
KENNETH KIMANI KUNGU, Ph.D.

Assistant Professor
Business Administration
College of Business
kkungu@tnstate.edu

Academic Background

Ph.D. , Baton Rouge, LA, Human Resource Education, 2010
M.S. Louisiana State University, Baton Rouge, LA, Human Resource Education, 2005
Other Kenya Institute of Management, Nairobi, Kenya, Human Resource Management, 2002
B.A. Egerton University, Njoro, Kenya, Sociology and History, 2001
Other Kenya School of Professional Studies, Nairobi, Kenya, Management Information Systems, 1996

Memberships

Southern Management Association, 2011-2012
Middle Tennessee Society for Human Resources, 2011 - 2012

WORK EXPERIENCE:

Academic Experience

Assistant Professor - Human Resource Management, Tennessee State University (August, 2010 - Present). Teaching, Research and Service

Graduate Assistant, Louisiana State University (July, 2005 - May, 2010).

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.

Non-Academic Experience

International

Unit Service Coordinator, Aga Khan University Hospital (February, 2003 - January, 2004).

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, Avenue Group (August, 2002 - February, 2003).

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, Reviewed available external training options when needed and made appropriate recommendations to the HR manager. Organized and scheduled interviews providing necessary administrative and logistical support. Interviewed applicants

for positions with department representatives. Initiated and maintained relationships with recruiting agencies from which we sourced our employees. 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.

TEACHING:

Courses Taught

Courses from the Teaching Schedule: Behavior in Organizations, Human Resources Management, Independent Research, Independent Study in Business, Internship, Leadership, Management and Organization Behavior, Organization Behavior, Strategic HR Management Capstone

INTELLECTUAL CONTRIBUTIONS:

Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	7			7
Publications in Refereed Conference Proceedings	5			5
Presentations of Refereed Papers	6			6
Grants - Funded (both refereed and non-refereed)	1			1
Totals	19			19

Refereed Articles

KUNGU, K., MACHTMES, K., PRIETO, L., & JABOR, K. (2012). Assessing Readiness for Lifelong Learning: Volunteers to a 4-H Youth Development Program. *The International Journal of Learning*, 18 (3), 23-43.

Hurst, C. S., 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.

Prieto, L. C., Phipps, S. T., Ndinguri, E. N., & Kungu, K. K. (2011). Cloud Computing: Aiding Social Enterprises towards Efficiency, Performance & Social Impact. *Business Journal for Entrepreneurs*, 4, 101-110.

Hurst, C. & Kungu, K. (2011). Coping Effectiveness: Differential Predictions for Plateaued Employees. *Journal of Knowledge and Human Resource Management*, 3 (5), 38-46.

PRIETO, L., PHIPPS, S., & KUNGU, K. (2010). A Framework for Designing and Evaluating a Pan-African Leadership Development Program. *Journal of International Diversity*, 3, 55-69.

KUNGU, K., Iraki, F., & Machtmes, K. (2010). Assessing Self-Directed Learning Readiness in a Kenyan University Context. *Review of JHigher Education and Self-Learning*, 3 (7), 26-39.

KUNGU, K. & MACHTMES, K. (2009). Lifelong Learning: Looking at Triggers for Adult Learning. *The International Journal of Learning*, 16 (7), 501-511.

Refereed Proceedings

Full Paper

SAMMS, C., KUNGU, K., BOOLANI, A., & JOHNSON-WISDOM, D. (2012). Student athletes' career situation awareness. A Jamaican case. *Academy of Organizational Culture, Communications and Conflict - Allied Academies International Conference*, 17 (1), Arden, NC: DreamCatchers Group, 51-58.

JABOR, K., KUNGU, K., MACHTMES, K., BUNTAT, Y., & NORDIN, M. (2011). Does Parent Educational Status Matter on the Students' Achievement in Science? *International Conference on Social Science and Humanity*, 5, Singapore: IACSIT Press, 309-313.

JABOR, K., KUNGU, K., MACHTMES, K., BUNTAT, Y., & NORDIN, M. (2011). The Influence of Age and Gender on the Students' Achievement in Mathematics. *International Conference on Social Science and Humanity* (5), Singapore: IACSIT Press, 304-308.

KUNGU, K., KINYANJUI, F., & MACHTMES, K. (2011). Assessing Self-Directed Learning in a Different Cultural Setting. In Michelle Glowacki-Dudka (Ed.) *Midwest Research-to-Practice Conference in Adult, Continuing, Community, and Extension Education*, 183-18.

Abstract Only

OSIRI, J., KUNGU, K., & PRIETO, L. (2012). Relationships Between Personality Constructs. Academy of Entrepreneurship - Allied Academies International Conference, 18 (1), Arden, NC: DreamCatchers Group, 93.

