

CURRICULUM VITAE



**PROFESSOR ESTHER NJOKI GICHERU,
PhD**

**Ph.D. (Cebu Doctors), RPA, HSC
B.Sc. (UoN), M.A. (Leicester),**

**DIRECTOR, INSTITUTE OF CO-OPERATIVE
DEVELOPMENT**

THE CO-OPERATIVE UNIVERSITY OF KENYA

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**PROF. ESTHER NJOKI GICHERU (Mrs.)
B.Sc. (UoN), M.A. (Leicester), Ph.D. (Cebu Doctors'), RPA, HSC**

BIOGRAPHY

Esther Gicheru is the Director, Institute of Co-operative Development and an Associate Professor in Cooperative Management and Organization Development at the Co-operative University of Kenya. She is a doctorate degree holder in Organization Development and Transformation with over twenty-eight years of scholarly and administrative experience in the Co-operative sector.

Prof. Gicheru attended the University of Nairobi where she studied Agriculture. She furthered her studies in Co-operative Management and Organization Development at Leicester University, United Kingdom and wrote her doctorate from Cebu Doctors' University, The Philippines. She holds a Diploma in Counseling Psychology of Tangaza University College.

Her career started in 1976 as a Co-operative Officer in Kenya's Ministry of Co-operative Development and Marketing where she served in various capacities before moving to The Co-operative College of Kenya as its Principal in 1988 under the Ministry of Co-operative Development and Marketing, rose to Director of The Co-operative College of Kenya when it became a Semi-Autonomous Government Agency. She was, in August 2012 appointed as acting Principal of The Co-operative University College of Kenya following its much celebrated elevation to a constituent college of Jomo Kenyatta University of Agriculture and Technology.

As an educationist, and to her credit, she has directed many research activities alone and with colleague researchers. She has coordinated successful implementation of many training programs both nationally and internationally. Her research work spans co-operative management, co-operative policy, gender issues in co-operatives and incorporation of co-operative training in higher education curricula. She is a highly regarded and respected as a co-operative researcher and strategic thinker.

Prof. Gicheru in recognition of her contribution received the most respected award in recognition at international level, The Rochadale Pioneers' Award (RPA) in 2007.

In addition she was also recognized for her remarkable contribution to the Co-operative Movement and was granted the presidential award of Head of State Commendations (HSC) IN 2008. The co-operative movement o Kenya further gave her an additional recognition in the same year.

Prof. Gicheru is married and a mother. Family, honorary work and extra-curricular activities are her love and occupation whenever away from The Co-operative University of Kenya.

CURRICULUM VITAE

BIOGRAPHICAL DATA

NAME: Prof. ESTHER NJOKI GICHERU

DATE OF BIRTH: MONDAY 5TH AUGUST 1952

PLACE OF BIRTH: NAIROBI, KENYA

NATIONALITY: KENYAN

MARITAL STATUS: MARRIED

LANGUAGES: ENGLISH, KISWAHILI, KIKUYU

CURRENT ADMINISTRATIVE POSITION: DIRECTOR, INSTITUTE OF CO-OPERATIVE DEVELOPMENT AND AN ASSOCIATE PROFESSOR OF CO-OPERATIVE MANAGEMENT, ORGANIZATION DEVELOPMENT AND TRANSFORMATION (OD&T) OF THE CO-OPERATIVE UNIVERSITY OF KENYA

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EVENING: +254 729 484815
DAY:CELLULAR: +254 729 484815

EMAIL: esthergicheru@gmail.com/egicheru@cuck.ac.ke

INSTITUTIONS ATTENDED

1. AMANI COUNSELLING CENTRE & TRAINING INSTITUTE, NAIROBI 2010 - 2012
2. CEBU DOCTORS UNIVERSITY, CEBU, PHILIPPINES 2005 - 2009
3. LEICESTER UNIVERSITY, LEICESTER, UNITED KINGDOM 2003 - 2005
4. UNIVERSITY OF NAIROBI, NAIROBI 1973 - 1976
5. TUMU TUMU GIRLS SCHOOL NYERI 1971 - 1972
6. TUMU TUMU GIRLS SCHOOL, NYERI 1967 - 1970
7. MURARANDIA PRIMARY SCHOOL, MURANG'A 1959 - 1966

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ACADEMIC QUALIFICATIONS

1. APPOINTED TO ASSOCIATE PROFESSOR, CO-OPERATIVE MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT (SCHOOL OF CO-OPERATIVE AND COMMUNITY DEVELOPMENT) 2013
2. DIPLOMA IN PSYCHOLOGICAL COUNSELLING FROM AMANI COUNSELLING CENTRE & TRAINING INSTITUTE, NAIROBI, KENYA: 2012

PROJECT ADVISOR: J. GACHERU.

PROJECT TITLE: *PHENOMENOLOGICAL EXPERIENCE OF MEN WHO HAVE DELAYED MARRIAGE.*
3. DOCTORATE DEGREE (PH.D) IN ORGANIZATION DEVELOPMENT AND TRANSFORMATION, FROM CEBU DOCTORS' UNIVERSITY, CEBU, THE PHILIPPINES: 2009

THESIS ADVISOR: DR ROSETTA MANTE, DR MARILOU R. ALVAR, DR ASONITA J. PARMISANA.

THESIS TITLE: *ORGANIZATIONAL DEVELOPMENT INTERVENTIONS (ODI) OF WORKERS PERFORMANCE IN THE CO-OPERATIVE COLLEGE OF KENYA.*
4. MASTERS OF ARTS (M.A.) IN CO-OPERATIVE MANAGEMENT AND ORGANIZATION DEVELOPMENT, FROM LEICESTER UNIVERSITY, LEICESTER, UNITED KINGDOM: 2005

THESIS ADVISORS: DR PETER DAVIS AND DR JOHN DONALDSON.

THESIS TITLE: *ORGANIZATIONAL PROBLEMS ENCOUNTERED IN FEDERAL CO-OPERATIVES IN AFRICA.*
5. BACHELOR OF SCIENCE (B.SC.) IN AGRICULTURE, FROM THE UNIVERSITY OF NAIROBI, KENYA: 1976

OTHER CAREER ENHANCING COURSES ATTENDED

1. WORKSHOP ON OPEN ACCESS POLICY FORMULATION AND IMPLEMENTATION FOR UNIVERSITY MANAGERS 2016
2. CERTIFIED BOARD MEMBERS : RETIREMENT BENEFITS SCHEME 2016
3. PUBLIC FINANCIAL MANAGEMENT 2016

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- | | | |
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| 4. | MWONGOZO GUIDLINES TRAINING | 2016 |
| 5. | HUMAN RESOURCE MANAGEMENT COURSE FOR HR BOARD'S COMMITTEE | 2016 |
| 6. | CORPORATE GOVERNANCE COURSE (CERTIFIED DIRECTOR) | 2015 |
| 7. | CERTIFICATE IN PROPOSAL WRITING AND GRANT MANAGEMENT | 2014 |
| 8. | CERTIFIED SACCO BOARD MEMBER COURSE | 2014 |
| 9. | CERTIFICATE IN GENDER IN RURAL FINANCE – REACHING AND EMPOWERING WOMEN FROM FOOD AGRICULTURAL ORGANISATION | 2010 |
| 10. | CERTIFICATE IN ENHANCING MANAGEMENT CONSULTING SKILLS, MOI UNIVERSITY, ELDORET, KENYA | 2005 |
| 11. | CERTIFICATE IN INNOVATIVE MANAGEMENT IN CO-OPERATIVES, DAR-ES-SALLAM, TANZANIA | 2001 |
| 12. | CERTIFICATE IN VALUE BASED PROFESSIONAL MANAGEMENT IN CO-OPERATIVES, PUNA, INDIA | 1998 |
| 13. | CERTIFICATE IN SELF-RELIANT CO-OPERATIVE HUMAN RESOURCES DEVELOPMENT, HISTDRUT, ISRAEL | 1995 |
| 14. | CERTIFICATE IN CO-OPERATIVE MARKETING, LONDON, UK | 1986 |
| 15. | CERTIFICATE IN AGRICULTURAL POLICY AND CREDIT, WASHINGTON DC, USA | 1981 |
| 16. | CERTIFICATE IN PROJECT DEVELOPMENT AND MANAGEMENT, KENYA INSTITUTE OF ADMINISTRATION, NAIROBI | 1978 |

