

CURRICULUM VITAE

1.1 PERSONAL PROFILE

1.1.1 Personal Details

Name: Dr. Emily Atieno Odhong Gender: Female Date of Birth: 28/May/1977 Mobile: +254 723 656749 Personal e-mail: emilyatieno77@gmail.com Official e-mail: odhong.emilly@ku.ac.ke Language: English, Kiswahili and Luo Nationality: Kenyan Specialization: Human Resource Management Certification: Certified HRM Professional	Current Designation: <i>Lecturer at Kenyatta University</i> Department: Business Administration <i>Specialized in Human Capital and Labour Relations Management with a demonstrated history of teaching in Higher Learning Institutions, and service delivery in the Management Consulting Industry in the following areas: Research; Training; Human Resource Management Consultancy, Skills Development and Transfer, and Mentorship.</i>
 Core Skills Lecturing and Training (Blended Approach: Virtual and Face to Face lectures); Curriculum Development and Review, Course Outline, Module Development. Strategic Human Capital Management and HR Policy Analysis; Leadership; Research and Consultancy; Career Guidance, Programming and Mentorship.	

1.1.2 Research Interest:

Organizational and Baseline surveys in: Strategic Human Capital and Labour Relations Management, Employee Engagement, Youth Employment and Employability skills, Decent Work, Future of Work, and Performance Management.

1.1.3 Research Connect Accounts:

Google Scholar: <https://scholar.google.com/citations?user=zc0EerYAAAAJ&hl=en>
ORCID ID: 0000-0001-8120-1469

1.2 ACADEMIC AND PROFESSIONAL QUALIFICATIONS

1.2.1 Academic Qualifications

- May 2015-Nov.2018 PhD in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology,
- Jan 2013 –Nov 2014 Master of Science in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology
- Jan 2010- July 2012 Bachelor of Business Administration, Human Resource Management option at Kenya Methodist University (KeMU).

July 2008–June 2009 Diploma in Human Resource Management at Kenya Institute of Management (KIM).

Jan - June 2008 Advanced Certificate in Business Management at KIM.

July – Dec 2007 Certificate in Business Management at KIM
1991 – 1994 Bishop Okullu (Magare) Girls Secondary School
1982 – 1990 Rongo Nyagowa Primary School

1.2.2 PROFESSIONAL CERTIFICATION & QUALIFICATIONS

2021 Certified Human Resource Management Professional
Institution: College of Human Resource Management, Nairobi.
May 2021 Leadership and Professional Development Programming
Organization: World Innovators and Leaders Development Network.

1.3 EMPLOYMENT BACKGROUND

1.3.1 Current Employment.

March 2026 to -date **Position:** Lecturer
Current Employer: Kenyatta University
Department: Business Administration

- ✓ Continuous planning, preparing, teaching, and delivery of quality lectures as assigned.
- ✓ Conducting research, supervision, and examining students research proposals.
- ✓ Internal examiner
- ✓ Reviewing academic programmes in Human Resource Management
- ✓ Preparing course outlines, reading lists and supplementary materials for students.
- ✓ Preparing, administering and marking continuous assessment tests and University exams.
- ✓ Thesis Supervision and mentorship
- ✓ Attend and participate in departmental, faculty board and other meetings of the University as required.

March 2024 – March 2026: **Position:** Senior Lecturer
Employer: Kiriri Women's University of Science and Technology

Key Responsibilities as a Senior Lecturer:

- ✓ Continuous planning, preparing, teaching, and delivering lectures as assigned (both in person and online classes)
- ✓ Internal examiner
- ✓ Developing and reviewing academic programmes
- ✓ Preparing course outlines, reading lists and supplementary materials for students.
- ✓ Preparing, administering and marking continuous assessment tests and University exams.
- ✓ Supervision and mentorship of students
- ✓ Attend departmental, faculty board and other meetings of the University as required.
- ✓ Conducting research.

