



Curriculum Vitae

Of

DR. Martin Kimemia, GATHIRU

PhD Business Administration (Strategic Management) (Mount Kenya University, Kenya), MBA (Kenyatta University, Kenya), & B.ED (Egerton University, Kenya)

**Vice Chancellor,
Mount Kigali University Rwanda (MKUR),
Rwanda
(2024)**

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SECTION 1. PERSONAL INFORMATION

a. Official Address

Office of the Vice Chancellor,
Mount Kigali University, Kigali, Rwanda.
P.O Box 575, Kigali, Rwanda.
mkimemia@mkurwanda.ac.rw
+250733346711

b. Personal Address

P.O. Box 52835, Nairobi, Kenya
DrMKGathiru@gmail.com
+254722409158 | +250737311964

c. Important Web Links

- <https://mkur.ac.rw/leadership-governance/>
- <https://scholar.google.com/citations?user=elbn5RQAAAAJ&hl=en>
- <https://www.linkedin.com/in/dr-martin-kimemia-gathiru-3581a3208/?originalSubdomain=ke>

SECTION 2. PROFESSIONAL PROFILE

With a comprehensive 360-degree understanding and hands-on experience in university management, I've held pivotal roles as Vice Chancellor, Deputy Vice-Chancellor for Academics and Research, Research Coordinator, and Lecturer. This journey has solidified my expertise in overseeing academic affairs, enhancing institutional

autonomy, and achieving international accreditation for academic programs.

A High Performing Individual (HPI) with a competitive personal and professional skills matrix as well as demonstrable professional experience biased towards effective university leadership. Skills include Strategic Financial Planning; Operational Efficiency in University Management; Grant Acquisition and Management; Driving and Strategizing on Adherence to Regulatory Standards; Journal Publication Oversight; Conference Coordination; Stakeholder Relationship Management; Compliance with Educational Standards; and Optimization of Research Outputs. Further traits encompass Strategic Leadership, Innovative Vision, Superior Communication Skills, Cultural Sensitivity, and Conflict Resolution Abilities for fostering an inclusive environment.

Possession of demonstrable professional achievements as per below;

SECTION 3. PROFESSIONAL ACHIEVEMENTS

OVERSIGHT AND SUCCESSFUL TRANSITION OF MOUNT KIGALI UNIVERSITY AS A FULLY-CHARTERED UNIVERSITY

As the Vice-Chairman of the Transition Working Party for Mount Kigali University, I played a pivotal role in steering the institution through a transformative phase. My leadership and strategic oversight ensured a seamless transition from the former Mount Kenya University Kigali Campus to the fully chartered Mount Kigali University, Rwanda (MKUR).

Key Accomplishments:

Strategic Planning: I took the helm in crafting a comprehensive transition plan tailored to Mount Kigali University's unique needs and aspirations. This involved meticulous planning, stakeholder consultations, and strategic decision-making to lay a robust foundation for the institution's future growth and success.

Direct Supervision and Monitoring: Recognizing the dynamics of the transition process, I established five specialized sub-committees to oversee distinct facets of the transformation:

- **Academic Sub-committee:** Ensured alignment with academic standards and curriculum development.
- **Governance Structure and Administration Committee:** Streamlined administrative processes and governance frameworks.
- **Corporate Affairs and Partnership Committee:** Fostered strategic partnerships and collaborations to enhance the university's profile and reach.
- **Student Welfare Committee:** Prioritized student needs, welfare, and engagement strategies.
- **Quality Assurance Committee:** Implemented rigorous quality control measures to uphold academic excellence and institutional integrity.

Progress Tracking: I instituted a robust monitoring mechanism, regularly receiving progress reports from each sub-committee. This proactive approach enabled timely interventions, addressed challenges promptly, and ensured adherence to timelines and benchmarks.

Successful Launch: Under my guidance and leadership, I orchestrated a grand launch event for Mount Kigali University. This milestone event celebrated our achievements, showcased our vision, and marked the beginning of a new chapter in the institution's illustrious journey.

Through strategic planning, meticulous oversight, and unwavering commitment, I ensured the successful transition of Mount Kigali University, setting the stage for continued growth, excellence, and innovation in higher education.

CHARTING GOVERNANCE EXCELLENCE: MY LEADERSHIP ACHIEVEMENTS AT MOUNT KIGALI UNIVERSITY

One of my proudest milestones at Mount Kigali University has been the foundational establishment of key governance bodies. Through visionary leadership, I have meticulously shaped the institutional framework, ensuring academic excellence and strategic direction.