HONOURS AND AWARDS

- | | | |
|----|----------------------------------|------|
| 1. | HEAD OF STATE COMMENDATION (HSC) | 2008 |
|----|----------------------------------|------|
- THIS NATIONAL RECOGNITION WAS AWARDED BY THE HEAD OF STATE OF THE REPUBLIC OF KENYA FOR ESTIMABLE CONTRIBUTION TO THE GROWTH OF THE CO-OPERATIVE SECTOR AND MOVEMENT

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IN KENYA AND THE REGION.

2. COMMENDATION FROM THE CO-OPERATIVE MOVEMENT 2008
IN KENYA
PRESENTED ON THE CENTENARY CELEBRATIONS (1908 – 2008) FOR
DISTINGUISHED SERVICE TO THE CO-OPERATIVE MOVEMENT IN
KENYA.
3. ROCHDALE PIONEERS AWARD (RPA) 2007

THIS RESPECTED DECORATION WAS AWARDED BY THE
INTERNATIONAL CO-OPERATIVE ALLIANCE (ICA) GENEVA,
SWITZERLAND FOR OUTSTANDING CONTRIBUTION TO THE CO-
OPERATIVE MOVEMENT WORLDWIDE.

**ADMINISTRATIVE CAREER IN THE MINISTRY OF CO-OPERATIVE
DEVELOPMENT AND MARKETING, KENYA**

1. Assistant Commissioner for Co-operative Development In 1984 - 1988
Charge of Rural Credit Department, Ministry of Co-operative
Development and Marketing, Kenya
2. Senior Co-operative Officer, Ministry of Co-operative 1980 - 1984
Development and Marketing, Kenya
3. Co-operative Officer, Ministry of Co-operative Development 1976 - 1980
and Marketing, Kenya

**ADMINISTRATIVE RESPONSIBILITIES AS CO-OPERATIVES
OFFICER, MINISTRY OF CO-OPERATIVE DEVELOPMENT AND
MARKETING, KENYA, (1976 – 1980)**

1. Overall management of DANIDA funded Farm Input Supply Scheme Project for
Co-operatives throughout Kenya.
2. Overall management of USAID funded rural credit programs for Co-operatives
throughout Kenya.
3. Member of the Rural Credit Loans Committee at the Ministry of Co-operative
Development and Marketing.

ADMINISTRATIVE RESPONSIBILITIES AS SENIOR CO-OPERATIVES OFFICER, MINISTRY OF CO-OPERATIVE DEVELOPMENT AND MARKETING, KENYA. (1980 – 1984)

1. In charge of implementing development plans and the annual budget for the Department of Rural Credit.
2. Chairman of the Rural Credit Loans Committee at the Ministry of Co-operative Development and Marketing.
3. Board member of The Coffee Board of Kenya representing the Commissioner of Co-operatives.
4. Board member of The Pyrethrum Board of Kenya representing the Commissioner of Co-operatives.
5. Board member of The Horticultural Crops Development Authority of Kenya representing the Commissioner of Co-operatives.

ADMINISTRATIVE RESPONSIBILITIES AS ASSISTANT COMMISSIONER FOR CO-OPERATIVE DEVELOPMENT IN CHARGE OF RURAL CREDIT DEPARTMENT, MINISTRY OF CO-OPERATIVE DEVELOPMENT AND MARKETING, KENYA (1984 – 1988)

1. Responsible to the Commissioner of Co-operatives for maintaining and promoting efficient day to day management of the Credit and Finance Division on all administrative matters.
2. In charge of preparation of development plans and annual budget for the Credit and Finance Division.
3. Chairman of the Rural Credit Loans Committee at the Ministry of Co-operative Development and Marketing.
4. Board member of The Coffee Board of Kenya representing the Commissioner of Co-operatives.
5. Board member of The Pyrethrum Board of Kenya representing the Commissioner of Co-operatives.
6. Board member of The Horticultural Crops Development Authority of Kenya representing the Commissioner of Co-operatives.
7. Board member of The Kenya Planters Co-operative Union representing the Commissioner of Co-operatives.

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ACADEMIC AND ADMINISTRATIVE CAREER AT THE CO-OPERATIVE COLLEGE OF KENYA, NAIROBI, KENYA

- | | |
|--|----------------|
| 1. Director, Institute of Co-operative Development | 2014 – To Date |
| 2. Ag. Principal, The Co-operative University College of Kenya | 2012 – 2014 |
| 3. Director, The Co-operative College of Kenya | 1998 - 2012 |
| 4. Principal, The Co-operative College of Kenya | 1988 - 1998 |

**ACADEMIC AND ADMINISTRATIVE RESPONSIBILITY AS
PRINCIPAL AT THE CO-OPERATIVE COLLEGE OF KENYA,
NAIROBI, KENYA (1988 – 1998)**

1. As the Principal of the Co-operative College of Kenya was the Administrative and Academic head of the College responsible to the Council of the Co-operative College of Kenya for maintaining and promoting efficient management of the College.
2. Prepared development plans and annual budget for the Co-operative College of Kenya.
3. Represented the College within and outside Kenya on all academic and administrative matters.
4. Secretary to The Co-operative College of Kenya Council.
5. Secretary of the Committees of The Co-operative College of Kenya Council, except The Audit Committee.
6. Member – Ministerial Advisory Committee at the Ministry of Co-operative Development and Marketing.
7. Member – Ministerial Tender Board at the Ministry of Co-operative Development and Marketing.
8. Chairperson of Adhoc Committee to prepare the college for change of status to a semi-autonomous Government Agency (SAGA)

**ACADEMIC AND ADMINISTRATIVE RESPONSIBILITY AS
DIRECTOR OF THE CO-OPERATIVE COLLEGE OF KENYA,
NAIROBI, KENYA 1998 - 2012**

In 1998, through my efforts The Co-operative College of Kenya effectively transitioned from being managed as a Department under the Ministry of Co-operative Development and Marketing to a Semi-Autonomous Government Agency (SAGA) on the enactment of The Co-operative College of Kenya Act (Cap 490A). Served as:

1. Chairman of The Co-operative University College of Kenya 2009 - 2012 Transition Committee.
2. Chairman of the Co-operative College of Kenya Vision 2030 2009 - 2012 Projects Committee

