Nov to Dec Baseline survey on the status of basic education in Nairobi's Kibera and Korogocho informal  
2006 settlements. Study for Daraja Civic Initiatives Forum, Nairobi. Funded by Concern Worldwide

October 2006 to Urbanization, poverty, and health dynamics in Sub-Saharan Africa (education, migration, poverty,  
April 2010 and transition to adulthood). Longitudinal study for APHRC, Nairobi. Funded by the Wellcome Trust

October 2006 to Identifying the poor and improving targeting for waiver and exemption of hospital fees in Busia  
December 2006 district, Kenya. Research for World Bank/SIDA/GoK/APHRC. Funded by the World Bank/Government of Kenya

May 2005 to School participation rates and the role of schooling as a protective factor for healthy adolescent  
April 2010 transitions among slum and non-slum children in Nairobi. Longitudinal study for APHRC, Nairobi. Funded by William and Flora Hewlett Foundation

May 2005 to Assess circumstances and reasons associated with primary school enrollment, retention, dropout  
April 2010 and progression into secondary school among slum and non-slum residents in Nairobi, Kenya. Funded by William and Flora Hewlett Foundation

September to Ensuring the full participation of orphans and vulnerable children (OVCs) in free primary  
December 2004 education (FPE) in Kenya. Research work for Women Educational Researchers of Kenya (WERK), Nairobi. Funded by WERK

September to Rapid assessment of non-formal education in informal settlements of Nairobi province. Research  
October 2004 work for Elimu Kwa Wanavijiji Coalition, Nairobi. Funded by Oxfam GB (Kenya)

September 2003 An assessment of the education status in Kibera in the light of the free primary education programme. Research work for Oxfam GB by Educational Policy Analysis & Research Services (E-PARSE), Kenya. Funded by Oxfam GB (Kenya)

## Funded Research Projects

- March 2018 to August 2021 A Hierarchical Linear Modelling of Sex Differentials in the Kenya Certificate of Primary Education Examination. Seed grant worth US\$20,000.00 funded by Global TIES and the Sustainable Development Solutions Network (SDSN) through the Education Quality and Learning for All (EQUAL) Global Research Network. Epari was the Principal Investigator leading a team of four other researchers on the study.
- January 2007 to April 2010 Quality Education in Developing Countries Initiative. Grant worth US\$806,094.00 funded by the Hewlett Foundation. Epari was part of the proposal writing team and Senior Research Officer for all studies under APHRC's Education Research Programme, now called Education and Youth
- February 2007 to April 2010 Quality Education in Developing Countries Initiative. Grant worth US\$806,094.00 funded by the Hewlett Foundation. Epari was part of the proposal writing team and Senior Research Officer for all studies under APHRC's Education Research Programme, now called Education and Youth
- January 2007 to April 2010 Expanding Education Research and Policy Engagement and Communication Programs at APHRC. Grant worth US\$1,250,000.00 funded by Google.org. Epari was part of the proposal writing team and Senior Research Officer for all studies under APHRC's Education Research Programme, now called Education and Youth Empowerment).
- May 2005 to April 2010 Assess Circumstances and Reasons Associated with Primary School Enrolment, Retention, Dropout, and Progression into Secondary School Among Slum and Non-Slum Residents in Nairobi, Kenya. Grant No. 2004-4523 for US\$683,588.00 funded in 2005 by The William and Flora Hewlett Foundation. Epari was part of the proposal writing team and Senior Research Officer for all studies under APHRC's Education Research Programme, now called Education and Youth Empowerment)

## Selected Data Analysis and Backstopping (2020-2023 only)

- June 2023 A Hierarchical Linear Modelling of Primary School Effect on Teachers' Performance in Kakamega County, Kenya. Univariate, bivariate, and hierarchical linear model regression statistics
- May 2023 Collective Bargaining Agreement Implementation and Equity in Grade Promotion of Post-Primary Teachers in Kakamega County, Kenya. Univariate, bivariate, Logistic regression, Gini coefficients and Lorenz curves
- October 2021 Impact of Science, Technology, Engineering and Mathematics Model School Intervention Programs (STEM- MSIPS) in Promoting Students' Enrolment and Performance in Stem Majors in Western, Kenya. Univariate, bivariate, and multiple linear regression statistics
- July 2021 A Hierarchical Linear Modelling of Sex Differentials in the Kenya Certificate of Primary Education Examination. Univariate, bivariate, and hierarchical linear model regression statistics
- July 2021 Internal Examination Management Practices and Academic Achievement in Public Day Secondary Schools in Busia County, Kenya. Univariate, bivariate, and multiple linear regression) statistics
- February 2021 Teacher Performance Appraisal and Access to Teacher Capacity Building Programmes in Public Secondary Schools in Matete Sub-County-Kakamega County, Kenya. Univariate, bivariate, and negative binomial regression, zero-inflated poisson, zero-inflated negative binomial regression statistics
- February to August 2020 An Exploratory Study of Research Culture Among Academic Staff of Masinde Muliro University of Science and Technology, Kenya. Descriptive, bivariate, and negative binomial regression, zero-inflated poisson, zero-inflated negative binomial regression stati