Establishment of Inaugural Academic Senate for MKUR

Under my guidance, the Academic Senate stands as a testament to our commitment to academic rigor. I've curated a body comprising esteemed academic leaders, faculty members, and professionals. This Senate remains central to our academic decision-making processes, guaranteeing the highest standards in educational programs, policies, and strategic initiatives.

Establishment of Inaugural University Council for MKUR

The Full Council of Mount Kigali University, under my leadership, comprises leaders from various sectors. I've fostered an inclusive and collaborative culture within this council, ensuring that diverse perspectives synergize to provide comprehensive governance. Together, we set the strategic direction, ensuring the university's overarching goals remain at the forefront of our endeavors.

Establishment of Council Committees

With an emphasis on holistic education, I've championed the formation and empowerment of specialized committees:

Academic and Student Affairs Committee: This committee, empowered by my leadership, focuses on the elevation of academic programs and the enhancement of student welfare. I've entrusted them with addressing multifaceted needs, ensuring a nurturing and enriching educational environment.

Finance, Human Resources, and Administration Committee: I've strategically guided this committee to prioritize financial sustainability, efficient human resource management, and streamlined administrative processes. Their actions are aligned with our academic priorities, ensuring fiscal responsibility and operational efficiency.

Through unwavering dedication and strategic foresight, I've fortified these governing bodies, catalyzing institutional growth and excellence at Mount Kigali University. My commitment to transparency, academic rigor, and financial sustainability paves the way for a legacy of distinction and robust institutional governance.

ACHIEVEMENTS IN LAUNCHING NEW COURSES AND ACCREDITATIONS AT MOUNT KIGALI UNIVERSITY

Spearheading New Programs:

During my tenure as Vice Chancellor, I championed the expansion of Mount Kigali University's academic portfolio, successfully introducing and accrediting pivotal programs such as:

- ***MSc - Finance***
- ***MSc – Project Management***
- ***BEd – Entrepreneurship and Economics***
- ***Bachelor of Dental Therapy***
- ***Bachelor of Dental Technology***
- ***Bachelor of Midwifery***
- ***Bachelor of Mental Health General***
- ***Advanced Diploma in Nursing***

Driving Curriculum Excellence:

My commitment to academic excellence was evident as I orchestrated rigorous curriculum development, review, and

validation processes. Through strategic facilitation, I ensured the refinement and organization of faculty development initiatives across diploma, bachelor, and postgraduate levels, enhancing program relevance and quality.

Championing Innovative Academic Offerings:

Under my visionary leadership, and with a keen eye on future trends, Mount Kigali University introduced a suite of cutting-edge programs. Notable achievements include:

Pioneering Programs Awaiting Approval: Spearheading initiatives like the Bachelor of Sciences in Information Science and Knowledge Management, Master of Science in Finance, Master of Science in Project Management, and Bachelor of Education with Honors in Economics and Entrepreneurship.

Revolutionizing Health Curricula: I led the strategic development of the 4 by 4 Strategy Curricula for the Ministry of Health, introducing programs such as Advanced Diploma in General Nursing, Bachelor of Science in Mental Health Nursing, Bachelor of Science in Midwifery, and Bachelor of Science in Dental Therapy.

Propelling Diverse Specializations: Recognizing emerging fields, I championed the introduction of programs like the Advanced Diploma in Culinary Arts, Bachelor of Arts in Film Production and Animation Studies, and an enriched Master in Business Administration encompassing Digital Marketing, Cyber Security, Health Care Management, among others.

Innovating Legal Education: With foresight, I proposed the establishment of a new School of Law, envisioning the Bachelor of Law (LLB) and Master of Law (LLM) programs to meet evolving legal education needs.

These accomplishments reflect my dedication to academic innovation, strategic foresight, and ensuring Mount Kigali University remains at the forefront of educational excellence,

meeting both student aspirations and industry demands.

Revitalizing and Rescuing the Bachelor of Medical Laboratory Sciences

Under my visionary leadership at Mount Kigali University, the Bachelor of Medical Laboratory Sciences program underwent a remarkable transformation. Faced with a challenging six-semester hiatus, I implemented strategic initiatives between September and December 2023, resulting in the enrollment of 24 students after an extended period of stagnation.

A key component of this revival was the introduction of a 10% scholarship, effectively attracting a diverse and talented student body that had previously been deterred by challenges. My commitment to educational excellence and innovative solutions played a pivotal role in restoring confidence in the program.

My proactive approach not only revitalized the Bachelor of Medical Laboratory Sciences but also nurtured an environment conducive to academic growth. This achievement underscores my ability to identify academic challenges, devise effective solutions, and implement them, setting a precedent for innovation and adaptability within the university.