1.3.2 Teaching the following units/areas as assigned:

✓ Strategic Human Resource Management	✓ HRP & Employee Resourcing
✓ Human Resource Management I & II	✓ Industrial and Employment Relations
✓ Human Resource Management Seminar	✓ Competency-based HRM
✓ Human Resource Project Management	✓ Conflict Resolution: Mediation and
✓ Human Resource Development	Negotiations

✓ Leadership and Team Building ✓ Labour Laws	✓ Research Methodology ✓ Research Project Supervision ✓ All other HR specialization units
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September 2024 – May 2025 **Position:** Senior Lecturer/Registrar Academics

Employer: Kiriri Women's University of Science and Technology

Key Responsibilities done as Registrar Academics:

- Ensured effective implementation of academic policies and adhere to academic procedures and guidelines.
- Oversaw effective and efficient planning and coordination as well as the implementation of academic activities within the University.
- Ensured the integrity, confidentiality, accuracy and security of all academic records of current and former students
- Managed effective and efficient student admission, registration and enrolment process
- Coordinated the effective delivery of the University examination.
- Monitored and supervised the completion of academic programmes, among other roles.

March 2024 – August 2024 **Position:** Senior Lecturer/ Director Quality Assurance.

Key Responsibilities as Director Quality Assurance:

- Strengthening quality planning and implementation
- Develop and oversee the implementation of the institutions overall quality assurance framework
- Oversee the development, review and approval of new academic programs and program revisions.
- Research and innovation quality: promote a culture of research and innovation within the institution.
- Build and maintain strong relationships with internal and external stakeholders. this includes faculty, students, staff, alumni, employers, accrediting bodies and regulatory agencies.
- Champion a culture of continuous improvements throughout the institution.
- Lead Quality Assurance Committee.

2019 – February 2024

Position: Lecturer.

Employer: Kiriri Women's University of Science and Technology

1.4 ADMINISTRATIVE DUTIES AND RESPONSIBILITIES

1.4.1 Recognized University Administration

- September 2024- April 2025: Additional Responsibility: **Registrar Academics**
- March 2024 – August 2024: Additional Responsibility: **Director Quality Assurance**
- May 2019 – Aug 2020: Additional Responsibility: **Ag. Head of Department, Accounting and Finance** in the School of Business and Management at KWUST

(i) Key Administrative Duties and Responsibilities as Head of Department (May 2019-Aug 2020)

- ✓ I was the Academic and Administrative Head of the Department
- ✓ Supervised all academic staff assigned at the department
- ✓ Oversaw effective implementation of the approved curriculum of the courses of the department
- ✓ As the Chief Examination Officer in the Department and I ensured maintenance of high academic standards through setting moderation and marking of examination.
- ✓ I attended Departmental Faculty Board and other meetings of the University as required
- ✓ Monitored students class attendance and advice the University management accordingly
- ✓ Prepared quarterly and annual budgets/reports for the department.

1.4.2 Achievements

- ✓ 2023 & 2024: Awarded Certificate of Excellence in outstanding Quality Peer Review by B.P International Publishers.
- ✓ Positive feedback in Quality teaching, training and research
- ✓ 2019-2020: Teaching staff skills matching and alignment
- ✓ Led the department team in curriculum review
- ✓ Mentorship
- ✓ 2017: I successfully worked as national consultant on youth policy toolbox project under Economic Commission for Africa
- ✓ Actively engaging in notable community service both locally and internationally.