August 2020 Assessment of Educational Management Training on the Financial Management Skills for Principals in Public Secondary Schools in Kakamega County. Descriptive, bivariate, and multiple linear regression statistics

### Selected Consultancy Experience and Training Services Offered

- July to September 2021 **VSFG: Conflict and Climatic Emergency Livestock Response Program in Greater Upper Nile States of South Sudan (CCLERP)**. Epari was the lead consultant on this mid-term evaluation project. The client is Vétérinaires sans Frontières Germany (VSFG).
- August 2020 **A Scoping Review Analysis of the Educational Status of the Urban Poor in Malawi, Ivory Coast and Kenya**. Epari was the Consultant on this project involving literature search and review using peer review standards for scientific journals. The client was the African Population and
- July to August 2020 **Evaluating the Impact of Science, Technology, Engineering and Mathematics (STEM) Model School Programs (STEM- MISPs) in Promoting Enrolment and Performance in STEM in Nyanza and Western Kenya**: Epari was the principal data manager and analyst and questionnaire design. The client was the African Women in Science and Engineering, (Kenya Chapter)
- March 2018 **Pastoralist Community Initiative and Development Assistance (PACIDA): Institutional and Programme Impact Assessment Report 2012-2017**. Epari contributed in writing the final report.
- March 2016 to January 2017 **Resilience context analysis: Resilience to food insecurity and malnutrition in Kenya**: Epari was the Econometrician in charge of quantitative data analysis using Hierarchical Linear Modelling on this study commissioned by IGAD-RAU.
- September to October 2015 **Diagnostic study of goat value chains in pastoral & agro-pastoral areas of Kenya**: Epari was the data analysis expert on this study commissioned by IGAD
- July 2015 **Mid Term Review: Improving the drought resilience of populations in Northern Kenya**. Epari designed the quantitative data collection instruments and supervised field work, carried out data management (data entry screen management, coding, cleaning) and analysis and contributed to the report.
- May 2015 **The EU-funded and Solidarites International's Support to the Horn of Africa Resilience (SHARE) Livelihoods Baseline Study**. Epari designed the quantitative data collection instruments and supervised field work, carried out data management (data entry screen management, coding, cleaning) and analysis and contributed to the report.
- May 2015 **Improving preparedness and prevention of drought in pastoralist and agro pastoralist communities of northern Marsabit County**. Epari designed the quantitative data collection instruments, supervised field work, carried out data management (data entry screen management, coding, cleaning) and analysis and contributed to the report. The Client was Solidarites International.
- March to April 2015 **Karamoja Livestock Market Survey and Value Chain Analysis**  
Epari designed the quantitative data collection instruments, supervised field work, did data management (data entry screen management, coding, cleaning) and analysis and submitted a quantitative survey report, one of the deliverables.
- August to September 2014 **Institutional and programmatic assessment of VSF-Suisse to determine its suitability as a partner of the Swedish Development Cooperation in the Horn of Africa Region**. Epari designed an online survey through the SurveyMonkey platform, ran the survey, downloaded the data (both quantitative and qualitative), coded, cleaned, analyzed and wrote a survey report submitted to the client

- April to June 2014 **World Food Programme study on graduating food aid household beneficiaries from household food insecurity to household food resilience.** Epari oversaw data management and analysis. The study is now being used by the WFP-IFAD-FAO partnership to design a much larger resilience programme that links food secure households from the relief programme to commercial farming and Value Chain Development in the 6 Counties of Makeni, Tharaka Nithi, Kitui, Kwale, Kilifi and Taita Taveta of Kenya
- March 2013 **The 5th Africa Drought Adaptation Forum (ADAF5) and the 4th Africa Regional Platform on Disaster Risk Reduction.** Epari was the rapporteur for both conferences held in Ngurdoto Mountain Lodge, Arusha, Tanzania between February 11-12 and 13-15, 2013 respectively. He wrote the two final reports for the UNDP and UNISDR respectively and these are available online.  
[www.unisdr.org/files/30143\\_4thafprproceedingsreport.pdf](http://www.unisdr.org/files/30143_4thafprproceedingsreport.pdf)
- September 2012 **End of project evaluation of the CIDA II cash transfer project for enhancing drought recovery in Wajir County of Northern Kenya.** Epari designed the quantitative questionnaires, trained Data Collection Assistants, managed field work and data processes, ran the analysis and contributed to the final report.
- September 2004 **Participation of Orphans and Vulnerable Children (OVCs) in Free Primary Education (FPE) in Kenya.** Epari managed the data collection processes (both qualitative and quantitative) from key respondents in Nairobi and Ruiru. Research work for Women Educational Researchers of Kenya (WERK), Nairobi
- May 2004 **Capacity Building, Community and Resource Mobilization, Lobbying and Advocacy, Networking and Partnership, Policy Analysis and the Role of the Media in Lobbying and Advocacy.** Epari was the lead Consultant Trainer for Elimu Kwa Wanavijiji Coalition members in four cluster workshops held at the Salvation Army Conference Centre, Ngara, Nairobi
- May to April 2004 **Rapid Assessment of Non-Formal Education in Informal Settlements of Nairobi Province.** Epari was responsible for qualitative data collection through FGDs and IDIs with agencies that support the provision of NFE in the informal settlements of Nairobi e.g. UNESCO, Action Aid, Oxfam GB etc. Research work for Elimu Kwa Wanavijiji Coalition, Nairobi, Kenya