TRANSFORMING ONLINE EDUCATION

In my role, I spearheaded the strategic vision for online learning at Mount Kigali University, envisioning and implementing a robust Virtual Learning Platform. Recognizing the evolving educational landscape, I aimed to provide flexible and accessible learning opportunities, laying the foundation for a comprehensive online education ecosystem.

Innovations under My Leadership:

ODEL and DIBEL Framework Success: Embracing Open and Distance E-Learning (ODEL) and Distance and Institutional Based Electronic Learning (DIBEL), I enriched the learning experience. SCORM integration ensured interoperability and seamless content sharing,

enhancing accessibility.

Virtual Varsity Redefinition: Pioneering the concept of a Virtual Varsity, I standardized learning content through SCORM integration, creating a cohesive and engaging virtual campus experience for students.

Proctor Examining Software Implementation: My commitment to academic integrity led to the introduction of Proctor Examining Software, bolstered by SCORM compatibility. This technology ensured secure and fair online examinations, with SCORM standards facilitating the seamless delivery and tracking of assessment content.

Enhanced Interactivity with SCORM: Integration of SCORM standards became a cornerstone of my approach, enhancing the interactivity of the online learning experience. This standardization allowed dynamic engagement with multimedia elements, quizzes, and assessments.

Sophisticated Sound System Implementation: Under my leadership, a sophisticated sound system for online learning was established. SCORM-compliant content was delivered with clarity and precision, enhancing the audio dimension of the online education experience.

Pedagogical Innovation Empowered by SCORM: My oversight extended beyond technological infrastructure to pedagogical innovation, with faculty development programs including training on SCORM authoring tools. This empowered educators to create engaging and standardized online content.

In conclusion, my leadership in establishing the Virtual Learning Platform, coupled with SCORM integration, signifies a paradigm shift in higher education. The strategic vision, technological acumen, and commitment to pedagogical excellence, augmented by SCORM, have set a model for online learning that prioritizes quality, consistency, and inclusivity in the digital age. Mount Kigali

University, under my guidance, continues to redefine education boundaries, ensuring every learner thrives in the evolving landscape of online learning.

INFRASTRUCTURE DEVELOPMENT AND STRATEGIC CONSTRUCTION LEADERSHIP

During my tenure as Vice-Chancellor of Mount Kigali University, I have been instrumental in driving infrastructure development, focusing specifically on buildings, equipment, and construction projects. Here are some key achievements that highlight my competencies in this domain:

Institutional Transition and Launch

- Successfully oversaw the transition of Mount Kigali University, ensuring the establishment of a distinct identity separate from its former Mount Kenya University Kigali Campus affiliation.
- Orchestrated the strategic planning and launch of Mount Kigali University, emphasizing infrastructure readiness.

Hospitality Infrastructure Advancement: Kigali Paramount Hotel

- Positioned the Hospitality School as a Center of Excellence, leading to the construction of the prestigious 4-star training hotel, Kigali Paramount Hotel.
- Played a pivotal role in supervising the construction phase, ensuring compliance with quality standards and timely completion of the facility.

Cutting-Edge Laboratories and Studio Setup

- Spearheaded the establishment of state-of-the-art skill laboratories for Nursing and Dental programs, ensuring the acquisition and installation of high-caliber equipment to facilitate hands-on training.
- Facilitated the creation of a modern editing studio, meeting

the technical requirements for delivering top-tier curricula in Mass Communication and Journalism.

Revitalization of University Medical Infrastructure

- Led the refurbishment and equipping of the University Medical Centre, overseeing construction and ensuring the integration of advanced medical equipment for comprehensive healthcare delivery.
- Strategically acquired a dedicated university ambulance, emphasizing infrastructure enhancement and commitment to health and safety.
- Through these infrastructure-focused achievements, I have demonstrated leadership, strategic vision, and an unwavering commitment to elevating Mount Kigali University's physical assets and capabilities in the realms of buildings, equipment, and construction.

ACHIEVEMENTS IN STRATEGIC PARTNERSHIPS AND COLLABORATIONS AT MKUR

Under my leadership at MKUR, I spearheaded a series of strategic partnerships and collaborations, resulting in over 30 MOUs focused on areas such as exchange programs, research, innovations, consultancies, and scholarships. Here are some standout achievements:

- I established an MOU with Newlife Ministries, enabling MKUR to grant scholarships to three students and two staff members for every 50 students sponsored by the ministry.
- In August 2023, I orchestrated an enriching exchange program with Western University, welcoming eight of their students to MKUR.
- I collaborated with the Government of Rwanda to allocate 150,000,000Rwf for the construction of an Early Childhood Development Class.