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3. Chairman of Agri and Co-operative Training & Consultancy Services Limited (ATC) Board of Directors and representing the Co-operative College of Kenya Council. 2007 - 2012
4. Chairman of the Co-operative College of Kenya Performance Contracting and Appraisal Committee. 2005 - 2012
5. Chairman of Agri and Co-operative Training & Consultancy Services (ATC) Unit, Steering Committee and representing the Co-operative College of Kenya Council. 2004 -2007
6. Administrative and Academic Head of the College responsible to the Council of the Co-operative College of Kenya for maintaining and promoting efficient management of the Co-operative College of Kenya. 1998 - 2012
7. Responsible to the College Council for maintaining high discipline of both staff and students of the College. 1998 - 2012
8. Prepared development plans and annual budget for the Co-operative College of Kenya. 1998 - 2012
9. Chairman of the College Management Board comprising of the Deputy Principals, Co-coordinators of Co-operative College of Kenya Nairobi, Meru, and Mombasa campuses Heads of Departments, Dean of Students, College Accountant and the College Administration Officer. 1998 - 2012
10. Represented the College within and outside Kenya on all academic and administrative matters. 1998 - 2012
11. Secretary to The Co-operative College of Kenya Council. 1998 - 2012
12. Secretary of the Committees of The Co-operative College of Kenya Council, except The Audit Committee. 1998 - 2012
13. Responsible for policy matters, fund raising, and general development of the College on behalf of the College Council. 1998 - 2012
14. Chairman of the Academic Board of the Co-operative College of Kenya. 1998 - 2012
15. Chairman of the Co-operative College of Kenya External Linkages Committee. 1998 - 2012
16. Chairman of the Co-operative College of Kenya Research Committee 1998 - 2012

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17. Chairman of the Co-operative College of Kenya Academic Quality Assurance Committee 1998 - 2012
18. Chairman of the Co-operative College of Kenya ISO Management Review Committee. 1998 - 2012
19. Chairman of the Co-operative College of Kenya Information and Communication Technology Committee. 1998 - 2012
20. Member, Board of Trustees, Co-operative College of Kenya Retirement Benefits Scheme. 1998 - 2012
21. Patron, Staff Welfare Committee 1998 - 2012

ACADEMIC AND ADMINISTRATIVE CAREER AT THE CO-OPERATIVE UNIVERSITY COLLEGE OF KENYA, NAIROBI KENYA ~ A CONSTITUENT COLLEGE OF JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY) (2012 – 2014)

1. Acting Principal, The Co-operative University College of Kenya, Nairobi, Kenya ~ a constituent college of Jomo Kenyatta University of Agriculture & Technology: August 2012 to 2014

Legal Notice No. 161 of November 4, 2011 (Co-operative University College Order, 2011) effectively transited The Co-operative College of Kenya from being a Semi-Autonomous Government Agency (SAGA) into a University College known as The Co-operative University College of Kenya as a constituent College of Jomo Kenyatta University of Agriculture and Technology.

ACADEMIC AND ADMINISTRATIVE RESPONSIBILITY AS ACTING PRINCIPAL OF THE CO-OPERATIVE UNIVERSITY COLLEGE OF KENYA, NAIROBI, KENYA ~ A CONSTITUENT COLLEGE OF JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY(2012 – 2014)

1. Responsible for maintaining and promoting efficient management of The Co-operative University College of Kenya as the Academic and Administrative Head of The Co-operative University College of Kenya. August 2012 - April 2014
2. Responsible for the overall direction, organization, administration and programmes of the University College. August 2012 -

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|---|-------------------------------|
| | April 2014 |
| 3. Responsible to judiciously execute such powers and duties as may be provided by the University College Statutes. | August 2012
- |
| | April, 2014 |
| 4. Chairman of the University College Academic Board that has the following as members: the Deputy Principals of the University College, the Deans of the Schools, and Directors of Institutes and Centres, the Heads of the teaching departments of the University College, the Registrar in charge of Academic Affairs, the Librarian, the Dean of Students, the Director of ICT Services, one representative of each of the Faculty or School Boards appointed by the respective boards from among its members; and two members elected by the Co-operative University College Students' Organization. | August 2012
- |
| | April, 2014 |
| 5. Chairman of the University College Management Board that has the following as members: the Deputy Principals of the University College, the Registrar in charge of administration, who is the secretary, the Finance Officer; and such other member of the senior management as the Council may determine. | August 2012
- |
| | April, 2014 |
| 6. Responsible for policy matters, fund raising, and general development of the University College on behalf of the University College Council. | August 2012
to present |
| 7. Responsible to the University College Council for maintaining high discipline of both staff and students of the College. | August 2012
- |
| | April, 2014 |
| 8. Prepare development plans and annual budget for The Co-operative University College of Kenya. | August 2012
to April, 2014 |
| 9. Represent the University College within and outside Kenya on all academic and administrative matters. | August 2012
to April 2014 |
| 10. Secretary to The Co-operative University College of Kenya Council. | August 2012
to April, 2014 |
| 11. Secretary to Committees appointed by The Co-operative University College of Kenya Council. | August 2012
to April, 2014 |
| 12. Chairman of The Co-operative University College Transition Committee | August 2012
to April, 2014 |
| 13. Chairman of Agri and Co-operative Training & Consultancy Services Limited (ATC) Board of Directors and representing The Co-operative University College of Kenya Council. | August 2012
to April, 2014 |

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| 14. Chairman of the HR & Finance Committee of Agri and Co-operative Training & Consultancy Services Limited (ATC) | 2012 to present |
| 15. Member of Business Development Committee of Agri and Co-operative Training & Consultancy Services Limited (ATC) | 2012 to present |
| 16. Chairman of The Co-operative University College of Kenya External Linkages Committee. | August 2012 to present |
| 17. Chairman of The Co-operative University College of Kenya Research Committee | August 2012 to present |
| 18. Chairman of The Co-operative University College of Kenya Vision 2030 Projects Committee | August 2012 to April, 2014 |
| 19. Chairman of The Co-operative University College of Kenya Academic Quality Assurance Committee | August 2012 to April, 2014 |
| 20. Chairman of The Co-operative University College of Kenya ISO Management Review Committee. | August 2012 to April, 2014 |
| 21. Chairman of The Co-operative University College of Kenya Information and Communication Technology Committee. | August 2012 to April, 2014 |
| 22. Chairman of The Co-operative University College of Kenya Performance Contracting and Appraisal Committee. | August 2012 to April, 2014 |
| 23. Chairman of the Academic Board of The Co-operative University College of Kenya. | August 2012 to April, 2014 |
| 24. Patron, Staff Welfare Committee | August 2012 to April, 2014 |
| 25. Member, Board of Trustees, The Co-operative University College of Kenya Retirement Benefits Scheme. | August 2012 to present |

ADMINISTRATIVE RESPONSIBILITIES AS ACTING PRINCIPAL OF THE CO-OPERATIVE UNIVERSITY COLLEGE IN SERVICE TO THE COUNCILS OF ALL PUBLIC UNIVERSITIES IN KENYA(2012 – 2014)

1. MEMBER OF THE VICE CHANCELLORS COMMITTEE OF PUBLIC UNIVERSITIES

As Acting Principal and a member of the Vice Chancellor's committee comprising of all Vice Chancellors of Public Universities in Kenya and Principals of University Colleges. The committee sits for example to discuss matters of common interest to all Public Universities such as during the JOINT ADMISSIONS BOARD (JAB) meetings.

