

# CURRICULUM VITAE

**Kenneth K. Kungu**

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## ACADEMIC BACKGROUND

**Ph.D.: Human Resource Education** (May, 2010)

*Major: Human Resource and Leadership Development*

School of Human Resource Education and Workforce Development

Louisiana State University, Baton Rouge, LA

Dissertation: *Readiness for Lifelong Learning of Volunteers Affiliated With a 4-H Youth Development Program in the Southern Region of the United States*

**Finalist: Outstanding Dissertation**, University Council for Workforce and Human Resource Education (2011)

**Master of Science: Human Resource and Leadership Development** (2004-2005)

School of Human Resource Education and Workforce Development

Louisiana State University, Baton Rouge, LA

**Post-Graduate Diploma: Human Resource Management** (2001-2002)

Kenya Institute of Management, Nairobi, Kenya

**Bachelor of Arts: Sociology and History** (1996-2001)

Second Class Honors (Upper Division)

Egerton University, Nakuru, Kenya

**Diploma: Management Information Systems (IMIS)** (1995-1996)

Kenya School of Professional Studies, Nairobi, Kenya

## CERTIFICATION

**Certified Professional in Human Resources (PHR)** (2012)

Human Resource Certification Institute/SHRM

## TEACHING AND PROFESSIONAL EXPERIENCE

**Assistant Professor of HR Management** (August 2010-Todate)

Department of Business Administration (*AACSB Accredited*)

Tennessee State University, Nashville TN

**Courses Taught:** Human Resource Management; Strategic Human Resource Management (Capstone HR); Leadership; Organizational Behavior (Undergraduate); Behavior in Organizations (MBA)

**Graduate Assistant** (July 2005- May 2010)

School of Human Resource Education and Workforce Development

Louisiana State University, Baton Rouge, LA

**Courses Taught/Co-Taught:** Leadership Concepts and Principles; Program Evaluation (Graduate); Research Design (Graduate); Seminar in HRE – Introduction to Statistics (Undergraduate)

**Other Graduate Assistantship Duties:** Assisted faculty with their research needs as assigned such as: Survey research preparation, mailing and data entry; Literature search; Developed and maintained sections of the School of HRE website.

## Professional Experience

*Kenneth K. Kungu, Curriculum Vitae*

### **Unit Service Coordinator (February 2003- January 2004)**

#### **Aga Khan Hospital, Nairobi, Kenya**

Finance Department (Credit Control and Client Service)

In charge of coordinating service provision in my unit. Assessed financial risk of all patients in my unit and took action to protect the hospital's financial interests. Partnered with key contact people in insurance and other corporate companies to ensure that clients received excellent service. Followed up on customer complaints ensuring corrective action was initiated. Advised both corporate and individual clients on management of their hospital bills. Met my account balance targets for whole time in employment.

### **Human Resources Assistant (August 2002- February 2003)**

#### **Avenue Group, Nairobi, Kenya**

Human Resources Department

A HR generalist positions reporting to the Group HR manager serving Avenue Healthcare's branches in three cities in Kenya with hospitals/clinics, homecare services and ambulatory services in each city. Partnered with the HR manager in reviewing and streamlining HR policy leading to the first HR employee handbook. Partnered with contact employees in the three company branches in different cities offering them necessary HR support. Sourced candidates for vacant positions organized and scheduled interviews providing necessary administrative and logistical support, and interviewed applicants for positions with department representatives. Initiated and maintained relationships with recruiting agencies from which we sourced our employees. Reviewed available external training options when needed and made appropriate recommendations to the HR manager. Developed the first computerized employee database for 300 employees. Organized for staff functions within the organization ranging from orientation, monthly staff meetings, employee award ceremonies, and staff parties.

## **RESEARCH ACTIVITIES**

### **Book**

Keengwe, J., Schnellert, G., & **Kungu, K.** (Eds.). (2014). *Cross-Cultural Online Learning in Higher Education and Corporate Training*. Hershe, PA: IGI Global.

