

ANTONY K. SANG - CV

Personal Information

- Sex – Male
- Nationality – Kenyan
- County – Trans Nzoia,
- Languages spoken - English (Fluent), Kiswahili (Fluent), Kalenjin (Fluent)

Professional Experience

- **Director**, Strategic & Institutional Planning – Masinde Muliro University of Science and Technology, 2017 to 2021.
- **Coordinator** Masinde Muliro University of Science and Technology- Kapsabet Campus, 2015 to 2017
- **Lecturer:** Masinde Muliro University of Science and Technology, Department of Educational Planning and Management (EPM) Full Time, Teaching & Research: undergraduate and graduate students in Educational Planning and Policy Studies. 2013 to date.
- **Assistant lecturer:** Masinde Muliro University of Science and Technology, Department of Educational Planning and Management (EPM) Full Time, Teaching & Research: undergraduate and graduate students in Educational Management and Policy Studies. 2010 to 2013.
- **Part time Lecturer** Kibabii University college – Faculty of Education (Management and Policy) 2013/2014
- **Part time Lecturer** Moi University – School of Education (Educational Planning and Management) 2007/2008

- **Part time consultant** Kenya Institute of Management - Management Courses in: Practice of Management, Research, Strategic Management, Human Resource Management, Organizational culture and Management Consultancy 2005 to 2015
- **Branch Executive:** Kenya Institute of Management 2008/2009 in charge of overall branch administration in Eldama Ravine and Kericho Branches
- **Training officer:** Kenya Institute of Management 2007/2008 in charge of effective management and implementation of the training program

Consultancy Work

- **Masinde Muliro University Strategic Plan review team leader**
 - Review of the 2015/16 – 2019/20 strategic plan and development of the current 2019/20 – 2022/23 University strategic plan.
 - Review of the 2010/15 plan and development of the 2015/16 – 2019/20 University strategic plan. January – June 2015.
- **Facilitator** – The Kenya Institute of Management training on supervisory skills for middle level managers (Kakamega Judiciary staff). September 2015
- **Facilitator/Guest Speaker** – Kaimosi Friends University College (KAFUCO) strategic planning workshop held at Kamadep guesthouse in March 2014.
- **Lead/Training Consultant CfBT/USAID Project** – Education trust – Decentralized Educational Management Activity (DEMA) training of Districts and secondary schools in strategic planning and Performance Based Management- Kakamega, Kisii and Bungoma counties July, 2011 to June, 2012
- **Kenya Tea Development Authority (KTDA) Management Team** – Training facilitator on modern management styles June, 2011
- **Training facilitator** on Group and Conflict Management for staff of Western Province Community Based Volunteers 2011

- **Lead consultant - Williamson Tea** (Kapchorwa, Changoi, Tinderet) – Short courses on Project Management skills for fair trade committee members. April – July 2009
- **Moi University Secondary School** – Team Building Training session for secondary school teachers 2008

Education

- Masters degree in Educational Administration from Moi University (2002-2005).

Course contents:

1. Management of Personnel
 2. Information Technology for Human Resource Professionals
 3. Project Management and Implementation
 4. Educational Policy Formulation and Implementation
 5. Current Issues in Education in Kenya
 6. Research Design and Methodology
 7. Concepts in Educational Administration
 8. Change and Management of Change
 9. Financing of Education
- Bachelor of Education - Moi University Kenya (1998-2002)
 - Secondary Education –St Marks High School - Kitale (1994-1997)
 - Primary Education- Kitale Academy Primary School (1986-1993)

Publications

1. **Sang A.K and Otunga R.N “Challenges and Experiences in Decentralization of Teacher Recruitment in Kenya: A Study of Urban Secondary Schools In Uasin Gishu District”** In The First Annual Conference On Challenge Of Education In The 21st Century Held At Moi University. **Published** in The Educator, A Journal Of The School Of Education, Moi University, Volume 1 Number 1, Issn1817-7654, Pages 1-8. (2006)

2. **Sang A.K and Ogembo O.P “Training Needs of Heads of Departments In Secondary Schools”** In The First Annual Conference On Challenge Of Education In The 21st Century Held At Moi University. **Published** In The Educator, A Journal Of The School Of Education, Moi University, Vol 1. No 2: Issn1817-7654 (2008)
3. **Sang A.K and Emmy Kipsoi “School Effectiveness Within the Public And Private Sectors” The Kenyan Experience.** Journal of African Studies In Educational Management And Leadership (**Jaseml**). At The 21st Conference of Educational Management (Keam) At Held At Gaba Catholic Training Centre – Eldoret. **Published** 2010. Vol. 1 No. 1: Issn 2079 – 7133 (May, 2010)
4. **Sisungo Z.W; Buhere P; Sang A.K “Innovations In Secondary School Management Practice For Efficiency And Development”.** Journal of Educational Planning And Management At The Educational Management Society of Kenya (Emsk), Conference Held At Nairobi University. Vol 3. No 3: Issn 2074 – 5400. (July, 2011)
5. **Sang A.K and Emmy Kipsoi “Teacher Recruitment In Secondary Schools: Policy And Practice In Kenya.** Cceam Conference Think Globally Act Locally: A Challenge to Education Leaders. 8th -12th September 2008 Icc Durban Published By The Cceam In September 2008 Icc Durban - South Africa. (2008)
6. **Sang A.K, Nganyi J.E; Sisungo Z.W; Burale W. “Influence of Training on Performance of Managers In Public Secondary Schools In Kimilili- Bungoma District”,** Presented At The 3rd Annual Conference on Industry And Higher Education Held In September 2011. **Published** 2012 By The Management University of Africa. Vol. 4: Issn 2074 – 4730, Pages 189-197.
7. **Sang Antony, Zipporah Sisungo, Rhodah Mbandu, “Challenges Facing Implementation of Special Needs Education Programmes”,** Seminar Paper Accepted for Presentation at the 2012 Fess Conference.
8. **Antony K Sang – MMUST, Mayundo S Juma – TSC & Kennedy Bota – MMUST, “Effects of proliferation of public secondary schools on Quality**

Education in Teso North District”, Seminar Paper Accepted For Presentation at the July 2014 Kabarak University annual international conference.

