

**CURRICULUM
VITAE**

FOR

**REV. PROF.
WILLIS I. OTUYA**

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Personal Details

Name: Rev. Prof. Willis Ingabo Otuya
Date of Birth: 29th, July, 1962
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Cell Phone Number: willisotuya@yahoo.com
wotuya@mmust.ac.ke
Gender: Male
Nationality: Kenyan
Marital Status: Married
Current Appointment: Senior Lecturer
Date of current appointment: 22nd November 2016

Language Proficiency

English (Very good); Kiswahili (Very good); Luhya (Very good)

Computer Literacy

Ms. programs (Dos, Power Point, Excel, Access and Word)

Internet

E-mailing

Education Background

Institution	Year/Period	Qualification
Maseno University	2010- 2013	PhD in Business Administration (Entrepreneurship)
Moi University	2007-2009	MPhil Entrepreneurship
Kenya Methodist University	2004-2007	Bachelor of Business Management (Entrepreneurship option)
Siriba Teachers College Maseno	1984-1986	Diploma in Education
Emusire High School	1981-1982	Kenya Advanced Certificate of Education
Naitiri High School	1977-1980	Kenya Certificate of Education
Sango Primary	1970-1980	Certificate of Primary Education

Work Experience

Station	Duration	Rank	Responsibility	Achievements
Masinde Muliro University of Science and Technology	2016 – 2020	Senior Lecturer	School industrial Attachment Co- Coordinator	Global Collaborations and partnerships
	2012 to 2016	Lecturer	Subject Head (Entrepreneurship) Departmental graduate program coordinator ODEL Board member SGS Board Member	Developed attachment tools
Masinde Muliro University of Science and Technology	2010-2012	Assistant Lecturer	Subject Head	Successfully Launched entrepreneurship option (BBM)
	2005-2007	Instructor	Founder Coordinator Diploma and Certificate Programmes	Both Programmes successfully took off
Western College of Arts and Applied Sciences	1998-2003	Senior Teacher	Head of Department, Support Subjects	Department with the best results in KNEC Exams
Shikoti Girls High School	1997	Senior Teacher	Academic Chairman	Posted Improved school mean score
Ingotse High School	1987-1996	Teacher	Chairman teachers welfare	Improved staff work environment

University Leadership positions and committees since last appointment as Senior Lecturer

Appointment	Year	Appendix
University Protestant Chaplain	2017	1
Post Graduate Departmental Representative	2018	2
Chairman, Protestant Chaplaincy Committee	2018	3
Chairman, Needy Kitty Committee	2018	4
Member, Ratanzi Scholarship Committee	2018	5
Member, Internal Complains	2017	6
Chairman, Industrial attachment committee	2014-2017	7
Christian Union Patron	2004-2020	8
Class mentor	2018-2020	9
Member of the public speakers and event movers committee	2018	10
Member of the ODEL Board	Aug 2016 – Sept 2017	11
Member of the Directorate of Corporate communications and marketing	2018	12
Chairperson – Annual University Prayer Day standing Committee	2020	13

Community leadership positions and committees

Position	Institution	Year	Appendix
Kakamega Town PEFA church	Administrative Pastor	2017-2020	14 & 17
Assistant Chairman, Board of Management	Ingotse Boys High School	2019-2020	15
School Infrastructure Chairman	Ingotse Boys High School	2019 -2020	16
Chairman, fundraiser committee	Kakamega Town PEFA Church	2018-2020	17

Membership to relevant Professional Bodies

Body	Membership number	Application	Appendix
Kenya Institute of Management	M-63441	Professional career as Senior Lecturer of entrepreneurship in SOBE	18
National Association of Christian Chaplains	E – 0123	Responsibility as University Chaplain	19