- I initiated a transformative partnership with the Germany Embassy, leading to the creation of a language laboratory dedicated to producing nurses proficient in German for placements in Austria and Germany.
- Through strategic MOUs with various health facilities, I ensured that over 300 MKUR students gained invaluable clinical experience each semester, reinforcing the quality of our health-related programs.

SECTION 4. EDUCATION BACKGROUND

a. Academic Qualifications

- A. PH.D. IN STRATEGIC MANAGEMENT,**
Mount Kenya University, 2015-2021.
- B. M.B.A. IN STRATEGIC MANAGEMENT,**
Kenyatta University, 2006-2011.
- C. BACHELOR OF EDUCATION (ARTS),**
Egerton University, 1996-2000.

b. Professional Qualifications

1. *Senior Leadership and Management Development program* organized by Sabek Institute of Transformational Leadership. (September 2018)
2. *Leadership and Management Development program* organized by Sabek Institute of Transformational Leadership. (August 2017)
3. *Trainer of trainers (TOT)* organized by Sabek Institute of Transformational Leadership. (June 2016)
4. *Training on Guidance and Counseling* organized by The Catholic Diocese of Murang'a between February – May, 2014
5. *Training workshop on professional statistical software (STATA, SPSS)*

organized by Mount Kenya University, school of Postgraduate studies March, 2013.

6. *Workshop on Postgraduate research proposal review* organized by Strathmore University June, 2014.
7. *Training workshop on Total Quality Management (TQM); ISO 2008* organized by Apex Consulting Africa Ltd (ACAL) on 17th to 19th July, 2012.
8. *Training seminar on identifying, developing and institutionalizing leaders* organized by QCLA/Vestavia Hills Alabama.

c. Conferences, Seminars & Workshops

IUCEA Quality Assurance Conference, September 5-8, 2023, Bujumbura, Burundi, organized by Inter-University Council for East Africa (IUCEA); During this conference, I deepened my understanding of regional and international quality assurance standards, emphasizing collaboration and the commitment to continuous academic improvement.

African Continental Conference on Basic Sciences for Transformation, June 13-14, 2023, Kigali, Rwanda, organized by Mount Kigali University; During this conference, I explored the transformative potential of basic sciences within the African context, highlighting their pivotal role in societal and economic advancement.

Bloom Taxonomy Workshop: Setting Quality University Examinations, June 2023, Mount Kigali University, Rwanda; During this workshop, I honed my skills in crafting university examinations aligned with Bloom's Taxonomy, enhancing the quality and relevance of academic assessments.

Curricula Development, Review, and Validation Workshops, June and October 2023, Mount Kigali University, Rwanda; During these workshops, I collaborated with esteemed academic and industry professionals to refine our curricula, ensuring they remain contemporary and aligned with evolving educational paradigms.

Modular System Assessment and Evaluation Workshop, September 2023, Mount Kigali University, Rwanda; During this workshop, I gained insights into innovative approaches to modular education, focusing on designing assessments that cater to diverse learning styles and foster interdisciplinary growth.

Examination Administration Workshops, April and July 2023, Mount Kigali University, Rwanda; During these workshops, I fortified my expertise in examination administration, emphasizing fairness, security, and accuracy in assessments, aligning with a commitment to academic excellence and ethical standards.

NCST Strategic Plan 2023-2028 Validation Workshop, August 16, 2023, Rwanda, organized by National Council for Science and Technology (NCST); During this workshop, I collaborated with stakeholders to validate the NCST's strategic plan, ensuring alignment with regional science and technology objectives.

SECTION 5. PROFESSIONAL EXPERIENCE

a. Vice Chancellor (VC), MKUR (June 2023 to Present)

1. As the Vice Chancellor, I serve as the university's Chief Executive Officer, overseeing all strategic decisions and operational facets. I am both the academic and administrative head, bearing the responsibility for steering the institution toward achieving its educational goals while ensuring efficient functioning.
2. Facilitating strategic leadership, I set a visionary course for the university, aligning objectives with its overarching mission and strategic initiatives.
3. Maintaining a keen understanding of the structural, legislative, and regulatory landscape, I ensure rigorous adherence to relevant statutes, regulations, and legislations.
4. In the financial realm, I am tasked with mobilizing funds, bolstering revenue streams, and upholding fiduciary responsibilities in

alignment with established financial management policies.