**ACADEMIC AND ADMINISTRATIVE RESPONSIBILITY AS
DIRECTOR OF INSTITUTE OF CO-OPERATIVE DEVELOPMENT AT
THE CO-OPERATIVE UNIVERSITY OF KENYA, NAIROBI – KENYA
(2014 – TO DATE)**

The Cooperative University of Kenya (CUK) has since 1952 played a central role in capacity building for the Co-operative sector. In April, 2014 the University College established an Institute of Co-operative Development to act as an organ dedicated to research and linkage within the industry. The institute acts as the custodian of the co-operative tradition and legacy to consolidate the unique and important role of CUCK at national, regional and global arena.

1. Administrative and Academic Head of the Institute responsible for maintaining and promoting efficient management of the Institute April 2014 – to date
2. Responsible for Co-operative Development through: April 2014 – to date
 - Promoting and supporting new co-operative business models and ventures,
 - Acquiring and developing Cooperatives' Management Software
 - Training Co-operative leaders and managers through short, tailor-made courses
3. Responsible for Co-operative Research, Production & Extension through: April 2014 – to date
 - Conducting research for research-based solutions
 - Developing marketable patented products
 - Disseminate research outputs
 - Apply research outputs on Cooperatives
4. Responsible for Linkages and Fundraising through: April 2014 – to date
 - Coordination of national and international linkages
 - Soliciting of funds for co-operative development, research and production
5. Chairperson of the Co-operative University Research, Printing and Publication Committee April 2014 – to date
6. Chairperson of the Co-operative University Journal and Publication Committee April 2014 – to date
7. Chairperson of the Co-operative University Student Appeal Committee April 2014 – to date

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8. Chairperson of the Co-operative University Staff Appeal Committee August 2016 - to date
9. Member of CUK Innovation Committee 2016

FUNDRAISING FOR THE CO-OPERATIVE COLLEGE OF KENYA / THE CO-OPERATIVE UNIVERSITY COLLEGE OF KENYA (1998 TO, 2016)

Since joining Co-operative College of Kenya government funding to the institution has been decreasing. By the year 2012, seventy per cent (70%) of The Co-operative University College of Kenya annual budget was self-generated. My strategic desire is to raise this proportion even further in coming years. Some select sources that have raised about KES 80,000,000.00 include various initiatives that I have led as below:

Kshs. 70,000,000

1. **Kshs. 10,000,000** 2000
Prepared a proposal to train personnel (senior managers) of the Co-operative Movement in Ethiopia and raised a surplus of KES.10,000,000 used to construct seminar center I at the University College.
2. **Kshs. 2,000,000** 2003 - 2005
I invited the Swedish Co-operative Centre, Stockholm, to support for the Co-operative College organizational assessment leading to Co-operative College Organization Development (OD) interventions. Negotiated the grant of KES.2,000,000.
3. **KES.2,000,000.** 2004
Used my network to secure USAID grant to support for the development of the 1st Strategic Plan in 2004.
4. **KES.12,000,000** 2005 - 2006
My interaction with SCC helped me secure a grant from "I Choose Life, Africa" to initiate HIV/AIDS sensitization programmes to both staff and students. Surveys and students were undertaken and helped set up HIV/AIDS Unit at the college. The result was a HIV / AIDS policy that continues to guide the response of the University College to HIV / AIDS.
5. **KES 3,000,000.00** 2006 -
Through my initiative and networks at International Labour Organization (ILO) I secured a grant from, Geneva, Switzerland to initiate both the Gender Mainstreaming Study and The HIV & Aids Unit at The Co-operative University College of Kenya.

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6. **KES 5,500,000.00** 2007 - 2009
Prepared proposal that secured a grant from Swedish Co-operative Centre, Stockholm, Sweden to continue of support HIV & Aids programmes at the College.
7. **Kshs. 1,000,000**
Used my network to obtain KES.1M from my fellow board member at International Cooperative Alliance (ICA) to purchase computers for the college.
8. **KES 7,200,000.00** 2008
Wrote and marketed a proposal to secure The Co-operative College, UK to empower tea out growers through formation of Co-operatives from which six (6) co-operatives were formed and corporate strategic plans developed. Training manuals for Board Members and Management were also developed.
9. **KES 5,000,000.00** 2009
I negotiated with the Managing Director The Co-operative Bank of Kenya Limited to grant support for the development of the 2nd Strategic Plan.
10. **KES 3,000,000.00** 2009
I negotiated with The Co-operative Bank of Kenya Limited & CIC Insurance to grant host the International Symposium by Agri and Co-operative Training & Consultancy Services Limited (ATC) – the investment arm of the University College.
11. **KES 3,000,000.00** 2009 - 2010
I made a proposal for a grant from the International Labour Organization (ILO), Geneva, Switzerland to initiate The HIV & Aids Programmes in the Co-operative Movement countrywide (Training needs Assessment and preparation of Training materials).
12. **KES 8,000,000.00** 2010
I made a proposal to secure grants from Swedish Co-operative Centre, Stockholm, Sweden to train Co-operative Leaders across Africa (four Arenas were realized).
13. **KES 2,500,000.00** 2011
Prepared a proposal to secure grants from Swedish Co-operative Centre, Stockholm, Sweden for a mentorship training program for Chief Executive Officers in Co-operatives.

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| 14. | KES 3,000,000.00
I negotiated with The Co-operative Bank of Kenya Limited & CIC Insurance grant to host the International Symposium by Agri and Co-operative Training & Consultancy Services Limited (ATC) – the investment arm of the University College. | 2011 |
| 15. | KES 1,500,000.00 million
I made a proposal that secured grants from the International Labour Organization (ILO) Co-op Africa, Geneva, Switzerland to empower women weavers in Yatta, Machakos through formation of Co-operatives. | 2011 |
| 16. | KES 1,500,000.00
I made a proposal that secured grants from Swiss Contact Financial Services East Africa, Nairobi, Kenya to develop a curriculum on Micro Finance. | 2012 |
| 17. | KES 8,000,000
I made a proposal that secured funding for proposals on leadership for change project from Swedish Co-operative Centre | 2011 – 2012 |
| 18. | KES 4,500,000
I made a proposal that secured funding for proposals on leadership for change project from Swedish Co-operative Centre | 2012 – 2013 |
| 19. | KES 5,000,000
Leadership for Change project proposal submitted to Swedish Co-operative Centre and realized | 2013- 2014 |
| 20. | KES 7,500,000
Gender and HIV Mainstreaming project proposal submitted to Swedish Co-operative Centre. | 2013-2014 |
| 21. | KES 1.450,000
Negotiated from Kisii county on training Maendeleo ya Wanawake Women Group and realized | 2015 |
| 22. | KES 4.500, 000
Negotiated with Meru County Government for a baseline survey conducted by ICD and actualized | 2015 |
| 23. | Lead person in Proposal on Youth Empowerment And Agri-Cooperatives Revitalization, Kenya: Yeacre Project, Kenya, Estimated budget: 500,000,000 which is ongoing | OCTOBER
2016 |

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Additional fund-raising initiatives since joining ICD

No.	Organization	Service Rendered	Amount (Kshs.)
1.	Co-operative Insurance Group (CIC)	Induction training on 12/3/14 & 9/7/14	160,000
2.	Kisii County Women Leaders	Short training on 16 th – 17 th Dec. 2014	1,457,500
3.	Nyati SACCO	Consultancy Services in 2015	147,000
4.	Langata Development Co. Ltd	Short training on 20 th – 23 rd April, 2015	100,000
5.	County Government of Meru	Consultancy Services in May 2015	4,581,304
6.	(i) Nigeria Federal Cooperative College	Consultancy 9 th – 14 th August, 2015	200,612
	(ii) Nigeria Federal Directors of Cooperative	16 th – 20 th August, 2015	100,540
7.	Continuing Education, University of Pretoria	Consultancy 4 th – 11 th December 2015	800,446