## Postgraduate Supervision of Students' Research

### Doctor of Philosophy in Planning/ Economics of Education (Thesis)

Seroney, K.S. (18th Graduation Ceremony, 09/12/2022). *Private Rate of Return to Investment in Education for Teachers in Public Secondary Schools in Uasin Gishu County, Kenya.* Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

Livanze, R.M. (Ongoing). *Equity in Grade Promotions Through Collective Bargaining Agreements: A Comparative Analysis of the Application of Scheme of Service and Career Progression Guidelines in Post-Primary Education Institutions in Kakamega County, Kenya.* Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

Moturi, B. (Ongoing). *External Efficiency of Selected Bachelors' Degree Programmes of Masinde Muliro University of Science and Technology.* Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Kikechi, J. (Ongoing). *Selected Input Variables and Primary School KCPE Achievement in Bungoma and Busia Counties, Kenya.* Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.



Mukabi, I. (Ongoing). *Economies of Scale in the Operation of Technical and Vocational Education Training in Kenya: A Comparison of Sigalagala and Kabete National Polytechnics*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

#### **Master of Education in Planning/ Economics of Education (Thesis)**

Sagwa, D. M. (11th Graduation Ceremony, 16/12/2016). *The relationship between time management practices and academic performance in secondary schools in Vihiga District, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

Nafula, I. (11th Graduation Ceremony, 16/12/2016). *The relationship between grade repetition and student academic achievement in primary schools in Bungoma North District, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

Wamalwa, K. J. (11th Graduation Ceremony, 16/12/2016). *Determinants of promotion to secondary school headship in Kakamega County*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

Emoja, M. (11th Graduation Ceremony, 16/12/2016). *Selected job satisfaction factors and teacher turnover intentions in secondary schools in Kakamega Central Sub-County*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

Wakwabubi, S. (8th Graduation Ceremony, 25/07/2014). *The effect of family socio-economic background on student enrolment in secondary schools in Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.

Kasisi, B. N. (ongoing). *The Effect of Boards of Management Expenditure on Secondary School Curriculum Based Establishment in Bungoma County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Ngaywa, B. S. (ongoing). *A Hierarchical Linear Modelling of the Effect of Primary School Characteristics on Teacher Mean Subject Performance in Kakamega County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Waswa, D.S. (ongoing). *The Relationship Between Students' Characteristics and Their Program of Study in Public and Private Universities in Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Wesonga, W. O. (ongoing). *The Effect of Teaching and Learning Practices on Student Academic Achievement in Primary Schools in Nambale Sub-County, Busia County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Sasita, G. (ongoing). *Performance Appraisal and Access to Teacher Capacity Building Programmes in Public Secondary Schools in Matete Sub-County-Kakamega County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology

Mulievi, R. (ongoing). *Physical Instructional Facilities and School Academic Achievement in Public Secondary Schools in Kakamega North Sub-County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Mwami J. W. (ongoing). *Strategic Planning and Completion Of Construction Projects In Public Secondary Schools in Nambale Sub-County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Ziganyu, J. K. (ongoing). *Subsidized Secondary School Financing And Financial Health Of Secondary Schools In Kakamega County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Khajonga P. N. (ongoing). *The Influence Of Teacher Performance And Appraisal Development (Tpad) On Job Performance Among Secondary School Teachers In Kimilili Sub-County, Bungoma County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Makhanu, C. (ongoing). *The Effect of Jigger Infestation on Schooling Outcomes in Public Primary Schools in Khwisero Sub County Kenya*. Department of EPM, MMUST, Kakamega, Kenya