Published works after last appointment as a Senior Lecturer

Research Article	Journal	Number of Authors	Authors' Name(s)	Year of publication	Appendix
Relationship between craft entrepreneur assertiveness in management and business performance of private schools in Kisumu town.	<i>Journal of Business and Management (IOSR-JBM)</i> <i>e-ISSN: 2278-487X, p- issn: 2319-7668'Volume 19, Issue 10.Ver. I.</i>	3	<i>Moses Okwili</i> <i>Owour, Dr.</i> <i>Christopher Ngacho, Dr.</i> <i>Willis Otuya</i>	October 2017	20
Critical review of literature on knowledge management strategy and organizational performance	<i>International journal of management and commerce innovations</i> <i>ISSN 2348-7585(Online)</i> <i>Vol. 5 Issue Z. pp (741-748)Oct 2017</i>	2	<i>Jackline Akoth Oduor,</i> <i>Dr, Wllis Otuya</i>	Nov 2017	21
Strategic training and development and organizational performance – A critical analysis	<i>International Journal of multidisciplinary and current research</i> <i>ISSN:2321-3124 Available at: http://ijmrc.com</i> <i>Vol. 5 (Sept/Oct 2017 issue)</i>	2	<i>Ouko George Oduor, Dr.</i> <i>Willis Otuya</i>	Oct 2017	22
Critical Review – Corporate Governance And Financial Performance Of Commercial Banks in Kenya	<i>American based research journal</i> <i>Vol-8-issue 12 Dec-2019</i> <i>ISSN (2304-7151)</i>	2	<i>Marcus S. Lung'atso,</i> <i>Dr. W.I. Otuya</i>	Dec 2019	23
Moderating effect of craft entrepreneurship practices and value creation among rural	<i>International journal of academics and research-business management Journal (IBM Journal)</i>	5	<i>Maengwe James</i> <i>Owour, Dr.</i> <i>Willis Otuya,</i>	August 2018	24

small and micro enterprises in Tabaka Sub-county, Kisii ,Kenya	<i>ISSN: 2617-4138 Vol 1, Issue 1.</i>		<i>Yobes Benjamin nyaboga, Dr.Wafula Joshua Chesili. Prof. Christopher</i>		
Strategic compensation as a determinant of performance in public health care institutions Kisumu county , Kenya	<i>EPRA International Journal of Multi disciplinary Research (IJMR) ISSN (Online) 2455-3662 Vol 4, Issue 12.</i>	3	<i>Tsuma Eggly, Charlse Tibbs, Otuya Willis</i>	Dec 2018	25
Understanding the effect of HRM alignment to corporate strategy on the performance of public health care institutions in Kisumu County	<i>EPRA International Journal of Multidisciplinary Research (IJMR)ISSN (Online)2455-3662 Vol. 4 Issue 12</i>	3	<i>Eggly Tsuma, Otuya Willis, Tibbs Charlse</i>	Dec 2018	26
Effect of selection practices on organizational commitment in county public service in Nyanza Region, Kenya.	<i>EPRA International Journal of Multi disciplinary Research (IJMR) ISSN: (Online) 2455-3662 Volume 4 Issue 10</i>	3	<i>Juliana A. Mutinda, Dr. Willis Otuya, Dr. Patrick Ojera</i>	Oct 2018	27
Effect of Training Needs Assessment on service Delivery in Public Hospitals in Bungoma County	<i>International Journal of Management and Commerce Innovations ISSN 2348-7585(Online) Vol.6 Issue 2,pp(1011-1017)</i>	3	<i>Solomon Wamboga Mukwana Dr. Robert Egessa, Dr. Wllis Otuya</i>	Oct 2018	28

Mediation Models: A Focus On The Effect Of Customer Satisfaction On The Relationship Between Ethical Treatment Towards Farmers And Enterprise Performance In Mumias Sugar Belt, Kenya	<i>Journal of marketing and consumer research</i> ISSN 2422-8451 An <i>International Peer-reviewed Journal</i> VOL.60,2019	1	Rev (Dr.) Willis I. Otuya	Sept 2019	29
Kenny And Baron 4 Step Analysis (1986): A Case Of Employee Job Satisfaction As A Mediator Between Ethical Climate And Performance Among Sugarcane Transport Smes In Western Kenya	<i>Journal of Economics and Sustainable Development</i> ISSN 2222-1700(Paper) ISSN 2222-2855(Online) Vol 10. No 14, 2019	1	Rev (Dr.) Willis I. Otuya	July 2019	30
Assessment of differentiation strategy on the performance of sugar industry in western Kenya	<i>Journal of Business management</i> (ISSN :2455-6661) Vol2 No 11(2016 November)	4	Justus Ondere Mr. Oscar Sangoro Mr. Roman Aketch Dr. Willis Otuya	November 2016	31