1.5 PUBLICATIONS.

1.5.1 Refereed Journals:

- Odhong, E. A.,** Otado, N.O., Ochieng, J. A and Odhong, C. A. (2024). Reimagining Public-Private Nexus in Accelerating Women's Progressive Education. *European Journal of Education Studies, Volume 11 Issue 11.*
- Odhong, E. A. & Achieng, C. O.** (2023). Unpacking the Role of Higher Education Institutions in Accelerating Women's Progressive Education in Kenya. A Case Study of Kiriri Women's University of Science and Technology. *European Journal of Higher Education and Academic Advancement.* Volume 1(7), pp28-48.
- Odhong, E.** (2023). Reshaping Blended Learning to Accelerate Women's Progressive Education in Kenya. A Case Study of Kiriri Women's University of Science and Technology. *TIJER-International Research Journal Vol. 10 Issue 2, Pgs.686 – 698.*
- Odhong, E.** (2023). *The Impact of Precarious Employment in the Hospitality Industry.* A presentation done at the 2023 KAHC&KUDHEIHA Human Resource Conference held at Bamburi Beach Hotel from 18th – 19th May 2023, under conference theme: 21st Century Human Resource Practices in the Hospitality Industry, Mombasa, Kenya.
- Odhong, E.** (2022). A Critical Analysis of the Role of Student Retention in Accelerating Women's Progressive Education in Kenya. A Case Study of Kiriri Women's University of Science and Technology. *International Journal of Education, Learning and Development, 10 (12).* pp. 1-18.
- Odhong, E.** (2021). Harnessing Human Capital through Universal Social Protection in Kenya. *Global Journal of Human Resource Management, Vol.9, No.3, pp.37-57,*
- Odhong, E.** (2020). Employment Relationship in a Changing World of Work: Challenges and Pragmatic Solutions. *International Journal of Current Research Vol. 12. Issue 11* pp.14896-14903.

- Odhong, E.** (2020). Skills Development and Employee Performance in the Private Security Industry in Kenya: An empirical perspective. *International Journal of Current Research*, Vol 12, Issue 11 pp. 14680-14689.
- Odhong, E. A., Were, S. & Jonyo, F.** (2018). Influence of Training on Employee Performance in the Private Security Industry with a Focus on Private Security Guards in Nairobi County. *International Journal of Current Research*, Vol.10, Issue 03.
- Odhong, E. A., Were, S. & Jonyo, F.** (2018). Influence of Employee Engagement on Employee Performance in the Private Security Industry with a Focus on Private Security Guards in Nairobi County. *International Journal of Current Research*, Vol.10, Issue 03.
- Omolo, J., & **Odhong, E.** (2017). *Trade Unions in Transformation*; Developing and Utilizing Power Resources: The Case of Kenya National Private Security Workers' Union, Friedrich Ebert Stiftung, Berlin, Germany.
- Odhong, E., A. & Omolo, J.** (2015). Effect of Human Capital Investment on Organizational Performance of Pharmaceutical Companies in Kenya, *Global Journal of Human Resource Management*, Vol. 3. No. 6, pp.1 – 29.
- Odhong, E. A., Were S. & Omolo, J.** (2014). Effect of Human Capital Management Drivers on Organizational Performance in Kenya. A Case of Investment and Mortgages Bank Ltd. *European Journal of Business Management*, Vol. 2(1), 341-356

1.5.2 Published PhD Thesis:

- Odhong, E. A.** (2018). Influence of Human Capital Practices on Employee Performance in the Private Security Industry in Kenya. A published thesis submitted in Partial Fulfillment for the Degree of Doctor of Philosophy in Human Resource Management in the Jomo Kenyatta University of Agriculture and Technology, Nairobi, Kenya.

1.5.3 Book Chapter:

- Omolo, J. & **Odhong, E.** (2017). *Trade Unions in Transformation*; Developing and Utilizing Power Resources, In V. B. Mosqueira, and R. F. Neto, (2017). *Sindicatos En Transformacion Estrategias Para Crecer*, NUEVA SOCIEDAD – ISSN 0251 – 3552, Page 209 – 224. Buenos Aires, Argentina.