### Examination of Postgraduate Theses

- 10/10/2022 Mwalo, Sharon (M.Ed.). (Registration Number EPM/G/13/15). *Effect of School Characteristics on Attainment of Performance Contracting Targets in Public Secondary Schools in Kakamega County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya.
- 20/08/2017 Barasa, Alfred Mucha (M.Ed.). (Registration Number EDC/G/01/10). *Parental Related Factors and Pupils' Academic Achievement in Public Primary Schools in Bungoma North Sub-County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya
- 20/11/2016 Shipiti, Hudson Muchalwa (M.Ed.). (Registration Number EPM/G/05/13). *Effect of Subsidized Secondary Education Policy on Internal Efficiency of Public Day Secondary Schools in Kakamega East Sub-County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya
- 19/11/2016 Mabia, Valentine Isalano (M.Ed.). (Registration Number EPM/G/06/13). *Teacher Characteristics and Promotion to Headship in Public Primary Schools in Kakamega East Sub-County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya
- 18/11/2016 Mango, Consolata (M.Ed.). (Registration Number EPM/G/05/14). *Effect of School Based Factors on Girl's Performance in Mathematics in Public Secondary Schools in Mumias Sub-County, Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya
- 24/06/2013 Simwa, Joseph Otunga (M.Ed.). (Registration Number EPM/G/02/07). *Implementation of selected health and nutrition policies: Influence on students' participation in secondary school programmes in Kenya*. Department of Educational Planning and Management, Masinde Muliro University of Science and Technology, Kakamega, Kenya

### Teaching Courses

#### Doctoral Level

EPM902 Advanced Quantitative Data Analysis  
EPM912 Economics of Labour Markets  
EPM914 Returns to Investment in Education

EPM911 Advanced Econometrics in Education  
EPM913 Contemporary Issues in Economics of

#### Masters Level

EPM801 Research Methodology  
EPM811 Basic Econometrics in Education  
EPM813 Financing and Investments in Education

EPM804 Quantitative Research Methods  
EPM812 Equity in Education  
EPM814 Demand and Supply of Education

EPM815 Human and Social Capital  
EPM824 Methodologies of Educational Planning

EPM822 Demographics in Education Planning

### Bachelors Level

EPM112 Introduction to Teacher Professional Development  
EPM212 Research Methodology, Data Management and Analysis  
EPM312 Economics of Education and Entrepreneurship  
EPM414 Educational Planning

### Teaching Experience at University, Elsewhere and Roles in Academic Administration

- April 2021 to date Senior Lecturer: Research, Data Management and Statistical Modelling; Educational Planning and Economics of Education (Masinde Muliro University of Science and Technology, Kakamega). *Carry our research, supervise graduate students, deliver course lectures at graduate and undergraduate level, and examine students at both graduate and undergraduate level. Sit on the Boards of Examiners at Departmental and Faculty levels to process student academic scores as well as assess student teachers on school practice and attachment*
- April 2010 to April 2021 Lecturer: Research, Data Management and Statistical Modelling; Educational Planning and Economics of Education (Masinde Muliro University of Science and Technology, Kakamega). *Carry our research, supervise graduate students, deliver course lectures at graduate and undergraduate level, and examine students at both graduate and undergraduate level. Sit on the Boards of Examiners at Departmental and Faculty levels to process student academic scores as well as assess student teachers on school practice and attachment*
- Sep 2004 to April 2005 Lecturer, Educational Planning, Policy and Research, (Kenya Technical Teachers College, Nairobi). *Teach and examine higher diploma students in educational planning, policy, research, and educational management. Assess student teachers on teaching practice.*
- January to August 2002 Deputy Principal, St. Paul's Emulakha Secondary School, Kakamega, Kenya. *Responsible for timetabling in accordance with Ministry of Education guidelines. Maintained and enhanced student discipline for improved academic performance. Mobilized, supervised and motivated both teaching and non-teaching staff in teamwork for achievement of institutional core objectives. Enhanced good public relations to ensure good rapport with parents, community, suppliers, and Ministry of Education officials. Supervised school stores and their proper entry and update. Responsible for implementation and monitoring of school projects. Deputised the Principal in his absence.*
- January to August 2002 Teacher, Ingotse High School and St. Paul's Emulakha Secondary School, Kakamega, Kenya. *Prepare candidates for Kenya Certificate of Secondary Education through syllabi coverage from one to form four. Schedule and give academic guidance and counselling to the students.*
- November 1998 to November 2001 Head of Guidance and Counselling Department, Ingotse High School, Kakamega, Kenya. *Responsible for scheduling termly guidance and counselling programmes and sessions for students. Maintain a filing system for the entire student population as well as a file inventory. Design a file movement monitor to guard against file loss. Ensure that all students with counselling needs are listened to and helped. Ensure that the student population through vigorous guidance sessions keeps high moral standards. Supervise and motivate departmental staff in meeting all students' guidance needs*
- January 1998 to November 2001 Chairman, Academic Committee, Ingotse High School, Kakamega, Kenya. *Ensure that the co-ordination of academic programmes and deadlines are streamlined and achieved. Responsible for students' subject and career guidance, and achievement of the school's academic vision and mission statement.*