Presentation of Refereed Papers

International

KUNGU, K., KINYANJUI, F., & MACHTMES, K. (2011, October). Assessing the Relationship between Proactive Personality and Self-Directed Learning Readiness. American Association for Adult and Continuing Education, Indianapolis, Indiana.

KUNGU, K., WANGOMBE, K., & LUTOMIA, A. (2011, September). Managing Workplace Diversity in Kenya. Kenya Scholars and Studies Association (KESSA), Bowling Green, Ohio.

KUNGU, K. & MACHTMES, K. (2010, April). Assessing Readiness for Lifelong Learning: Volunteers to a 4-H Youth Development Program. American Educational Research Association, Denver, Colorado.

KUNGU, K., IRAKI, F., & MACHTMES, K. (2010, February). Assessing the Self-Directed Learning of seniors enrolled in a Kenyan university. International Self-Directed Learning Symposium, Coco Beach, Florida.

KUNGU, K. (2009, November). Engagement in Lifelong Learning: Lessons from Traditional African Societies. African Studies Association, New Orleans, Louisiana.

KUNGU, K. & MACHTMES, K. (2008, November). Assessing Lifelong Learning Readiness. American Association for Adult and Continuing Education, Indianapolis, Indiana.

Grants

Funded

2011: KUNGU, K. A Survey of Human Resource Policies and Practices: Kenyan Corporate Context.

SERVICE:

Service to the University

College Assignments

Chair:

2013-2014: Student Recruitment and Retention Committee

Faculty Advisor:

2010-2011 – 2012-2013: Society for Human Resource Management (SHRM) Student Group

Member:

2013-2014: Coordination and Standards Committee (AACSB Standards Committee)

2013-2014: Strategic Planning Committee (AACSB Mission and Objective Standard)

2011-2012: Student Recruitment and Retention Committee

University Assignments

Member:

2013-2014: Distance Learning Committee

Service to the Profession

Board Member: PRJ Editorial Review Board

2012: International Journal of Business and Management.

2012: Business and Management Research.

2012: Annals of Management Science Annals of Management Science.

Reviewer: Ad Hoc Reviewer for a Journal

2011: The International Journal of Learning.

Reviewer: Conference Paper

2012: Western Academy of Management Meeting.

2012: Institute of Behavioral and Applied Management Conference.

2011 – 2012: Academy of Management Association.
2011: Eastern Academy of Management International Meeting.
2011: Academy of International Business South West.

Service to the Community

Positions Held in Civic Organizations

2012: Assistant Secretary - Kenya Association of Middle Tennessee

Faculty Development

Research-Related Conference/Seminar

2012: M. Alfred Haynes Research Training Institute for Social Equity, Nashville, Tennessee.

The Institute is designed to expose and enhance the knowledge and skills of participants about fundamental policy issues and concerns in the access to care systems as well as cutting-edge health disparities issues that are of national concern. The Institute provides participants and mentors with insight into how and why particular health policies are developed and implemented as well as how they affect communities experiencing health disparities. The Institute provides an overview to health disparity research methods and applications and introduces participants to the interdisciplinary field of health services research, focusing on theory, participant's methodology, and applications. Additionally, mentors will work directly with their research team to cover topics, such as:

1. Research Design
2. Analyses of Large Databases
3. Survey Methodology
4. Assessment of Health Status
5. Measurement of Racial, Ethnic, and Socioeconomic Disparities
6. Appropriateness of interventions

2012: American Educational Research Association, Vancouver, Canada-British Columbia.

The purpose of this 2-day course is to provide a step-by-step guide for selecting and applying quantitative, qualitative, and mixed data-analytic techniques. This interactive course, for new and seasoned researchers, will provide frameworks and heuristics for selecting and applying data-analytic techniques and validating, interpreting, and reporting results of mixed research studies. Presenters also will provide published examples and illustrate applications of statistical software (e.g., SPSS, SAS), qualitative software (e.g., NVivo), and mixed research software (e.g., QDA Miner) that integrate a variety of text analysis and statistical techniques. Finally, the instructors will provide an array of publishing tips and approaches for applying evidence-based standards and guidelines when reporting results and writing a mixed-method research article.

Honors & Awards

Award

2012:

Tennessee State University 2012-2013 Presidential Fellow

Tennessee State University.

2012: Health Disparities Research Scholars Award M. Alfred Haynes Research Training Institute for Social Equity.

2012: Best Reviewer Award Academy of Management Careers Division.

2012: Outstanding Alumni Phi Kappa Phi, Louisiana State University Chapter.

2011: Finalist: Outstanding Dissertation University Council for Workforce and Human Resource Education.

2010: H.C. Sanders Fellowship Louisiana State University.

2010: Graduate School Travel Award Louisiana State University.

2009: Graduate Student Merit Honor Roll Gamma Sigma Delta.

2009: H.C. Sanders Fellowship Louisiana State University.
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