9. **Sang & Colleta Achieng, “Student Council Participation in Secondary School Decision Making in Lurambi Sub-County District**”, published in the international journal of research, innovation and development, 2017.
10. **Sang A, Kisiangai D & Buhere P (2019), Social factors affecting boy child education participation in Emuhaya sub county, Kenya:** international journal of science and research. International Journal of Science and Research (IJSR), ISSN: 2319-7064
11. **Sang, Maingi & Obaki (2020), Institutional factors influencing acquisition of vocational skills by trainees in Public Vocational Training Centres in Kakamega County, Kenya,** World journal of education and humanities, vol 2, No 1

Graduate students supervised

1. Colleta Achieng – TSC, “Student Council Participation in Secondary School Decision Making in Lurambi Sub-County District” (Graduated December 2017)
2. Samuel mayundo Juma: “proliferation of public secondary schools on Quality Education in Kenya” (Graduated December 2013)
3. Echaune Manasi: “parental involvement in education and primary school academic performance in Kenya” (Graduated July 2014)
4. Jacob Wambasi Kitari: “ pre-school teacher training and Management of teaching service in public early Childhood development centers in Kenya” (Graduated in December 2015)
5. Kisiangai Doreen, Social factors affecting boy child education participation in Emuhaya sub county, Kenya:
6. Maingi Josephine, Institutional factors influencing acquisition of vocational skills by trainees in Public Vocational Training Centres in Kakamega County, Kenya

Participation in Seminars and Conferences

- **DIES - UNILEAD 2019**, University leadership and management program on project management, management of finance and Human Resource Management, University of Oldenburg -Germany
- **EACC** – Integrity Assurance Officers Training at the Kenya institute of highways and building technology – Kisii, March 2018
- **Corporate governance training** course workshop for University manager at masada hotel - Naivasha, March 2017
- **ISO – Continual improvement training** course on quality assurance and risk management, august – September 2016
- **Performance contracting training** at Masinde Muliro University in October 2015
- **Masinde Muliro University Training - Faculty of Education and Social Sciences Stakeholders Workshop:** Curriculum review, Development and Implementation, March 2014.
- **Corporate Governance Training**, Held At Shieywe Guest House, Kakamega, February 2011
- **Educational Management Society Of Kenya** International Conference Held At The University Of Nairobi, April 2011
- **Masinde Muliro University Training Course** On Capacity Building In Higher Education: Enhancing Effective Teaching, ICT, project management and data analysis.
- **Kenya Association of Educational Administration and Management (KAEM)** professional development workshop at the St John pastoral centre – Eldoret on advanced academic writing, October 2010
- **Masinde Muliro University second departmental seminar** on education for sustainable development organized by the department of Educational Planning and Management, April 2010
- **Kenya Institute of Management seminar** on report and minute writing for managers and executives. Held in Nairobi, November 2009
- **Kenya Institute of Management conference:** transforming higher education; opportunities and challenges held at KICC, June 2009

- **Learnex and longsight management** services training on proposal writing held at cooperative college, August 2008
- **Teambuilding course** organized by the Die-pot consulting, August 2008

Additional Professional Activities

- MMUST – Team member in **Human Resource for Health (HRH) Kenya project** on Resource Mobilization, 2017 - 2019
- Masinde Muliro University - **Coordinator Kapsabet campus** (2015 to 2017)
- Masinde Muliro University - Faculty of Education Appointment as **Zone Coordinator Kitale, Lugari and West Pokot** – School Attachment – November 2012 to Date
- Masinde Muliro University - **Acting COD Educational Planning and Management** – March 2011,2012,2013,2014
- Masinde Muliro University – Nominated as Committee Member by the Directorate of International Relations & Academic Linkages (DIAL) – Steering Committee of African – Finland Network in Inclusive Teacher Education (AFNITE)
- Masinde Muliro University - **Departmental Appointment as coordinator of teaching and examinations** – Educational Planning and Management
- Masinde Muliro University – **Departmental Appointment as Course Coordinator** EDU III: Introduction to Education II and EPM 411: Educational Administration and Management
- Interim Independent Electoral Commission **Tallying Centre Manager** - Saboti Constituency, Trans Nzoia county
- **Branch Secretary** – Kenya Institute of Management committee – Kericho branch
- Member – Kenya Association of Educational Administration and Management (KAEM).
- **Associate Member** - Kenya Institute of Management

References

- Dr J. Ndiku

Masinde Muliro University
P. O. BOX 190 – 50100
KAKAMEGA
jndiku@mmust.ac.ke

- Prof Charles Mutai
Ag, Vice Chancellor, Administration & Finance
Masinde Muliro University
P. O. BOX 190 – 50100
KAKAMEGA
cmutai@mmust.ac.ke