- November 1997 to Dec 2000 Examiner, Kenya National Examinations Council, Nairobi, Kenya. *Professionally examine candidates in accordance with Kenya National Examinations Council Procedures and Standards*
- January 1996 to Nov 2001 Chairman, Bursary Committee, Ingotse High School, Kakamega, Kenya. *Streamline the identification process and interview of needy students deserving bursary funding from the government. Ensure that only needy students benefit from such funds through a rigorous vetting and interview process involving parents as well as visits to their homes.*
- January 1995 to Nov 2001 Christian Union Patron, Ingotse High School, Kakamega, Kenya. *Prepare termly Sunday service programmes, identify and invite suitable speakers for the same as well as provide for their accommodation and travel reimbursements. Offer spiritual guidance for the student population and ensure that their religious needs are effectively met. Organization annual Candidate Prayer Days just before their final national examination*
- January 1995 to Nov 2001 Lawn Tennis Coach, Ingotse High School, Kakamega, Kenya. *Develop tennis in the school and raise successful teams to represent the school and the Province at National level besides promoting co-curriculum activities.*

### Contribution to Journal Article Peer Review

- July to Sept. 2019 Education for Evidence Conference 2019: Reviewed 17 abstracts, then the corresponding full papers for conference 2019
- April 2015 Sage Open: Manuscript ID: SO-15-0704 (paper title omitted)
- January 2013 Urban Education: Manuscript ID: UE-12-11-205 (paper title omitted)
- March 2011 Manuscript ID UE-11-02-016 (paper title omitted)

### Selected Refereed Conferences Attended and Papers Presented

- 16-18 November 2022 STEM Educational International Conference: Building Resilient and Sustainable Systems for STEM Teaching, Learning and Research in Post Covid-19 Era (Kakamega, Kenya). Presented a paper; Ejakait, E (2022). *A Comparative Analysis of Scores in STEM-Related Subjects Between Female and Male Students at Primary and Secondary School Levels in Kenya* .
- 27-29 November 2020 Education Evidence for Action: Evidence-Based Education Reforms for Sustainable National Transformation (Maanzoni Lodge, Machakos, Kenya). Presented a paper; Ejakait, E (2019). *A Hierarchical Linear Modelling of Gender Differentials in Mathematics in the Kenya Certificate of Primary Education Examination*.
- 26-28 July 2018 World Conference on Transformative Education: Rethinking Curriculum, Pedagogy and Research in Africa (MMUST, Kakamega, Kenya). Part of the Organizing Team
- 08-10 March 2017 Provision of Quality Education and Training: Prospects and Challenges (Kisumu Hotel, Kisumu, Kenya). 4th International Conference of the Society of Educational Research and Evaluation in Kenya. Presented a paper; Ejakait, E., Olel, M., Othuon, L., & Khasenye, O. (2017). *A Hierarchical Linear Modelling of Student Academic Achievement in Mathematics in the Kenya Certificate of Primary Education Examination. In P. Maithya (Ed.), Society of Educational Research and Evaluation in Kenya (Vol. 4, pp. 64-65)* . Kisumu, Kenya: Society of Educational Research and Evaluation in Kenya.
- 22-26 March 2009 The Politics of Comparison (Francis Marion Hotel, South Carolina, USA). 53rd Conference of the Comparative and International Education Society. Presented papers: (a) *Factors associated with Low achievement among pupils from Nairobi's urban informal neighbourhoods under the session*, (b) *The challenges of free primary education in urban Africa: A case study of Nairobi, Kenya (Session organised by APHRC)*.

- 10-14 December 2007 Emerging Issues on Population and Development in Africa (Arusha International Conference Centre, Tanzania), 5th African Population Conference. Presented a paper: *On enrolment and gender parity, pro-poor private schools in Nairobi's poor urban neighborhoods have a point to make*
- 03-07 September 2007 The Role of DSS in monitoring progress on the Millennium Development Goals (MDGs) (Nairobi, Kenya), 7th INDEPTH Network Annual General and Scientific Meeting. Presented a paper: *On enrolment and gender parity, pro-poor private schools in Nairobi's poor urban neighborhoods have a point to make*
- February 21 - March 03, 2007 Engaging our Differences (Baltimore, USA): 51st Annual Conference of the Comparative International Education Society. Presented papers in two sessions 1), *The disadvantage of slum children in the context of free primary education in Kenya*, and 2), *The Challenges facing primary school education in Africa*.
- 18-22 September 2006 Investment Choices for Education in Africa (Johannesburg, South Africa): A conference for high-level policy makers, top government officials, academics, donors, civil society and leading educationists. *Are we getting the returns we value from education expenditure? What sectors or areas of education are priorities? What do we expect from our education systems? How do we finance these education choices to ensure quality outcomes?*