1.5.3 Published Conference Papers:

- Mbithuka, P. M. and **Odhong, E. A.** (2024). *Inclusivity at the Workplace Towards Ending Gender Based Violence: Human Resource Manager's Role*. A Paper Presented at 6th Kiriri Women's University of Science and Technology, International Interdisciplinary Conference held on 28th and 29th November 2024 in Nairobi, Kenya.
- Joel, J. K. and **Odhong, E. A.** (2024). *Revitalizing Human Resource Knowledge Management in A Dynamic Labour Market*. A Paper Presented at 6th Kiriri Women's University of Science and Technology, International Interdisciplinary Conference held on 28th and 29th November 2024 in Nairobi, Kenya.
- Nyaga, S. W. and **Odhong, E. A.** (2024). *Inclusivity at the Workplace: A Path to Gender Equity*. A Paper Presented at 6th Kiriri Women's University of Science and Technology, International Interdisciplinary Conference held on 28th and 29th November 2024 in Nairobi
- Odhong, E. A., Were S., & Omolo, J.** (2014). "Re-thinking Industrial Relations for Enhanced Organizational Performance in Kenya", in proceedings of 2014 International Annual Conference on Sustainable Research and Innovation, 7th- 9th May 2014, Vol. 5,158-161. African Institute for Capacity Development (AICAD), JKUAT, Nairobi, Kenya.
- Odhong, E. A. & Were S.** (2013). "Human Capital Management as a Tool for Value Creation", in proceedings of First SHRD Annual Research Conference, 12th and 13th September,

1.5.4 Participation in Webinars, Seminars, Workshops and Conferences:

1. **30th June 2026:** Participant at **Competency Based Education Training (CBET)** workshop organized by Kenyatta University at KUCC, Interaction Hall, Nairobi Kenya.
2. **2nd December 2025:** Delivered a Public Lecture on **Establishing the Blue Print: Key Components of an Effective Chapter One in Research Projects** at KWUST Annual Inter-Faculty Research Seminar held on 2nd December 2025.
3. **May – 16th -19 2022:** Participated in 2022 Women in Global Leadership Development Forum, as a Guest Speaker, as a Community Conversation Leader and a Mentor. Topic: **Leading Organizational Change**, Conference organized by Women Innovators and Leaders' Network.
4. **September 23rd -24th 2020:** Presented a paper at a Webinar Conference organized by COTU (K), FES (K) and TUC (K). Conference theme: *Future of Work: Trade Union Response in the Evolving World of Work*. Presentation: **Employment Relationship in A Changing World of Work: Challenges and Pragmatic Solutions**
5. **July 21st and 22 July 2021.** Participated in **Virtual Expert Group Meeting on Embracing Digital Finance for Women's Economic Empowerment in Africa** organized by the Gender Equality and Women's Empowerment Section of the United Nations Economic Commission for Africa (ECA) held on 21 and 22 July 2021.
6. **May 4th – 6th 2021,** participated in 2021 **Women in Global Development Leadership Forum**, Organized by World Innovators and Leaders Network.
7. **September 29th, 2020:** Participated in a Webinar organized by International Association of Universities, Paris. Theme: **"The Future of Higher Education: Integrating the SDGs in Higher Education"** – 'No One Size Fits All'
8. **August 19, 2020:** Women & Girls Africa Summit. Theme: **Accelerating Education of Women**. Co-hosted by Women and Girls (WAGS) and Children's Investment Fund Foundation (CIFF).
9. **June 19, 2020:** **Guiding the COVID-19 response and Recovery towards a Better Normal Free from Violence and Harassment**, Organized by ILO, Geneva.
10. **16th -17th Sept 2019:** Conference Rapporteur for The Joint Organisation of African Trade Union Unity (OATUU)/Central Organisation of Trade Union (COTU)-K Women's Commission Workshop. Theme: **Ending Violence and Harassment at the Workplace: The Role of Trade Unions**, held at Stanley Sarova Hotel, Nairobi, Kenya.
11. **27th Feb - 1st March 2019:** Conference Rapporteur at Pan –African Trade Union Symposium on **The Importance of Quality Education for All Africa's Development**, at Hilton Hotel, Nairobi Kenya. The International Conference jointly organised by PANAF, COTU (K), ILO, OATUU, ITUC-Africa, LO, TCO-Sweden, CUT-Brazil, IFSI-ISVI and FGTB- Belgium.
12. **21-23rd Nov. 2017:** Participated at **The Interregional Youth Policy Forum** held at UNESCAP, United Nations Conference Centre (UNCC) in Thailand, Bangkok. Forum jointly organized by the Economic Commission for Africa (ECA), Economic and Social Commission for Asia and the Pacific (ESCAP) and the Economic and Social Commission for Western Asia (ESCWA).