Influence of interest rate and regulations on financial performance of commercial banks on Kenya	<i>Strategic Journal Of Business And Change Management ISSN 2312-9492(Online), ISSN 2414-8970 (Print) Volume 6, Issue 4, Article 14</i>	2	Musabi Antony B. Otuya Willis	October 2019	32
A Review Of Value Creation In Craft Entrepreneurship Practices Among Rural Small And Micro Enterprises In North Mugirango.,m, Nyamira County , Kenya	<i>Africa Journal of technical and vocational education and training ISSN 2410-984X VoL 4, pp 139-149</i>	3	Maengwe James Orwaro, Otuya Willis and Ngacho Christopher	Jan 2019	33
Loan Collection Policies and Financial Performance of Savings and Credit Cooperatives in Kakamega County, Kakamega	<i>American Based Research Journal Vol-8-Issue 10 oct-2019 ISSN (2304-7151)</i>	2	Musabi Antony Barasa And Dr. Willis Otuya	Oct 2019	34
Loan Security Policies and Financial Performance Of Savings and Credit Cooperatives in Kakamega County, Kenya	<i>American Based Research Journal Vol-8- Issue 10 Oct 2019 ISSN (2304-7151)</i>	2	Musabi Antony Barasa And Dr. Willis Otuya	Oct 2019	35

Effects of Competency Training On Organization Performance in County Governments of Western Kenya	<i>Strategic Journal of Business and Change Management</i> Vol 6, No (4) ,1210- 1214 ISSN 2312-9492 www.strategicjournals.com	3	Ooko, G. O., Byaruhanga J., Otuya, W	Nov 2019	36
A critical Literature Review of Capital structure theories	<i>American based Research Journal</i> Vol 8 Issue 11 Page(53-57) ISSN (2304-7151) http://www.abrj.org/publications-of-abrj/2019-11/	2	Mr. Douglas Simiyu, Dr. Willis Otuya	November 2019	37
Ethical Climate among SME employees has no effect on Job satisfaction in the Western Sugar Belt Kenya	<i>American based Research Journal</i> Vol 8 Issue 11 Page(76-84) ISSN (2304-7151) http://www.abrj.org/publications-of-abrj/article/434/	1	Dr. Willis Otuya	November 2019	38
A critical review of literature on labour relations and employee performance in Kenya after the promulgation of the 2010 Constitution	<i>American based research journal –</i> Vol-8-issue 12 ISSN (2304-7151)	2	Reuben Omunyole Andati & Dr. Otuya Willis	December 2019	39

Supervision of graduate students to completion after last appointment as Senior Lecturer

PHD Students

Name of candidate	Reg. No.	Level of supervision	University	Thesis title	Year of graduation	Appendix
Juliana Mumbua Mutinda	PBA/H/05/15	PhD	MMUST	Talent Acquisition Practices, Work Engagement and Organizational Commitment in the County Public Service in Nyanza Region, Kenya	2018	40
Tsuma Eglay Tuvulla	PBA/H/02/2015	PHD	MMUST	Strategic Human Resource Management practices, perceived organizational support and performance of public Health care Institutions in Kisumu County, Kenya	2018	41

MBA Students

Name of candidate	Reg. No.	Level of supervision	University	Thesis title	Year of graduation	Appendix
Owuor M. Okwiri	CBM12/11150 /15	MBA	KISII UNIVERSITY	Relationship Between Craft Entrepreneur and Business Performance of Private Primary Schools in Kisumu Town	2017	42
Eunice W. Ndirangu	CBM12/10564 /14	MBA	KISII UNIVERSITY	The Role of Budgeting Process on County Government Financial Performance: A Case of Nyeri County	2017	43
Bernadette Namajanja Canute	MBA/G/62/09	MBA	MMUST	Strategic Management Practices on Performance of Technical Institutions in Western Kenya	2018	44