### Policy Dissemination Conferences Attended

- February 11 and 12, 2013 5th Africa Drought Adaptation Forum (ADAF5): Reducing Drought Risk in Africa – Measuring Impact, Strategizing for the Future (Ngurdoto Mountain Lodge, Arusha, Tanzania)  
Conference co-facilitator and Rapporteur
- February 13 to 15, 2013 4th Africa Regional Platform for Disaster Risk Reduction: Protect Development Gains and Build Resilience of African Nations (Ngurdoto Mountain Lodge, Arusha, Tanzania)  
Conference co-facilitator and Rapporteur
- February 13 to 15, 2013 4th Africa Regional Platform for Disaster Risk Reduction: Protect Development Gains and Build Resilience of African Nations (Ngurdoto Mountain Lodge, Arusha, Tanzania)  
Conference co-facilitator and Rapporteur
- November 13 and 14, 2008 Education in the urban context: Challenges of education access and outcomes in the rapidly urbanising East Africa (Hotel Intercontinental, Nairobi Kenya). Presented a paper: *Factors associated with Low achievement among pupils from Nairobi's urban informal neighbourhoods*
- November 13 - 18, 2006 Utilising the Demographic Surveillance System in Monitoring the MDGs and National Targets (Nairobi, Kenya). A research dissemination conference for policy makers, development partners, CBOs, FBOs on the usefulness of DSS in monitoring the MDGs and national development goals. Presented paper entitled; *Primary School Enrolment rates in Nairobi's Slum and Non Slum areas*

### Seminars and Workshops Attended

- January 26, 2018 Social Science Research Methodology Training (OSSREA, Addis Ababa). The training was organised by OSSREA for PhD students from Africa. It covered research methodology,
- November 1 to 26, 2010 Social Science Research Methodology Training (OSSREA, Addis Ababa). The training was organised by OSSREA for PhD students from Africa. It covered research methodology, quantitative and qualitative research methods and the use of SPSS in data analysis.
- June 22 to July 5, 2008 Wits, Brown, Colorado and APHRC (WBCA) Longitudinal data analysis short course (University of Wits, Johannesburg, South Africa). Workshop was on longitudinal data management and analysis with focus on Demographic Surveillance System (DSS) data.

- January 21, 2005 WERK Research Findings Validation Workshop (Nairobi, Kenya). Workshop for dissemination of research findings on the participation of orphaned and vulnerable children (OVC) in Free Primary Education in Kenya, organized by Women Education Researchers of Kenya (WERK) at the Nairobi Safari Club.
- May 10 to 21, 2004 EKWC Capacity Building Workshop (Nairobi, Kenya). Skills in Community and Resource Mobilization, Policy Analysis, Lobbying and Advocacy, Networking and Partnership and the Role of the Media in lobbying and advocacy. Workshop organized by Elimu Kwa Wanavijiji Coalition at the Salvation Army Conference Centre, Nairobi.
- May 24 to 28, 2004 Enhancing Consulting Skills (BTL Ruiru, Kenya). Associate Consultant Development Workshop organized and facilitated by Africa Project Development Facility (apdf) for consultants working with Acacia Consultants Ltd.
- September 5, 2003 The Relationship Between Private University Education and the Job Market (Nairobi, Kenya). Organized by Women Educational Researchers of Kenya at Nairobi Safari Club.
- April 5-9, 1999 Serving in the Changing Times. (ACT-K) Venue: Kenya High School, Nairobi.

### Professional Short Courses Completed

- 11/05/2017 NIH Web-based training course on Protecting Human Research Participants (Certificate Number 2552307)
- 080903-310804 Certificate in Computer Operations, Horizon Business Training Institute
- 010801-300802 Certificate in Guidance and Counselling, CCEA School of Counselling, Nairobi
- Sep 2000 ITF Umpire, Level 1, Public Service Club, Nairobi Kenya
- 110897-211202 Examiner, Kenya National Examinations Council, Nairobi, Kenya
- 210191-310893 Discipleship in Christian Ministry, Trinity Fellowship, Maseno, Kenya

### Other Professional Experience

- January 2011 to date Senior Consultant, Euro-Africa Consultants Ltd., Nairobi. *Design studies, develop research instruments, train field research assistants, supervise data collection and entry, clean, code, analyze and write related consultancy assignment reports for corporate clients, development partners and donors seeking such services from Euro-Africa Consultants Ltd.*
- August 2004 to May 2005 Associate Consultant, Acacia Consultants Ltd., Nairobi. *Carry out education, training, and policy analysis consultancy assignments for corporate clients, development partners and donors seeking such services from Acacia Consultants Ltd.*
- September 1994 to January 1995 Loans Awareness Officer, Faulu Kenya, Nairobi, Kenya. *Responsible for Faulu Kenya's loan availability awareness campaign for small scale business people within Nairobi's Eastland's area.*
- December 1992 Presiding Officer, General Elections, Kimilili Constituency. *Ensure polling clerks are correctly and adequately trained for free and fair elections. Supervise polling officials for smooth polling. Ensure safety of all polling related materials and ballot boxes throughout the polling exercise until the same are handed over to the returning officer.*

### Notable Honours and Awards

- 2007 Scientific conference travel grant to the 51st Annual Conference of the Comparative International Education Society in Baltimore USA in February-March 2007
- 1997 Honoured as teacher of the year in Lurambi Division Secondary Schools in 1997
- 1998 Honoured as All Round Teacher for Ingotse High School in 1998