1.6 QUALITY TEACHING LEARNING, SUPERVISION AND MENTORSHIP

1.6.1 Training in Higher Education and Industry

I am an industry-based trainer with more than 10 years' experience in Human Resource Management, Labour and Industrial Relations.

2026: Attended Competency Based Education Training (CBET) workshop organized by Kenyatta University at KUCC, Interaction Hall, Nairobi Kenya.

2019 Quality teaching: Attended pedagogical training in quality teaching techniques. A workshop organized at Kiriri Women's University of Science and Technology

1.6.2 Ongoing Thesis Supervision and Mentorship

a) PhD Thesis supervision

1. Paul Tanui, student at Open University of Kenya

Topic: *Flexible Work Arrangements, Digital workplace and Organizational Agility in Commercial Banks in Kenya.*

2. Victor Otieno, student at Open University of Kenya

Topic: *Green Human Resource Management, Employee green behavior and Organizational Sustainability in the Telecommunication Industry in Kenya*

b) Ongoing MBA Research Project supervision and Mentorship:

1. Caroline Jelimo Rotich – student at Kenyatta University. Topic: *Employee Participation Strategies and Job Satisfaction among Academic Staff in National Polytechnics in Kenya.*

2. Gladys Njoki – student at Jomo Kenyatta University of Science and Technology. Topic: *Influence of Monitoring and Evaluation Planning on Sustainability of Donor-Funded Healthcare Programs in Nairobi City County, Kenya*

3. Julian Kaguri, - student at Kiriri Women's University of Science and Technology. Topic: *Transformational Leadership and Retention of Non-Academic Staff in Selected Private Universities in Kenya.*

4. Faith Gaichugi - student at Kiriri Women's University of Science and Technology. Topic: *Talent Retention Strategies, Human Resource Management Policy and Employee Performance in Private Chartered Universities in Kenya.*

5. Juliana Kibuti, - student at Kiriri Women's University of Science and Technology. Topic: *Motivational Strategies and Employee Retention in Micro-Finance and Investment Companies in Nairobi County, Kenya*

6. Paulina Mbithuka, - student at Kiriri Women's University of Science and Technology. Topic: *Relationship Between Flexible Work Arrangements and Academic Staff Performance in Selected Private Chartered Universities in Nairobi County.* Status: **Completed**

c) Voluntary Contribution in Academia: Post Graduate Presentation Panelist at Jomo Kenyatta University of Agriculture and Technology, CBD Campus, Nairobi

d) Mentorship:

- ✓ Actively mentoring students and also engaging in professional mentorship.
- ✓ Linking students with potential employers
- ✓ Successfully developed a Mentorship Program & a Mentorship and Coaching Module, and Training of Trainers Mentoring Module for Friedrich Ebert Stiftung in Kenya, to be implemented through Global Outlook Trade Union School Program.

1.7 PROFESSIONAL SERVICES/CONSULTANCY

1.7.1 Past Consultancy Engagements

2014 – to date Independent Consultant//Trainer & Researcher (*Seasonal assignment*)

a) Program: Global Outlook Trade Union School (GOTUS),

Organization: Friedrich Ebert Stiftung, Kenya,

b) Nov.2016 – April.2017: National Consultant:

Contract: Consultant/Individual Contract

Funded Project: Regional Consultancy on Strengthening the Capacity of Governments in Africa to Respond to the Needs of Youth in Formulating Inclusive and Sustainable Development Policies.

Target clusters: Youth with disabilities; Youth entrepreneurship; Youth who have dropped out of school; Youth and Technical, Vocational Education and Training (TVET); and Gender and School-to-Work Transition

Organization: United Nations Economic Commission for Africa (UNECA), Ethiopia.