Eliud Munyovi Madioli	MBA/G/65/09	MBA	MMUST	Industry Performance and Competitiveness of Sugar Manufacturing Firms in Kakamega and Bungoma Counties of Western Kenya	2018	45
Solomon Wabomba Mukhwana	BHR/G/25/10	MSC	MMUST	In-service Training and service delivery in Public Hospitals in Bungoma County, Kenya.	2019	46

Special Tasks and assignments since last appointment as Senior Lecturer

	Task	Year	Appendix
a	Chairman of University prayers committee	2019	47
b	Development of University Chaplaincy policy	2017	48
c	Revision of Needy Kitty Bursary policy	2018	49
d	Presiding officer for MMUST Student elections	2017-2019	50

Ongoing researches

Research topic	Investigators	Appendix
Entrepreneurial orientation and staff retirement preparedness in selected public universities	Dr. Willis Otuya	51

Resource Mobilization

Mobilization of Research and Development Grants to MMUST since appointment as Senior Lecturer

Project	Amount	Funded By	Beneficiary	Role Played	Year	Appendix
Research on Entrepreneurial Orientation and Staff retirement preparedness	KESH 100,000	Wipps Agencies	1). Rev. Dr. Willis Otuya 2).Masinde Muliro University Of Science and Technology	Lead Researcher and Fund mobilizer	2020	52
Five (5) Masinde Muliro University Entrepreneurial Kiosks	@KESH 30,000= 150,000	Ministry of Trade, Tourism and Industry	Masinde Muliro University of science and Technology	Negotiator	2017	53
University Christian Union Sound equipment	KES 700,000	Internal fundraisers	Masinde Muliro University of science and Technology Christian Union	Patron and Lead fund raiser	2018	54
Needy Kitty Bursary	KES 750,000	MMUSO Student leadership and Internal fundraisers	Needy students of Masinde Muliro university of science and technology	Resource Mobilizer and Chairman Needy Kitty committee	2018	55
Ratanzi Bursary	KES 650,000	Ratanzi Trust	Needy students of MMUST	Member of the Ratanzi Fund Committee	2019	56

Mobilization of resources to the community since last appointment as Senior Lecturer

Project	Amount	Funded By	Beneficiary	Role Played	Year	Appendix
Ingotse High School laboratory/library completion	KES 4,000,000	Constituency Development Fund	Ingotse High School, Kakamega County	Chairman School infrastructure committee/negotiator	2019	57
Kakamega PEFA Church construction	KES 21,000,000	Church fundraisers	Kakamega Town PEFA church	Lead resource mobilizer and Chairman Fundraising Committee	2019	58

International Linkages and Collaborations since appointment as Senior Lecturer

Programme	Level	University/ Country	Student Name and Reg. No	Role Played	Year	Appendix
Student Exchange Programme	Masters of Business Administration Strategic Management Option	University of Applied Sciences, Brandenburg - Germany	Alexander Kienast, Reg. No. MBA/0/01-53596/2019	Departmental Graduate Programme Leader	2019	59

Appointment as Internal Examiner since becoming Senior Lecturer				
Thesis title	Level	Year	Candidate	Appendix
Strategy Implementation Factors and Performance of Vocational centers in Bungoma County, Kenya	Doctor of Philosophy in Business Administration	2019	Eunice Simuli Makokha	60
The effect of occupational health and safety practices on employee performance in sugar companies in Kakamega County, Kenya	Doctor of Philosophy in Business Administration	2018	Otsyulah Joseph	61
Effect of financial reporting on share Price of Manufacturing Firms listed at Nairobi Securities Exchange, Kenya	Master of Business Administration	2017	Joel Nyaundi Nyanumba	62
Work life balance Practices and Employee Productivity in Vihiga County Government, Kenya.	Master of Business Administration	2018	Pauline Imali Mulekhanu	63