### Membership in Professional Organizations

- SERЕК Member, Society of Educational Research and Evaluation in Kenya (Membership Number SERЕК/M/149/17) - name appears on a professional register

KAEAM	Member, Kenya Association of Educational Administration and Management (Membership Number 2018335) - name appears on a professional register
OSSREA	Member, Organisation for Social Science Research in Eastern and Southern Africa - name appears on a professional register
ISEP	Member, International Society for Educational Planning - name appears on a professional Register
CCEAM	Member, Commonwealth Council for Educational Administration and Management (CCEAM)

## Community Service

### At MMUST

Apr-23 to date	Chair, MMUST Institutional Complaints Committee
Jul-20 to date	Chair of Departmental Postgraduate Studies Committee
Jun-19 to date	Team leader in review of course EPM412 (Educational Planning and Economics of Education)
Mar-19 to date	Departmental Quality Assurance Officer
July 26-28, 2018	Member, Marketing, Communication and Resource Mobilization Sub-Committee for the World Conference on Transformative Education (WTCE) held in MMUST, 26-28JUL2018.
Apr-17 to date	Member, School of Education Research Committee
Feb-14 to date	Member, Departmental Programmes Steering Review Committee
October 18, 2012	Reviewer of courses EPM936 (Monitoring and Evaluation); EPM937; (Basic Educational Statistics); EPM938 (Advanced Educational Statistics);

### Community Service Elsewhere

March 2023	KCSE Analysis: Kakamega South Secondary Schools Heads Association
March 2022	KCSE Analysis: Kakamega South Secondary Schools Heads Association
March 2021	KCSE Analysis: Kakamega South Secondary Schools Heads Association
March 2019	KCSE Analysis: Kakamega South Secondary Schools Heads Association
Mar16-Mar21	Deacon, Nyali Baptist Church
Jan06-Dec10	Chair, Discipleship Department – Parklands Baptist Church
Jan06-Dec10	Member, Church Council – Parklands Baptist Church
Aug02-Dec10	Member, Discipleship Department – Parklands Baptist Church
Jan98-Dec01	Chair, Ingotse Teachers Welfare Association (1998-2001)

## Languages

English	Fluent (reading, writing, and speaking)
Kiswahili	Fluent (reading, writing, and speaking)
Luhya	Fluent (reading, writing, and speaking)
Ateso	Mother tongue

## Selected Academic/ Professional Publications and Writings

- 1 Seroney, K. S., **Epari, E.**, & Musera, G. (2022). Endogeneity and Human Capital in Higher Education: A Critical Analysis of Investment Returns Among Teacher's in Uasin Gishu County, Kenya. *Jumuga Journal of Education, Oral Studies, and Human Sciences (JJEOSHS)*, 5 (1), 1-9. <https://doi.org/10.35544/jjeoshs.v5i1.48>
- 2 Seroney, K. S., **Epari, E.**, & Musera, A. (2022). Private Rate of Returns to Investment in Education for Teachers with Bachelor's Degree in Public Secondary Schools in Kenya. The Cradle of Knowledge: *African Journal of Educational and Social Science Research*, 10 (2), 86-92. <https://www.ajol.info/index.php/ajessr/article/view/235057>