LOCAL AND INTERNATIONAL LINKAGES AND STRATEGIC PARTNERSHIP FOR THE CO-OPERATIVE UNIVERSITY COLLEGE OF KENYA (1998 TO DATE)

1. Linkage with Jomo Kenyatta University of Agriculture and Technology to mount the first degree programme in 2005.
2. The Co-operative College of Kenya in 2012 evolved into The Co-operative University College as a constituent College of Jomo Kenyatta University of Agriculture and Technology. Initially from a department at the Ministry of Co-operative Development and Marketing before it became a Semi-Autonomous Government Agency (SAGA) in 1998.
3. Linkages with other strategic partners;
 - The Swedish Cooperative Centre; funded projects at the university, resulted in support of leadership, HIV/AIDS and Gender parity programmes

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- International Labour Organization;
Funded capacity building programmes for staff of the college and the cooperative movement
 - International Co-operative Alliance:
Funded attendance to international activities
 - United Nations Development Programme:
Funded participation in local and international activities.
4. Research and Training collaboration with leading Universities:
- a. **Locally** with Jomo Kenyatta University of Agriculture & Technology (JKUAT), Nairobi, Kenya.

Through this celebrated collaboration, we handled the development of The Co-operative College of Kenya first-degree program with JKUAT in 2004, which has graduated 129 students as at August 2012. A second degree (Bachelor of Commerce) has been developed.

This collaboration gratefully evolved The Co-operative University College as a constituent college of Jomo Kenyatta University of Agriculture & Technology (JKUAT).

- b. **Internationally** with:
- 1) Moshi University College of Co-operative Business, Moshi, Tanzania.
 - 2) University of Kwa Zulu Natal, Durban, South Africa.
 - 3) Wisconsin University - River Falls, Wisconsin, USA.
 - 4) Ambo University, Ambo, Ethiopia.
 - 5) Mondragon University, Mondragon, Spain.
 - 6) The New School – New York USA
 - 7) The Helping Students and Business Succeed Group

OTHER OUTSTANDING PERFORMANCE BASED ACHIEVEMENTS

1. Ranked position nine out two hundred and forty Governments of Kenya parastatals for excellent implementation of Government of Kenya's Performance Contracting and Appraisal policy.
Today a target setting and performance management is a culture among all in the University College.

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2. High education quality assurance:
 - a. ISO 9001 - 2008 Certification
 - b. Quality assurance by introducing external examiners.
 - c. The University College Certificate and Diploma programs are Commission for Higher Education (CHE) validated.
3. Student centered college development:
 - a. Almost 500% increase in student enrollment.
 - b. Gender parity in student admissions.
4. Infrastructure development:
 - a. Nairobi, Meru and Mombasa Campuses started.
 - b. 100% increase in physical infrastructure square footage.
5. Self-reliance:
 - a. A huge proportion (70%) of total University College budget is met through fundraising efforts and students fees
 - b. Successfully introduced self-sponsored JKUAT degree program.
6. Strategy led development
 - a. The Co-operative University College was among the first public bodies to develop a Corporate Strategic Plan in 2004.

CONSULTANCIES

1. Developed the Curriculum and mounted Trainings on Gender Integration in Co-operatives in:
 - All East African Community member countries;
 - Swaziland;
 - South Africa;
 - Lesotho
 - Botswana;
 - Namibia; &
 - Ethiopia.

This training and curriculum development was sponsored by the International Labour Organization (ILO)

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2. Lead Consultant in Gender Mainstreaming Activities of ILO in the Syndicoop Programme. 2003 - 2006

This programme led to the organization of the informal sector groups in East Africa and in transforming them into Co-operatives especially in Kenya, Rwanda, Tanzania and Uganda

This programme was sponsored by the International Labour Organization (ILO).
3. Lead Consultant on a study to Rehabilitate the Co-operative Movement in Rwanda. 2004

This study led to Government of Kenya seconding ten (10) Kenyan Co-operative experts to Government of Rwanda to help Rwanda rehabilitate their Co-operative movement.

This study was sponsored by the Government of Rwanda
4. Lead Consultant on Formulation of Gender Mainstreaming Strategy Framework in Co-operatives in Africa. 2006

This study was sponsored by International Co-operative Association, Africa.
5. Lead Consultant on developing a Gender Sensitization Strategy for Co-operative Organizations in all East African Community member countries. 2007 - 2012

This project was sponsored by International Co-operative Association, Africa.
6. Lead Consultant in course design, development of training materials and training to Senior Women in Management for the Government of Southern Sudan (GOSS). 2010

This was a jointly sponsored project by the GoSS and the World Bank.
7. Lead Consultant in The Review of Co-operative Policy and Legislation for the Kingdom of Lesotho. 2011

Sponsored jointly by the International Cooperative Alliance (ICA) and the Government of the Kingdom of Lesotho.
8. Lead Consultant in development of ILO. My Coop training modules (4 modules).

PUBLICATIONS

BOOKS

Gicheru, E. N.(2013) “The Effects of OD Intervention on Employees”: A case study of the Co-operative College of Kenya. **Publisher: LAP LAMBERT Academic Publishing, Saarbrücken, Germany.**

EDITED BOOKS by Gicheru,E and others

1. Innovative Cooperative Training (a trainer’s Source book) 2009
International Labour Office. - Geneva: ILO, 2009. 1 v. ISBN: 9789221225584; 9789221225591 (web pdf).
2. “The Co-operative Movement in Kenya: Challenges and Opportunities (2011)” by Silas Kobia, Lukio Consulting Trust Press, 2011, Kenya 2011
3. “Finance for Co-operatives. A Financial Management Handbook for Savings and Credit Cooperatives” by Edward Mudibo, forthcoming. 2012

PUBLISHED JOURNAL ARTICLES

1. **Gicheru,E., M’Imanyara K. Migwi’ S.** (2013) “The Ticking Time-bomb: The Case of Fourteen-Seater Transport SACCO’s in Kenya” in New Opportunities for Co-operatives, Rurulia Institute, University of Helsinki, Finland
2. **Gicheru E.** (2012) “Freedom to Set Up Enterprises: The Case of Kenya” in **International Journal of Co-operative Management, United Kingdom: Leicester, Vol.7 No.2 pp74-81**
3. **Gicheru, E** (2013) “Organizational Development Interventions (ODI) of Workers Performance In The Co-operative College Of Kenya” in **International Journal of Current Research, Mumbai, India, ISSN 0975-833X**
4. **Gicheru, E** “The Psychology of Unmarried Men in Nairobi: A Case Study of Three Bachelors Over Forty. Manuscript Update On AJHC-12-030: manuscripts1366627033
5. **Gicheru, E. M’Imanyara. K.** (2012) The Co-operative Difference: Impact and Role of Research in Building Sustainable Co-operative Enterprises. **International Journal of Humanities and Social Sciences** Vol. 2 No. 24 [Special Issue, pp 162,
6. **Gicheru, E,**(2012) A case study of Counseling Process of an inmate in a Kenyan Prison, **International Journal of Humanities and Social Science, Vol. 2 No. 24 2012**
7. **Gicheru, E. M’Imanyara K.** (2013) The Impact of Policy Changes on Co-operative Development in Lesotho from 1948-2010, **International Journal of Arts, Commerce and Humanities** Vol. 1 Issue (1) 89-102:

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8. **Gicheru, E.** (2015) Chief Editor, **African Journal of Co-operative Development and Technology** ISSN 2411-6645 Volume 1 Number 1 November 2015
9. **Gicheru, E..M'**Imanyara. (2015) Engendering Co-operatives in Africa: Gender Disparities and Solutions for Co-operatives. **International Journal of Co-operative Management** Vol 7 No. 2 pp32-39
10. Gongera E..**Gicheru, E.** (2016) Analysis of Green Energy Adoption on Household Development in Kenya: Case of Kibera Slums. **Journal of Energy Technologies and Policy: www.iiste.org, ISSN 2224-3232 (Paper) ISSN 2225-0573** Vol.6, No.9, 2016:
11. Okwisa D. Manana R **Gicheru E.** (216) Analysis of Turnaround Strategies on Organization Performance: Case of Uchumi Supermarket, Kenya. **European Journal of Business and Management** ISSN 2222-1905(online), Vol,8No.31 2016

TRAINING MATERIALS

1. Preparation of Training Materials for Hand in Hand East Africa

NEWSPAPER, MAGAZINE AND PUBLIC ARTICLES

1. "Training for Co-operative Enterprises" in British Airways In-Flight Magazine, July 2012 as part of Kenya's Global Investment Campaign.
2. "The Role of Co-operatives for Development in Africa", (with Andrew Bibby), 2005 www.andrewbibby.com/socialenterprise/Africa.html.

RESEARCH

ACADEMIC RESEARCH/CONFERENCE PAPERS PRESENTED

A. PAPERS PRESENTED

1. **Gicheru, E.** "Governance of a Co-operative Enterprise: An Introductory paper on Institutional Governance of the Proposed Co-operative Micro Finance Network for East Central and Southern Africa." 2003
2. **Gicheru. E.** "The Culture of Development, Globalization and Co-operative Enterprise". A paper presented to the International Conference in Genoa, Italy July 2 – 3, 2004 2004
3. **Gicheru, E.** "The Challenges women face as they become their own person: The case of Ms Murugi". A paper presented at The Humanity and Gender Conference at United Nations, Nairobi, Kenya. 2006
4. **Gicheru, E** "Programme of Action for Implementation of the Proposed Government of Lesotho Policy and Legal Framework". A paper presented to the Government of Lesotho 2011

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5. **Gicheru, E.** The History of Consumer Co-operatives in Kenya, Stockholm, Sweden. Paper presented to the ICA Global research conference Finland 2012.
 6. **Gicheru, E.**(2014)**"Building Strong Membership and Human Resources to Strengthen Co-operatives"** presented to The UN Global Forum on Co-operatives held in Addis Ababa, Ethiopia. Dec. 2014
 7. **Gicheru. E.** (2015)**"The role of Co-operatives in sustainable Development contributions challenges and strategies"** Expert Group Meeting and Workshop on Cooperatives at UN headquarters Nairobi:
 8. **Gicheru, E.** (2015) a paper on **"Contribution of the Kenyan cooperatives to achieving equality"**.UN invitation to speak at the international day of cooperatives at the UN Headquarters New York: July 2015
 9. **Gicheru, E.** (2016)**"An Enabling Environment for the implementation of Agenda 2030"** Policy Forum on Development, Dakar Senegal 3rd October 2016
 10. **Gicheru E.** (2016)**"The role of the co-operative Enterprise Model in Implementing the SDGs in least developed countries (LDCs)** Expert Group Meeting on Ensuring that no one is left behind: The cooperative sector as a partner in the implementation of the united nations 2030 Agenda for sustainable Development: November 2016
 11. **Gicheru, E.** (2016) The role of co-operative Education and Training in the Development of cooperatives ICA Africa Regional Assembly Research and Gender conference: Kigali, Rwanda October/ November 2016
- B. RESEARCH PAPERS IN PROGRESS**
12. Wekesa, A. **Gicheru, E.**(2016) Gender Parity and Age structure in the Kenyan Savings and Credit Co-operatives Sub-Sector: A Baseline Survey of selected Counties on its final stages of completion 2014 and on its final stages of completion
 13. **Gicheru, E.**(2016) Mwangeka, R. M'Imanyara, K. A situational Analysis study to establish causes of High rate of failure of Co-operative Business and Possible interventions in Taita County 2014 and on its final stages of completion
 14. **Gicheru, E** Oboka, W. Kingori,J. Ouko, K. Maiyo, S.Type, Spatial distribution and status of Co-operative Societies in Kenya 2016 and on going
 15. Oboka, W. **Gicheru, E** Kingori,J.Ouko, K. Maiyo,S patial Distribution, Capacity and Performance Of Non-State Actors In Disaster Risk Management In Kenya 2016 Ongoing

C.COMMISSIONED RESEARCH

1. **Gicheru, E.**(1978) Lead Researcher on Women Involvement in Co-operative Credit Schemes - A research sponsored by Food and Agricultural Organisation (FAO), a United Nations body. 1978
2. **Gicheru, E.**(1992) Researcher on The Re-definition, Mandate and Work Procedures of Kenya National Farmers Union (KNFU) – A research sponsored by Swedish Co-operative Centre, Stockholm, Sweden. 1992
3. **Gicheru, E** (1994) Lead Researcher on Co-operatives in Eastern Southern and Central Africa – A study sponsored by International Labour Organisation (ILO), Geneva, Switzerland. 1994
4. **Gicheru, E.** Lead Researcher on Environmental Issues in Co-operative Societies: Commissioned by: International Labour Organisation (ILO), Geneva, Switzerland and led to the introduction of environmental issues in training curricula of Co-operative Training Institutions in Kenya, Uganda, and Tanzania. 1998
5. **Gicheru, E.** (1998)Lead Researcher on Gender issues in Co-operative Societies. 1998

This research was sponsored by the International Labour Organisation (ILO), Geneva, Switzerland and led to introduction of gender training in training curricula of Co-operative Training Institutions in Kenya, Uganda, and Tanzania.
6. **Gicheru, E.** (2010)“The Impact of Policy Changes on Co-operative Development in Lesotho from 1948 to 2010” for the Government of Lesotho 2011
7. **Supervision of Masters Students** - TWO 2013
 - i] Differences in Household headship and health and nutrition status of children in Kenya toward the achievement of MDGs: A case study of Murang'a District
 - ii] The Socio-Economic Impact Assessment of the rehabilitated Imenti - Chogoria Road on the Rural Households living along the Project in Meru County: Graduated
 - iii) Three Masters Students studying Co-operative Management allocated to me (CUK)

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8. **Supervision of PhD students- Two ongoing**

i] A comparative study of the performance of primary co-operative enterprises in Kenya and South Africa- University of Zululand

ii] The Impact of Financial Reporting on Co-operatives members' Decision making on the Financial Performance of Co-operatives societies: The Case of Cooperative Societies in Kenya (MuCCoBs)

9. **Development of Programmes**

Gicheru, E.(2013) Development of Post graduate Programmes for the Co-operative University College of Kenya. **Masters in Cooperative management and organization development.**

2013

10. **PARTIPATION IN POLICY INITIATIVES**

- Development of policy and operational documents for Nyati SACCO Limited
- Developed policy and operational manual for SHIRIKA SACCO
- Participated in development of the sacco Societies act(2008)
- Participated in development of the co-operative Societies Act and the Co-operative Development Policy(1997 and 2014)
- Developed the CUK research Policy, Linkages Policy and income generation activities Policy(2014)

2014

LOCAL AND INTERNATIONAL CONFERENCES, SEMINARS AND WORKSHOPS ATTENDED

CONFERENCES ATTENDED

I attend international and local workshops and conferences, at least thrice a year, organized by:

1. Government of Kenya.
2. International Co-operative Alliance (ICA).
3. International Labour Organization (ILO).
4. Agricultural Sector Coordination Unit (ASCU) of Government of Kenya.
5. Kenya Institute of Administration (KIA) of Government of Kenya.