5. At the forefront of projecting the university's image, I champion its achievements, safeguard its reputation, and promote its standing both nationally and globally.
6. Embracing transformative leadership, I spearhead innovative strategies, nurture growth, and drive sustainable advancements within the institution.
7. Demonstrating exemplary interpersonal and communication skills, I foster collaboration, navigate a multicultural environment with finesse, and build harmonious relationships.
8. Maintaining efficiency and harmony remains paramount; hence, I ensure adherence to university statutes, regulations, and policies.
9. Facilitating partnerships and collaborations, I foster connections with governmental bodies, regulatory agencies, academic institutions, peers, strategic partners, and broader stakeholders at both national and international level propelling the university's mission forward.
10. Adopting a results-driven approach, I set clear objectives, drive initiatives, and work diligently to achieve them, even amidst stringent deadlines.

b. Deputy Vice-Chancellor for Academic and Research Affairs (DVC-ARA): January 2023 to June 2023

1. Facilitating the development and provision of guidelines for academic programme planning, development, and management while ensuring alignment with national and regional educational standards.
2. Being instrumental in crafting curricula, syllabuses, and regulations, adhering to ethical, legal, and professional benchmarks, and promoting academic excellence.
3. Maintaining coordination in curriculum development efforts to meet the human development needs of the country and region.

4. Serving as a key advisor to the University Senate, offering insights on academic programmes, research policies, and adherence to recognized standards and professional bodies.
5. Engaging with Deputy Vice-Chancellors to foster collaboration on staff development, training, research initiatives, and research grant opportunities.
6. Establishing and nurturing partnerships with local and international higher education institutions to boost academic collaborations, research publications, and innovation.
7. Facilitating research empowerment initiatives, promoting a conducive environment for scholarly activities, and ensuring compliance with research policies and guidelines.
8. Spearheading efforts in research fund-raising, promoting a robust research culture, and advocating for the dissemination of research findings through journals and publications.
9. Being accountable to the Vice-Chancellor for effective management of the academic affairs division, encompassing resource allocation, research facilities, and academic infrastructure.
10. Orchestrating the formulation, monitoring, and implementation of comprehensive policies, rules, regulations, guidelines, and procedures related to academic and research activities.
11. Being adaptable and responsive to additional duties or responsibilities delegated by the Vice-Chancellor, ensuring a holistic approach to university development and excellence.

c. University Lecturer in Business Related Courses, 2010-todate*

* *Lectured at diverse universities including Mount Kenya University (Both in Kenya & Rwanda), Jomo Kenyatta University of Agriculture and Technology, Laikipia University, and St Paul University. The nature of these lecturing jobs were non tenured, intermittent across the universities and occasionally simultaneously across the universities over 2010-todate period.*

1. Facilitating lectures on subjects such as Business Law, Financing Small Businesses, Retail Management, Brand Management, Money and Banking, Introduction to MicroEconomics, General Management, Principles of Management, Strategic Management, Organizational Behavior, Team Leadership, Labour Law, and Strategy Analysis Tools and Techniques.
2. Conducting discussions and sessions on topics like Entrepreneurship, Corporate Governance, Business Ethics, and Development Studies.
3. Maintaining academic standards by adhering to curriculum guidelines, integrating relevant industry trends into lectures, and ensuring the delivery of up-to-date content.
4. Observing and evaluating student performance through examination administration, setting assessments, compiling academic results, and overseeing research defense panels.
5. Supervising postgraduate research studies, providing guidance, feedback, and fostering a conducive environment for scholarly activities.
6. Participating actively in research defenses, contributing insights, and assessing the quality and validity of research work presented.
7. Supervising students during industrial attachments to facilitate practical knowledge application and experiential learning.
8. Collaborating with colleagues on research initiatives, engaging in scholarly activities, and contributing to the advancement of the academic community.
9. Promoting effective communication skills among students through interactive sessions, practical exercises, and business communication workshops.
10. Encouraging entrepreneurial thinking, fostering innovation, and nurturing a culture of development studies within the academic environment.
11. Participating in academic committees, contributing to curriculum

development, and engaging in continuous professional development activities to enhance teaching methodologies and instructional techniques.

d. Mount Kenya University (Kigali) - Research

Coordinator - 2012-2013

1. Handled Masters/PhD inquiries and nurtured applicants.
2. Monitored submission rates and ensured initial Skills Monitoring of new PGR students.
3. Participated in PGR information and open days for prospective students.

e. Mount Kenya University (Lodwar) - Examination

Coordinator - January 2013 to 2014

1. Organized and coordinated submissions for final examinations.
2. Prepared examination schedules and timetables.
3. Acted as a resource person, liaised between faculties and students.