Activity status: Completed

Duties

- (i) Generated information to feed into the content for the youth policy toolbox, based on research in the selected focus areas for the policy toolbox.
- (ii) Using agreed criteria, I identified and documented at least 5 good practices in Kenya engaging and providing positive outcomes for young people
- (iii) Worked with regional consultants to produce in-depth analysis of selected national-level experiences
- (iv) Supported organization and acted for as a resource person at the national workshop to test and apply the youth policy toolbox in the country.
- (v) Organised a workshop from 8th – 9th in February 2016. Theme: Youth Policy Toolbox: Selected Case Studies from Kenya, held at Hilton Hotel, Nairobi.

2014 – 2019: Independent Human Resource Consultant – (*Seasonal*):

2018 Co-researcher:

Project: Rapid Assessment to Determine Vulnerabilities and Potential Barriers faced by Men in Accessing HIV Services in Kilifi and Makueni County.

Organization: ILO and COTU-K

Jul 2014 – Oct. 2014: Research Assistant.

Project: Baseline Survey on Terms and conditions of employment in the Global Delivery Sector, Kenya.

-Worked under the Lead Consultant

Organization: International Transport Workers Federation (ITF)

May 2013-July 2013: **Independent Consultant** as Electronic Data Processing Specialist, 30 Days- Consultancy: External Collaboration Contract for Data entry and Management.

Organization: International Labour Organization (ILO), Nairobi.

Dec. 2012 - Jan. 2013: **Independent Consultant:** Data Entry and Management

Project: Start and Improve Your Business (SIYB) a Youth Project, Baseline survey.

Organization: International Labour Organization (ILO), Nairobi.

March - April 2012: Lead Research Assistant, Data Coding, Entry and Management.

Project: SME Law Growth Nexus, Baseline Survey in Kenya, Case Study of Public Service Vehicles (Matatu Industry).

-Worked under Lead Consultant.

Organization: International Labor Organization (ILO), Nairobi

Aug. 2010 – Dec 2011: **Role:** Data Coding and Entry.

Project: National Manpower Survey (both pilot and main survey)
Organization: Ministry of Labour, and Social Protection, Nairobi.

2004 – 2009 **Self-Employment:** Jack's Bureau Services
Managing the business that offers: Stationery supply, Secretarial/clerical services such as typing, data entry, card design, binding, and photocopying services.

2002 – 2005 - Flopeeze Secretarial College
- Touchline Secretarial College: Teaching typing and shorthand

1995 - 1996 Volunteer as Untrained Teacher at Rongo Nyagowa Primary School

1.8 COMMUNITY ENGAGEMENTS, OUTREACH AND OTHER CONTRIBUTIONS

1.8.1 Community Outreach

2020 - to date: Member of Women in Global Leadership Network, USA.

2022 – 2025: Member of the Board (Academics, Welfare and Environment Sub-Committee) at St. Francis Nyangajo Girls Secondary School, Homabay County – Kenya

2023 – to date: Editorial Board Member of the *European Journal of Higher Education and Academic Advancement*.

2024 – to date: Editorial Advisory Board Member for the Advanced Labour Studies Research and Modern Practice. Book published by IGI-Global Scientific Publishing Tomorrow's Research Today, New York, London, Beijing.

2024 – to date: Member of Research Board of Kenya Universities Quality Assurance Network.

2024 – to date: Member of Editorial Advisory Board in Book Publishing and Book Chapters in ***Advanced Labour Studies Research and Modern Practice***. IGI Global Scientific Publishing, Hershey Pennsylvanic, New York.

2026 - to date: Member of the Board and Chair of the **Academic, Quality, Standards and Environment Sub-Committee** at Wagwe Mixed Secondary School, Homabay County - Kenya

1.8.2 Professional Affiliation & Portfolios

✓ 2009 – to date: Registered and Practicing Full Member of Institute of Human Resource Management in Kenya.
Certified Human Resource Management Professional.

REFEREES

1. Dr. James N. Kathuri
Director,
Kenyatta University,
Mombasa Campus
P.O Box 16778 – 80100
MOMBASA
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2. Dr. Remmy Nyongesa
Head of Department of Accounting and Finance
Kiriri Women's University of Science and Technology
P.O Box 49274 - 00100
Mobile: 0718678420
3. Dr Susan Were
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