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CONFERENCES, SEMINARS AND WORKSHOPS ATTENDED

22nd May - 2nd June 1978	Practice and Management of Co-operatives, at The Cooperative College of Kenya.
9th – 13th September 1996	Gender and Population Seminar, conducted at Kenya Institute of Administration.
1996	Advanced Course in Ms Dos, Ms Windows 95, WordPerfect for Windows, Dbase III Plus, Dbase III Plus Programming I by Codic Computer Institute.
9th – 13th September, 1996	Gender and Population Seminar No. 2/96, by Kenya Institute of Administration.
8th May 1998	Stewardship / Management Accounting, conducted by The Association of Sisterhoods of Kenya.
16th – 27th March 1998	Total Quality Management and Introduction to Computers Seminar, by Kenya College of Communication Technology.
23rd – 27th March 1998	Computer Appreciation Seminar, by Kenya College of Communications Technology.
2002 - 2003	Innovative Management in Cooperatives Workshops organized by International Labour Organisation (ILO).
2002 - 2003	Participated in the ILO Annual Conference on Recommendation 193 on promotion of Co-operatives.
2nd – 6th December 2002	Moderated workshop and developed ICA Report of Proceedings of Regional Agricultural Networking Workshop incorporating delegates from Kenya, Uganda, Tanzania, Botswana, Swaziland, Lesotho and Zambia in Nairobi, Kenya
18th – 24th May 2003	ILO - SYNDICOOP Project Regional Gender Integration Workshop held at Kigali, Rwanda.
28th February -24th March 2005	The Fundamentals of Marketing, The Cooperative College of Kenya.
28th February to 24th March 2005	Basics of Computer Technology at Cooperative College of Kenya by Ministry of State for Public Service
5 th – 10 th June 2006	Curriculum Development Training Programme, by Kenya institute of Education
November 12-16,	Lead Moderator at the ICA Africa Cooperative Gender Forum in

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2007	Maseru Lesotho on "Promoting Gender Equality in Cooperatives to Enhance sustainable Economic Development"
21 st – 25 th May 2007	ISO 9001:2000 Lead Auditors' Course, conducted in Nairobi Kenya by KEBS.
13 th – 15 th July 2009	Participated in the African Co-operative Ministers Conference Technical Committee Meeting held in Kampala Uganda.
19-21 October 2009	Participated in the Social Economy – Africa's Response to the Global Crisis held in Johannesburg, South Africa
30 th August to 3 rd September 2010	Basic Skills in Guidance and Counseling by Cooperative College of Kenya, Nairobi, Kenya
4 th – 6 th September 2012	A forum organized by the United Nations on "Harnessing the Co-operative Advantage to Build a Better World" in Addis Ababa, Ethiopia. Presented two papers.
2 nd – 5 th May 2012	A conference on "Global History of Consumer Co-operation" by Labour Movement Archives and Library in Stockholm, Sweden
23 rd Sept. 2012	Promoting gender parity in operational affairs of co-operatives in Africa: Presented to ACCOSCA Conference at Entebbe, Uganda
29 th October – 1 st November 2013	SACCA Congress; Invitation by African Confederation of Cooperative Savings and Credit Association (ACCOSCA). Presented a paper on "Improving capacity in the Co-operative sector; need to support Co-operative institutions in Africa" in South Africa.
1 st – 7 th November 2013	Attended the ICA Global Conference and General Assembly as a delegate
12 th – 14 th May 2014	Presented a conference paper on "The Concept of Co-operatives and its Importance to National Economics." at the 2014 Forum for Government and Co-operative Movement Leaders in Africa by ICA Africa
22 nd – 24 th September, 2014.	Invited by "We Effect" in Collaboration with East African Federation of Farmers and the International Cooperative Alliance to 8 th Rural Finance Thematic Workshop In Arusha, Tanzania
31 st October 2014.	Invitation to present a paper by International Co-operative Alliance Africa for a workshop in Addis Ababa (Ethiopia). The theme of the workshop was "Promoting Good Contract Practices between Producers and Buyers in Contract Farming Operations in the African Context" – Workshop and Webinar on the Legal Dimension of Contract Farming. Presented a paper on "Contract Formation and Obligation of the Parties."

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- 17th – 19th November, 2014 Invitation by ICA Regional Assembly for Africa to 11th Regional Assembly held at Intercontinental Hotel, Nairobi. The theme was “Improving Member’s Socio-Economic Situation by Encouraging the Benefits of Co-operative Enterprises.” Presented a paper on sub-theme “Building the co-operative Image and Securing the Co-operative Identity”.
- 8th – 10th December, 2014 Invitation by United Nations to participate in an Expert Group Meeting “The Role of Co-operatives in Sustainable Development for All: Contributions, Challenges and Strategies.” Presented a paper on Co-operatives and Environmental Development: Successes and Challenges. The presentation was based on a case study of a Solar Energy Supply Co-operative based in Makueni County.
- 8th – 12th June 2015 Attended Forum for co-operative registrars, commissioners, directors and co-operative managers/leaders organized by ICA – Africa in Zimbabwe
- 8th July 2015 Attended Global Committee for Promotion and Advancement of Co-operative (COPAC) c/o ICA organized an International Day of Co-operatives held at UN Headquarters, New York City, where I represented on “the Contribution of Kenyan Co-operatives to Achieving Gender Equality” on 8th July 2015
- 15th – 17th September, 2015 Attended ICA Regional workshop on “Enhancing the Role of Women in Co-operative Business” in Palestine, Asia and Pacific. The workshop was designed to provide opportunity to women co-operators to meet and build their business network and to share success information and stories.
- 11th – 15th October 2015 Attended Regional African 11th Co-operative Ministerial Conference with focus on the theme “Contribution of Co-operatives to AU agenda 2063: The Africa We Want” and presented a paper on “Reviving Pan Africanism and the Vision of Africa’s Renaissance through Co-operative Identity” held in Gaborone Botswana.
- 10th – 11th November 2015 Attended **ICA – ILO International Research Conference** on Co-operatives and the World of Work; Presented a research paper on “The Historical Relations between the Labor Movement and Consumer Co-operatives in Kenya since independence” and the Global Conference held in Antalya, Turkey.
- 29th Nov. – 3rd Dec. 2015 Attended ICA, 7th **Edition of the AfriCities Summit** with focus theme “Shaping the Future of Africa with the People: The Contribution of African Local Authorities to Agenda 2063 of the African Union.” held in Johannesburg, South Africa
- 3rd – 4th October, 2016 Attended a forum organized by **European Commission** to the 1st Regional Africa Meeting of the Policy Forum on Development in Dakar, Senegal
- 5th – 7th November, **National Research Fund (NRF) Conference**

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- 2016 The main organizer and Coordinator of The National Call for Proposal for Competitive Grants for Infrastructural Support for Research and Training Institutions respond(3Million - 100 Million)
The National Call for Proposal for Competitive Research Grants for Multidisciplinary Collaborative Research (20 Million)
The National Call for Proposal for Competitive Grants for Postgraduate Research Training (500,000 Masters & 2million PhD)
- 11th – 13th
November, 2016 Attended a Conference and made a presentation on “Platform Cooperativism: Building the Cooperative Internet” at The New School on New York City, USA.
- 16th -17th Nov.
2016 Attended a conference organized by UN and presented a paper on the Role of the Co-operative Enterprise model in implementing the SDGs in least developed countries (LDCs), New York City, USA
- 15th – 17th Dec.
2016 BLOCK – CHAIN WORKSHOP
To discuss interoperable policy frameworks for regulation of blockchain technologies

1. INTERNATIONAL WORKSHOP ON SELF RELIANCE IN HIGHER EDUCATION

Attended the workshop on Self Reliance In Higher Education. Chief Executives Officers of Higher Education institutions attended the Conference. This Workshop consisted of lectures, discussions and group work on self-reliance in institutions of higher learning. It was supported by funds from the International Labour Organisation in Geneva, Switzerland and was held in Histdrut, Israel.