SECTION 6. PUBLICATIONS

a. Refereed Journal Articles

1. Achieng, A., & Gathiru, M. K. (2023). Influence of strategy formulation on financial performance of investment firms: a case of centum investments in Kenya. *International Research Journal of Business and Strategic Management*, 5(3), 141–150.
2. Gathiru, M. K., Khamah, A., & Nyakora, M. (2022). Influence of marketing turnaround strategies on performance of Uchumi supermarket in Nairobi City County, Kenya. *Asian Journal of Economics, Business and Accounting*, 23(13), 96–104.
3. Gathiru, M. K., Khamah, M., & Nyakora, M. (2019). Relationship of human resources turnaround strategies and organizational

- performance in KCB bank and Uchumi supermarket in Kenya. *The University Journal*, 1(3), 81–106.
4. Kalisa, C., & Kimemia, M. (2023). Influence of capacity building on successful handover of projects to beneficiaries in Rwanda. *The Strategic Journal of Business & Change Management*, 10(4), 985–100.
 5. Ndichu, M. W., & Kimemia, M. (2023). Influence of systems processes on performance of national social security fund in Kenya, case study of Kiambu County. *International Research Journal of Business and Strategic Management*, 5(3), 197–205.
 6. Warui, S. K., Kimemia, M., Mungara, M., & Asuman, B. (2015). Organizational factors affecting the adoption of strategic planning in rural mission hospitals in Kenya. *Social and Basic Sciences Research Review*. 7
 7. Warui, S. K., Kimemia, M., Mungara, M., Bateyo, A., & Njau, J. M. (2015). In-depth analysis of restructuring as a business transformation strategy. In *Social and Basic science research review*.
 8. Warui, S. K., Mungara, M., Kimemia, M., & Misango, S. B. (2014). A critical analysis of the use of the merger strategy on government Parastatals in Kenya. *European Journal of Business and Social Sciences*, 3(6), 12–22.

b. Books

9. Kimemia, M. (2024). *Essentials of research methodology; A handbook for African scholars*. African Online School of Applied Research Skills.
10. Gathiru, M. K. (2023). *Revive & thrive: Unveiling organizational turnaround strategies*.
11. Kimemia, M. (2023). *Essentials of scholarly writing and publishing; Crafting quality research work*. African Online School of Applied Research Skills.

SECTION 7. POST GRADUATE SUPERVISION

Completed Masters Research Projects

1. **RWIGEMA ISRAEL:** An Assessment Of Management Function Application On Government Development Project Case Of PADAB In Bugesera District
2. **BATEYO ASUMAN:** The Impact Of Restructuring On Corporate Transformation: Case Of National Agricultural Export Development Board(NAEB)-2012
3. **KAYITERA CANISIUS:** Merging Project Implementation Units And The Projects Performance In Rwanda: A Case Of Rwanda Environment Management Authority (REMA) Simple Project Implementation Units(SPIU)
4. **NTEZIRYAYO SIMEON:** The Role Of Financial Ration Analysis In Decision Making: Case Study Of Blarirwa S.A
5. **NDAYISABYE LAURENT:** Strategic Planning And Financial Performance Of A Company: Case Study Of EWSA
6. **JOSEPH HEZRON LIBULI:** Influence Of Strategic Plans On Organizational Performance Of Secondary Schools On Rwanda, Case Of Nyarugenge District.

Ongoing PhD Research Projects

7. **RUTH CHEPKEMEI:** Effects of Blue Ocean Strategy on Performance of counties in Kenya: A Case of Counties in Nairobi Metropolitan Region

Ongoing Masters Research Projects

8. **NGIYEMBERE VEDASTE:** Stakeholders' Engagement and Water Supply and Sanitation Project Sustainability in Rwanda: A Case of WASAC in Three Selected Districts of Kigali City
9. **NIVEL NIBIGIRA:** Factors Affecting Effectiveness of Strategic Management in Commercial Banks: A Case Study of KCB Bank in Burundi
10. **MUTUKU SALESIOUS MAKAU:** Exploring the Dynamics of