Conferences, Workshops and Seminars since last appointment as Senior Lecturer

Conferences

International Conference	Date	Host	Role	Appendix
First Pan African International Research Congress on Knowledge Generation and Dissemination (1 st PAIRC-2018). (Harnessing Research Output for Sustainable Development)	17 th – 21 st June 2018	Masinde Muliro University of Science and Technology	Presented a paper on meditating role of customer satisfaction on ethical treatment towards customers and Business performance	64
13 th Multi-disciplinary Conference 2019. (transforming leadership, innovation and Technology Transfer for Sustainable Development in Developing Countries)	19 th – 21 st June 2019	Masinde Muliro University of Science and Technology	Presented a paper on career growth development and organization competitiveness in Siaya County, Kenya	65

Workshops and Seminars

Workshop/Seminar	Date	Host	Role	Appendix
National University and collage engagement consultation (NUCEA)	12 th Nov 2016	Kenyatta University (Parklands campus)	Facilitator (To present a paper entitled “Enhancing Christian witness and influence in High Education in Kenya”)	66
Student Leaders Workshop	26 th – 29 th Nov 2019	MMUST	Presented a paper on Countering Radicalization and Violent Extremism among the Youth in Institutions of Higher Learning.	67
Careers week	12 th – 15 th Feb 2018	MMUST	Presented a paper on Entrepreneurship	68

Peer reviews since appointments as Senior Lecturer

Journal /Assignment	Date	Article/Task	Appendix
Member of conference scientific sub-committee (14 th international Research Conference)	Nov. 2019	Review of conference articles	69

Innovations

Nature of Innovation	Task	Year	Appendix
Booklet	Industrial Attachment Logbook	2017	70

Promotions

Promotion	Date	Institution	Appendix
Promotion to Senior Lecturer	Feb 2016	Masinde Muliro University of Science and Technology	71
Promotion to Lecturer	Feb 2012	Masinde Muliro University of Science and Technology	72
Promotion to Assistant lecturer	21 st Jan, 2010	Masinde Muliro University of Science and Technology	73
Promotion on merit to ATS	1 st Jan, 1996	Ministry of Education	74

Awards

Award/Letter	Date	Institution	Appendix
Certificate of facilitation	2018	Masinde Muliro University of Science and Technology	75
Certificate of Honors for Academic Excellence	Nov 2017	Holy Ghost Missions Bible College	76
Certificate of recognition for helping with the procedure of conducting graduation ceremony	July 2017	Jubilee Harvest College	77
Certificate of long service in recognition of exemplary performance as Christian union Patron, MMUST	Nov 2019	Masinde Muliro University Christian Union.	78
Letter of appreciation for successful PEFA church fundraising (21,000,000)	Jan 2020	PEFA Church	79
Letter of Appreciation – Facilitating a session on Creating Vibrant Christian Faculty Teams during the Central Rift Region CU Patrons’ Consultative Meeting	Feb 2020	FOCUS Kenya	80

Professional Skills and Expertise

- i. Diploma in education (1986)
- ii. Certificate of training in Business Start-up (1999)

Consultancies

Task	Institution	Duration	Appendix
Entrepreneurship and wealth creation	PEFA Kakamega Town Church	2019 (3 months)	81

Hobbies

- i. Preaching
- ii. Encouraging the low hearted
- iii. Listening to gospel music

Referees

Name	Contacts	Occupation/Business
Rev. Prof. Judith S.K Achoka	P. O. Box 190 - 50100, Kakamega Cell phone No: Email Address: achoka@mmust.ac.ke	Prof. School of Education, Masinde Muliro University of Science and Technology
Prof. Maria Onyango	P. O. Box 89 Maseno Cell phone No Email Address: clajos2000@gmail.com	Associate Prof. and Dean School of Business and Economics- Jaramogi Oginga Odinga University of Science and Technology
Prof. Poipoi Wesangula	P.O Box 190 – 50100, Kakamega Cell phone No Email Address: poipoi@mmust.ac.ke	Associate Prof. of Psychology, Masinde Muliro University of Science and Technology