### **Peer Reviewed Manuscripts**

7. Hurst, S. C., **Kungu, K.**, & Flott, P. (2012). Stress, Organizational Citizenship Behaviors, and Coping: Comparisons Among Plateaued and Non-Plateaued Employees. *Business and Management Research*, 1 (3), 17-27.
6. **Kungu, K.**, Matchmes, K., Prieto, L., & Jabor, M. K. (2012). Assessing Readiness for Lifelong Learning: Volunteers to a 4-H Youth Development Program. *The International Journal of Learning*, 18 (3), 23-43.
5. Hurst, C., & **Kungu, K.** (2011). Coping Effectiveness: Differential Predictions for Plateaued Employees. *Journal of Knowledge and Human Resource Management*, 3 (5), 38-46.
4. Prieto, L. C., Phipps, S. T., Ndinguri, E. N., **Kungu, K.** (2011). Cloud Computing: Aiding Social Enterprises towards Efficiency, Performance & Social Impact. *Business Journal for Entrepreneurs*, 4, 101-110.
3. Prieto, L. C., Phipps, S. T. A., & **Kungu, K. K.** (2010). A Framework for Designing and Evaluating a Pan-African Leadership Development Program. *Journal of International Diversity*, 3, 55-69.
2. **Kungu, K.**, Iraki, F., & Machtmes, K. (2010). Assessing Self-Directed Learning Readiness in a Kenyan University Context. *Review of Higher Education and Self Learning*, 3 (7), 26-39.
1. **Kungu, K.**, & Machtmes, K. (2009). Lifelong Learning: Looking at Triggers for Adult Learning. *The International Journal of Learning*, 16(7), 501-511.

### Conference Proceedings

9. **Kungu, K.**, Melius, J., Cannonier, C., & Wang, V. (2014) Relationship Between BMI and Chronic Job Discrimination: Does Social Support Play a Role? *Proceedings of the British Academy of Management Annual Meeting*. (Forthcoming).
8. Ndinguri, E., Chen, Y., & **Kungu, K.** (2014). Small Business and Corporations: A Proposed African Relationship Framework. *Proceedings of the South West Academy of Management Proceedings Annual Meeting* (pp. 47-55), Dallas, TX.
7. Phipps, S. T. A., **Kungu, K.**, & Prieto, L. (2013). *Exploring the Influence of Creativity and Political Skill on Entrepreneurial Intentions Among Men and Women: A Comparison Between Men And Women*. Presentation made at the United States Association for Small Business And Entrepreneurship (USASBE), San Francisco, CA.
6. Hurst, C. S., **Kungu, K.**, & Flott, P. (2012). Don't Forget the Non-Plateaued! Insights on Stress, Organizational Citizenship Behaviors, and Coping. *Proceedings of Academy of International Business - U.S. North East Chapter Annual Meeting* (pp. 163-176), Fairfield, CT.
5. Samms, C., **Kungu, K.**, Boolani, A. & Johnson-Wisdom, D. (2012). Student athletes' career situation awareness. A Jamaican case. *Proceedings of the Academy of Organizational Culture, Communications and Conflict* (pp. 51-58), Allied Academies International Conference, New Orleans, LA.
4. Osiri, J. K., **Kungu, K.**, & Prieto, L. C. (2012). Relationships Between Personality Constructs and Entrepreneurial Intentions. *Proceedings of the Academy of Entrepreneurship* (P. 93), Allied Academies International Conference, New Orleans, LA.
3. **Kungu, K.**, Kinyanjui F., & Machtmes, K. (2011). Assessing Self-Directed Learning in a Different Cultural Setting. In M. Glowcki-Dudka (Ed.). *Proceedings of the 30<sup>th</sup> Annual Midwest Research-to-Practice Conference in Adult, Continuing, Community, and Extension Education* (pp. 183-18), St. Louis, MO.
2. Jabor, M. K., **Kungu, K.**, Machtmes, K., Buntat, Y., & Nordin, M. S. (2011). The Influence of Age and Gender on the Students' Achievement in Mathematics. *Proceedings of the 2011 International Conference on Social Science and Humanity (IPEDR, V5:304-308)*, Singapore.
1. Jabor, M. K., **Kungu, K.**, Machtmes, K., Buntat, Y., & Nordin, M. S. (2011), Does Parent Educational Status Matter on the Students' Achievement in Science? *Proceedings of the 2011 International Conference on Social Science and Humanity (IPEDR, V5:309-313)*, Singapore.