Interest Rate Changes on Stock Prices in the Nairobi Stock Exchange

11. **JANECIE Umutoni RANGIRA:** Effect of Agile Project Management on Performance of Construction Projects in Rwanda: Case Study of NPD COTRACO
12. **WEHLIYE AHMED DAKAT:** Influence of COVID-19 Crisis Mitigation Strategies on Performance of Tana River County in Kenya
13. **AMORO M.FLORENCE:** Strategy Determinant on Organizational Growth Among Savings and Credit Co-operative Societies in Kisii County, Kenya
14. **RWIGAMBA FRED:** Proper Financial Record Keeping and Sustainable Growth of Agribusiness Enterprises in Rwanda: Case Study of Moozays Dairy and Crop Farm Ltd
15. **BELLA GLORIA KINTORE:** Exploring Leadership Styles and Their Influence on Performance Effectiveness: Case Study of Haguruka – Defending the Rights of Women and Children
16. **UWASE BELYSE:** Evaluating the Impact of Project Team Practices on Project Success: A Case Study of Alpha Brokers Company Ltd in Rwanda
17. **MANIRAHAFASHA DENYS:** Assessing the Influence of Project Quality Control Practices on Project Efficiency in Rwanda: A Case of the Ministry of Education
18. **DONATILLE UMUTONI WABO:** Factors Affecting the Successful Implementation of Access-to-Smartphone Projects in Rwanda: A Case Study of ITEL Rwanda
19. **AKIMPAYE URIELLE OLGA:** The Role of Monitoring and Evaluation for Sustainable Development Project in Rwanda: Case of Mwisoko Project, Promoted by Made in Rwanda
20. **REGINE ISHIMWE:** Influence of Diversification Strategy on Organization Resilience: Case Study of Bank of Kigali
21. **RANGIRA UMUTONI JANECIE:** Effect of Agile Project

Management on Performance of Construction Projects in Rwanda: A Case of Cheetah Construction Services Ltd

SECTION 8. COMMUNITY SERVICES

Support for Imbuto Foundation's Education Initiatives (March 2023);

Facilitated a partnership between Mount Kigali University (MKUR) and the Imbuto Foundation, solidifying our commitment to education. This collaboration enabled a significant financial contribution to empower Rwandan girls, further emphasized by presenting a substantial cheque to the Imbuto Foundation's Deputy Director General.

Women's Well-being on International Women's Day (March 2023);

Organized an initiative to observe International Women's Day, directing MKUR's efforts towards Lycee Notre Dame de Citeaux students. Acknowledging the crucial role of menstrual hygiene in girls' education, I facilitated a donation of over 1,000 sanitary pads, highlighting our dedication to women's well-being and educational opportunities.

Educational Support: Textbooks Donation to Africa New Life Ministries (March 2023);

Ensured MKUR's commitment to education by orchestrating a significant donation of textbooks to Africa New Life Ministries. This initiative, aimed at enhancing educational resources, showcased our dedication to extending the transformative power of education beyond our campus.

Genocide Commemoration and Survivor Support (June 2023);

I reaffirmed MKUR's dedication to genocide commemoration and survivor support. Organizing a significant event in Kicukiro district, I ensured our participation in paying tribute to victims and providing support to a survivor, emphasizing our commitment to addressing the profound impacts of the genocide on Rwanda's communities and history.

Empowering E-sports Community: Donation to Dream Team (November 2023); I underscored MKUR's commitment to the e-sports community by facilitating a generous donation to the Dream Team. Recognizing the region's growing interest in e-sports, this contribution aimed to foster its development and growth, showcasing our dedication to diverse community interests.

Community Engagement and Environmental Sustainability (November 2023); Led MKUR's active participation in Umuganda, an initiative organized by Kigali city. Organizing our students and staff, especially from the School of Health Sciences, I emphasized tree planting for environmental sustainability, demonstrating our commitment to community engagement and eco-conscious initiatives.

Community Health Initiatives (November 2023); Organized MKUR's School of Health Sciences to conduct strategic health outreach programs. Collaborating with local authorities and the Rwanda Diabetes Association, I facilitated NCD screenings at Kimironko and Rubavu markets, furthering our commitment to community health awareness and essential services.

Health Outreach Program in Joska, Machakos County, Kenya (2016-2020); Facilitated and led annual medical camps in collaboration with Gathering Church Kenya, Nguluni Health Centre, and Jordan International Aid. The primary goal was to deliver crucial healthcare services to underserved communities. Over the course of five years, these medical camps addressed more than 15,000 cases, not only meeting immediate medical needs but also fostering health education and awareness in the Joska community, Machakos County, Kenya.

Ongoing Annual Youth Mentorship Program in Joska, Machakos County, Kenya (2016 to Present); Initiated the Annual Youth Mentorship Program to recognize and address contemporary challenges faced by young individuals. The program, running since 2016, offers guidance on personal hygiene, reproductive health, sportsmanship, youth entrepreneurship, and overall personal

and professional development. Covering topics crucial to today's youth, such as career choices, leadership, and personal growth, the mentorship program empowers young minds and prepares them for success.

Sports for Jesus Ministry (Continuing), 2018 to Present; Led the “Sports for Jesus Ministry” under the theme “Preach, Pray, and Play,” which includes organizing a 16-football Team Tournament and swimming gala. This initiative aims to enhance the physical well-being of Joska, Machakos communities through teamwork and sportsmanship while promoting Christian values.