- 3 **Ejakait, E.**, Othuon, L., Olel, M., & Khasenye, O. (2016). School-level predictors of student academic achievement in the Kenya certificate of primary education examination using a two-level hierarchical linear model. *International Journal of Current Research*, 8 (9), 39502-39511  
<https://www.journalcra.com/article/school-level-predictors-student-academic-achievement-kenya-certificate-primary>
- 4 **Ejakait, E.**, Olel, M., Othuon, L., & Khasenye, O. (2016). A Hierarchical Linear Modelling of Teacher Effects on Academic Achievement in the Kenya Certificate of Primary Education Examination. *American Journal of Educational Research* 4 (14), 1030-1040.  
<http://pubs.sciepub.com/education/4/14/8/>
- 5 Nafula, I., Wamocha, L., & **Ejakait, E.** (2016). The effect of grade repetition on pupils' academic performance in public primary schools in Bungoma North sub-county, Kenya. *Interlink Continental Journal of Educational Research & General Studies*, 2 (2), 7-16
- 6 Wakwabubi, S., Achoka, J. S. K., Shiundu, J. O., & **Ejakait, E.** (2016). Students' Socio-Economic Status and Enrolment in Public Secondary Schools in Kenya. *International Journal Advances in Social Science and Humanities* 4 (4), 70-80
- 7 Wakwabubi, S., Achoka, J. S. K., Shiundu, J. O., & **Ejakait, E.** (2016). An Analysis of the Effect of Household Assets and Amenities Ownership on Enrolment in Public Secondary Schools in Kenya. *International Journal Advances in Social Science and Humanities* 4 (5), 40-52.
- 8 Musera, G., Maiyo, J. K., Owano, A., & **Ejakait, E.** (2015). Does Recipients' Socio-economic Status Matter?: Empirical Evidence from Higher Education Loans Funding Undergraduate Self-sponsored Students in Public Universities in Kenya. In J. M. Boit & J. K. Maiyo (Eds.), *Issues in Educational Management and Policy* (pp. 87-101) . Nairobi, Kenya: Talent Communications
- 9 Sagwa, D. M., Owano, A., & **Epari, E.** (2015). The Influence of Time Management Practices On Academic Performance in Secondary Schools in Vihiga County, Kenya. *International Journal for Management Science and Technology (IJMST)*, 4 (2), 1-22
- 10 Echaune, M., Ndiku, M. J., Sang, A., & **Epari, E.** (2015). The influence of parental involvement in provision of teaching-learning resources on educational outcomes: An empirical study of Teso North Sub-County primary schools. *Advances in Social Sciences Research Journal*, 2 (1), 43-53.  
<http://doi.org/10.15580/GJER.2018.2.030818036>
- 11 Wachiye, H. J., & **Epari, E.** (2014). Understanding Costs in Education. In J. Maiyo & J. Ndiku (Eds.), *Strategic Organizational, Planning and Management: An Introduction* (pp. 63-73). Kerala, India: Research Signpost.
- 12 Kikechi, W., Owano, A., Ayodo, T. M. O., & **Epari, E.** (2014). The relationship between technical subjects and type of self employment engaged in by secondary school graduates in Kenya. *International Journal of Physical and Social Sciences* 4 (2), 146-156.
- 13 Kikechi, W., Owano, A., Ayodo, T. M. O., & **Ejakait, E.** (2013). Factors influencing choice of technical subjects among the secondary school graduates in Kenya. *International Journal of Innovative Research & Development*, 2 (11), 381-391  
[https://www.internationaljournalcorner.com/index.php/ijird\\_ojs/article/view/134029/93230](https://www.internationaljournalcorner.com/index.php/ijird_ojs/article/view/134029/93230)
- 14 Kikechi, W., Owano, A., Ayodo, T. M. O., and **Ejakait, E.** (2013). Do Entrepreneurial Skills Acquired From Technical Subjects Help Secondary School Graduates in Self Employment in Kenya? *International Journal of Education and Research*, 1 (8), 1-12  
<https://www.ijern.com/journal/August-2013/30.pdf>
- 15 Ngware, M. W., Oketch, M., Ezech, A. C., Mutisya, M., & **Ejakait, C. E.** (2012). Assessing the impact of free primary education using retrospective and prospective data: Lessons from the Nairobi case study. *International Journal of Research & Method in Education*, 35 (1), 71-92.  
<http://doi.org/10.1080/1743727X.2012.666717>



- 16 **Ejakait, E.**, Mutisya, M., Ezeh, A., Oketch, M., & Ngware, M. (2011). Factors associated with low achievement among students from Nairobi's urban informal neighborhoods. *Urban Education*, 46(5), 1056-1077.  
<https://doi.org/10.1177/0042085911400323>
- 17 Oketch, M., Mutisya, M., Ngware, M., Ezeh, A. C., & Epari, C. (2010). Free primary education policy and pupil school mobility in urban Kenya. *International Journal of Educational Research*, 49(6), 173-183.  
<http://dx.doi.org/10.1016/j.ijer.2011.01.002>
- 18 **Epari, C.**, Mutisya, M., Ezeh, A., Oketch, O., & Ngware, M. (2008). *Factors Associated with Low Achievement among Students from Nairobi's Urban Informal Neighbourhoods*. Nairobi: African Population and Health Research Center (Working Paper No. 41)
- 19 Oketch, M., Mutisya, M., Ngware, N., Ezeh, A.C., & **Epari, C.** (2008). *Pupil School Mobility in Urban Kenya*. Nairobi: African Population and Health Research Center (Working Paper No. 38)
- 20 Undie C., Mugisha, F., **Epari, C.**, & Ezeh, A. (2008). *Schooling among Nairobi slum Residents in the Wake of Free Primary Education: From Border Crossings to Borderland*. Nairobi: African Population and Health Research Center (Working Paper No. 36)
- 21 **Epari, E.**, Mugisha, F., & Ogollah, R. (2008). *Oh! So 'we' have been under reporting Nairobi's enrolment rates?* Nairobi: African Population and Health Research Center (Working Paper No. 35)
- 22 Ngware, M., Ezeh, A., Nderu, E., & **Epari, C.** (2008). *Policy and program issues emerging from APHRC's education research in urban informal settlements of Nairobi, Kenya*. Nairobi: African Population and Health Research Center
- 23 **Epari, E.**, Gravenir, F., Mse, G., and Mugisha, F. (2007). Did the financing of special needs education improve with the introduction of free primary education in Kenya? evidence from schools. *The African Symposium* 7(1), 71-80

## Referees

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