### Peer Reviewed Conference Presentations

7. **Kungu, K.** *Cultural Intelligence in eLearning Contexts*. Presentation made at the eLearning Innovations Conference & Expo, Nairobi, Kenya, July 2013.
6. **Kungu, K.**, Kinyanjui, F., & Machtmes, K. *Assessing the Relationship between Proactive Personality and Self-Directed Learning Readiness*. Presentation made at the American Association for Adult and Continuing Education (*HRD Track*), Indianapolis, IN, October, 2011.
5. **Kungu, K.**, Wangombe, K., & Lutomia, A. *Managing Workplace Diversity in Kenya*. Presentation made at the KESSA Conference, Bowling Green, OH, September 2011.
4. **Kungu, K.**, & Machtmes, K. *Assessing Readiness for Lifelong Learning: Volunteers to a 4-H Youth Development Program*. Poster presented at the American Educational Research Association, Denver, CO, April 2010.
3. **Kungu, K.**, Iraki, F., & Machtmes, K. Assessing the Self-Directed Learning of seniors enrolled in a Kenyan university. Paper presented at the International Self-Directed Learning Symposium, Coco Beach, FL, February 2010.
2. **Kungu, K.** *Engagement in Lifelong Learning: Lessons from Traditional African Societies*. Presentation at the African Studies Association Annual Conference, New Orleans, LA, November 2009.
1. **Kungu, K.**, & Machtmes, K. *Assessing Lifelong Learning Readiness*. Presentation at the American Association for Adult and Continuing Education Conference, Denver, CO, November, 2008.

### Professional Development Activities

March 2014 – *Student Success and Retention Workshop*, Tennessee State University  
August 2013 – *Driving Change for Results: Diversity and Inclusion Showcase*, PRISM International, Inc., Nashville  
May 2012 – *Health Disparities Research Training (88 Hours)* – M. Alfred Haynes Research Training Institute for Social Equity, Meharry Medical College, Nashville  
April 2012 – *Mixed Data-Analysis Techniques: A Comprehensive Step-by-Step Approach* - American Educational Research Association Annual Meeting, Vancouver  
December 2011 - *Magna series: “Tools For Your Classroom” (“Take 6” offering)*- TSU.  
March 2011 – *Qualitative Research, Mixed-Methods Research, and Structural Equation Modeling* - First Annual Tennessee Board of Regents Research Development Conference, Maxwell House Hotel, Nashville  
August 2010 – *Strengthening Student Writing at TSU* – TSU Department of Languages, Literature and Philosophy

### SERVICE

#### University Service

**Co-Chair:** Student Recruitment and Retention Committee, COB  
**Member:** Strategic Planning Committee (AACSB Mission and Objective Standard), COB  
**Member:** Coordination and Standards Committee (AACSB Standards Committee), COB  
**Member:** Distance Learning, University Committee  
**Co-advisor:** TSU Society for Human Resource Management (SHRM) Student chapter  
**Co-advisor:** TSU OFC Business Venture Competition Team (2013, 2014)  
**Co-advisor:** TSU African Students Association

#### Professional Service

##### *Editorial Review Board*

Annals of Management Science  
Business and Management Research  
International Journal of Business and Management  
Journal of Knowledge and Human Resource Management – **Associate Editor**

##### *Reviewer*

2014 SHRM Foundation EPG Report Review on Leading Change  
2014 Academy of Management Conference (Organization Behavior & Careers Divisions)  
2013, 2014 Southern Management Association Conference (Human Resources and OB)  
2014 Journal of Developing Areas (Adhoc Reviewer)  
2013 SHRM Foundation Grants Reviewer  
2012 Academy of Management Conference (Human Resources, Organization Behavior, and Careers Divisions) – **Best Reviewer Award, Careers Division**  
2012 Institute of Behavioral and Applied Management Conference  
2011 Academy of International Business – South West (Human Resources Track)  
2011 Academy of Management Conference (Human Resources, Career and Management Education Divisions)  
2011 Eastern Academy of Management International Meeting (Organization Theory and Behavior Track)  
2011 Adhoc Reviewer - International Journal of Learning

### **MEMBERSHIP IN ACADEMIC AND PROFESSIONAL SOCIETIES**

Southern Management Association  
British Academy of Management  
Middle Tennessee Society for Human Resource Management

### **GRANTS, AWARDS AND RECOGNITIONS**

TSU College of Business Summer Research Grant (\$6000) (2014)  
TSU President's Fellowship (2012)  
Best Reviewer Award - Academy of Management Careers Division (2012)  
M. Alfred Haynes Research Training Institute for Social Equity Health Disparities Research Scholars Award (2012)  
Outstanding Alumni – Phi Kappa Phi, Louisiana State University (2012)  
TSU College of Business Summer Research Grant (\$6000) (2011)  
Finalist: Outstanding Dissertation, University Council for Workforce and Human Resource Education (2011)  
H.C. Sanders Fellowship (2008, 2009, 2010)  
LSU Graduate School Travel Award (2008, 2009, 2010)  
Huey B. Long Student Scholarship (2010 ISDL Symposium)  
Gamma Sigma Delta Graduate Student Merit Honor Roll (2009)  
Best male student award, IMIS Foundation, Kenya School of Professional Studies (1995)