Street 11 Members Community Group Kasarani (2018 to Present); Initiated and currently serve as a Team Leader for environmental sustainability activities promoting eco-friendly practices in Kasarani Nairobi and Murang'a County. Engaged in community-based activities such as tree planting drives, waste management awareness campaigns, and collaborations with local environmental organizations to address ecological concerns.

Motivational Program for High Schools in Kenya (2017-2019); Pioneered and actively participated in a literacy enhancement program focused on local high schools. This program involved providing reading materials, conducting literacy workshops, and establishing reading clubs. Topics covered included goal setting, drugs and substance abuse, alcoholism, study methods, and concentration.

Community Empowerment Workshops in Nairobi, Kenya (2019-2021); Organized a series of community empowerment workshops covering areas such as financial literacy, entrepreneurship, and skill development. These workshops were designed to equip community members with the knowledge and tools necessary for self-sufficiency and economic empowerment

SECTION 9. PROFESSIONAL MEMBERSHIPS

Africa Online School of Applied Research School (AOSARS) (Executive Director); In my role as the executive director at the Africa Online School of Applied Research School (AOSARS), I provide pivotal guidance and support, emphasizing applied research and academic excellence in an online learning context. My leadership contributions shape the institution's direction, fostering its mission of promoting online research and education.

Doctoral Association of East Africa (DAEA); As an esteemed member of the Doctoral Association of East Africa (DAEA), I commit to elevating doctoral education and research excellence within the East African academic community. My active engagement in DAEA enriches my scholarly discourse and facilitates collaborative initiatives, enhancing the doctoral education landscape in the region.

Strategic Management and Entrepreneurship Society of Kenya; My membership with the Strategic Management and Entrepreneurship Society of Kenya reinforces my dedication to strategic management and entrepreneurship. Staying connected with this society allows me to remain updated on evolving trends, best practices, and developments, thereby enriching my expertise in these critical areas and contributing to Kenya's strategic landscape.

Clergy Association of Kenya (CAK); Beyond academia, my active membership in the Clergy Association of Kenya (CAK) highlights my engagement in spiritual and community affairs. Participating in CAK enables me to contribute significantly to the spiritual and communal well-being of Kenyan society, reflecting a holistic approach to my roles within both academic and religious spheres.

Certified Human Resource Practitioners Association; As a member of the Certified Human Resource Practitioners Association, I emphasize my dedication to International Human Resource Management. My certified membership aligns me with global HR standards, ensuring my contributions to the field are informed by the latest insights and best practices, thereby enhancing my expertise.

Inter-University Council of East Africa; Representing Mount Kigali University

in the Inter-University Council of East Africa, I actively contribute to regional higher education collaboration. My involvement in the council signifies my commitment to advancing academic standards and fostering research initiatives across East African universities.

Teachers Service Commission (TSC) (Registered Member and Practising);

As a registered member and practicing professional with the Teachers Service Commission (TSC), I uphold my dedication to the education sector. My active engagement with TSC allows me to align with the commission's standards, contributing significantly to educational practices and sector development in Kenya.

SECTION 10. REFEREES

PROF. PETER JOHN OPIO,

Faculty of Business and Development Studies

Gulu University, Uganda

p.opio@gu.ac.ug

pjopio08@gmail.com

+256758455157/+256764393493

PROF. CALLIXTTE KABERA,

Vice Chancellor,

East African University, Rwanda

drcallixtekabera@gmail.com

+250788306692

PROF. MUNYAMASOKO CYEZE EMMANUEL,

Director of Quality Assurance and Coordinator of Gishushu Campus,

Adventist University of Central Africa(AUCA),

cyeze@auca.com

+250781061744/+250788309976.

PROF MUSA NYAKORA,

*Program Director of MA and PhD in Leadership Development,
Adventist University of Africa (AUA)*

nyakoram@aua.ac.ke

254722778150.

PROF. BEATRICE WARUE,

African International University, Kenya

254721607317,

beatricewarue.daea@gmail.com

SECTION II. DECLARATION

I, **Dr. Martin Kimemia Gathiru PhD**, declare that the information provided in this Curriculum Vitae is true and accurate to the best of my knowledge. I understand that any false statement may lead to disqualification from consideration for any opportunities.



Dr. Martin Kimemia Gathiru



Curriculum Vitae

Of

DR. Martin Kimemia, GATHIRU

PhD Business Administration (Strategic Management) (Mount Kenya University, Kenya), MBA (Kenyatta University, Kenya), & B.ED (Egerton University, Kenya)

**Vice Chancellor,
Mount Kigali University Rwanda (MKUR),
Rwanda
(2024)**