2. INTERNATIONAL WORKSHOP ON INTRODUCTION OF CO-OPERATIVE EDUCATION IN HIGHER EDUCATION INSTITUTIONS

Attended the workshop on Introduction of Co-operative Education in Higher Education. Chief Executives Officers of Higher Education institutions attended the Conference. This Workshop consisted of lectures, discussions and group work on the introduction of Co-operative education in higher education. It was supported by funds from the International Labour Organisation in Geneva, Switzerland and International Co-operative Alliance in Geneva, Switzerland and was held in Windhoek, Namibia.

COLLABORATIONS

1. Meru County Government
I led negotiations which resulted in signing of Mou and consultancy of Kshs. 4.5M
2. Kisii County Government
Mou submitted and negotiations at an advanced stage. Resulted in a training consultancy of Kshs. 1.45M

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3. Machakos County Government
Signed MoU and developed curriculum and training materials preparation in progress.
4. Taita Taveta County Government
Signed MoU. Conducted baseline survey with support of the CUK
5. Ministry of Investment trade and Cooperatives
Signed MoU. Negotiating for support of one of our proposed research activities on Spatial distribution of cooperatives
6. Pamoja Trust
MoU to be signed on 14th November, 2016 followed by a strategic planning workshop with CUK Staff.
7. Helping Students and Business Succeed(HSBS)
8. Sustain International
Developed MoU and organized for training of Management staff on SDGs
9. Koinonia Community: Developed MoU

HONORARY SERVICE TO COMMUNITY

1. Chairperson - Fundraising Committee following the fateful accident at CUCK. 2016
2. Board Member – Kenya Trade Network Agency (KENTRADE) Mar. 2015 – to date

This is a state Corporation under the National Treasury that is mandated to facilitate cross border trade and establish, manage and implement the National Electronic Single Window System as a Vision 2030 flagship project under the economic pillar. The post is by Presidential appointment

- i. Chairperson of the Human Resource Committee of Kentrade Board.
 - ii. Member of the Audit Committee of Kentrade Board
3. Delegate Cooperative Alliance of Kenya 2014 to present
4. The Interim Chairperson of International Cooperative Alliance (ICA) Research and Gender Committee. 2014 to date
5. Chairperson - Shirika Co-operative Society 2005 to present

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This is an elective position. Shirika Co-operative Society draws membership from the Ministry of Co-operative Development and Marketing staff all over Kenya. This society has over 3,700 members and growing.

- | | | |
|-----|--|-----------------|
| 6. | Delegate Co-operative Bank of Kenya | 2005 to present |
| 7. | Member of the Audit and Control Committee and Board of Directors of the International Co-operative Alliance (ICA), Geneva, Switzerland. | 2005 - 2009 |
| 8. | <u>Board Member</u> – Lenana School | 2002 – 2009 |
| | A national boy's school: Lenana School is located in Nairobi County. This honorary service was on appointment by the Minister of Education. | |
| 9. | Board Member of the International Co-operative Alliance (ICA), Geneva, Switzerland. | 2002 - 2005 |
| 10. | Executive Committee Member of the Global Human Resource and Development Committee of the International Co-operative Alliance (ICA), Geneva, Switzerland. | 2002 - 2005 |
| 11. | Government of Kenya representative to the 90 th Session of the International Labour Organization (ILO) Annual Conference. | 2002 |
| 12. | Government of Kenya representative to the 89 th Session of the International Labour Organization (ILO) Annual Conference. | 2001 |
| 13. | <u>Fundraising Committee Member</u>
An elective and honorary role at St John the Evangelist Catholic Church - Karen, Nairobi. | 2001 to present |
| 14. | <u>Parish Council Member</u>
An elective and honorary role at St John the Evangelist Catholic Church - Karen, Nairobi. | 2001 - 2013 |
| 15. | Volunteer Counselor, Amani Counseling Center Training and Supervisor of Research projects | 2012 to present |
| 16. | International Co-operative Alliance (ICA) Chairman of the Co-operatives Human Resource Committee, Africa Region | 1998 - Present |
| 17. | <u>Board Member</u> – Mugoiri Girls Secondary School
A provincial girl's school: Mugoiri Girls Secondary School is located in Murang'a County. This honorary service was on appointment by the Minister of Education. | 1996 – 1999 |

MEMBERSHIP TO PROFESSIONAL BODIES

1. Member of Kenya Institute of Management
Individual **membership** is open to all practicing managers in both public and private sector desiring to participate in the advancement of professional management knowledge and practice. The membership enables you to attend meetings, and functions and other institute's activities. Members have full voting rights at the Annual General Meeting. Have benefited from continuous professional development programmes.
2. Member of Board of Directors of New Harmony Press LTD
A publishing company located in Leicester UK.
3. Member of Kenya Counseling and Psychological Association
4. Member of Value Chain
5. Member of Institute of Directors in Kenya

COMMITTEES MEMBERSHIP

1. Chairperson of the Co-operative University Research, Printing and Publication Committee
2. Chairperson of the Co-operative University Journal and Publication Committee
3. Chairperson of the Co-operative University Student Appeal Committee
4. Chairperson of the Co-operative University Staff Appeal Committee
5. Member of CUK Innovation Committee

BOARD MEMBERSHIP

1. Former Board member of The Coffee Board of Kenya representing the Commissioner of Co-operatives.
2. Former Board member of The Pyrethrum Board of Kenya representing the Commissioner of Co-operatives.
3. Former Board member of The Horticultural Crops Development Authority of Kenya representing the Commissioner of Co-operatives.
4. Former Board member of The Coffee Board of Kenya representing the Commissioner of Co-operatives.

PROF. ESTHER NJOKI GICHERU (Mrs.)
B.Sc. (UoN), M.A. (Leicester), Ph.D. (Cebu Doctors'), RPA, HSC

5. Former Board member of The Pyrethrum Board of Kenya representing the Commissioner of Co-operatives.
6. Board Member at Agribusiness Training and Consultancy
7. Board member at Kenya Trade Network Agency
8. Board member at Shirika Sacco

EXTRA CURRICULA ACTIVITIES

1. General reading.
2. Walking and cycling.
3. Enjoys country music.
4. Gardening and tree planting.

**PROF. ESTHER NJOKI GICHERU (Mrs.)
B.Sc. (UoN), M.A. (Leicester), Ph.D. (Cebu Doctors'), RPA, HSC**

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