

Handing over notes on 11.9.2015 at the end of ten years as Principal, CAVS
Good afternoon CMB members and those in attendance.

I called this special CMB meeting with one agenda item:

Handing over at the end of ten years as Principal, CAVS. I wish to express my sincere gratitude to you all for being part of my success story as Principal, CAVS.

As I have said this before, CAVS is what it is because of team work, strong commitment to CAVS brand (Kabete ya Ng'ombe where only food & nutrition security and

environmental sustainability guide us and shape our daily activities as we positively contribute towards poverty alleviation in the rural areas). The ten years

have not been straight sailing but have been spotted with major challenges. Despite

this, I never lost the resolve to gallantly lead CAVS to great heights as I remained

focused on the vision and mission of the college. As a result, I was able to build

confidence amongst staff and students who rallied behind to move the college to this

level.

I inherited a college with low student numbers who were equally highly indisciplined, low finances and low staff commitment to our very college. Over the years the student numbers have grown from 850 students to 5,600 students

and I believe with the admission records, next week we will receive over 1,000

students raising our student population to 6,400. Let us not take this for granted,

as even in earlier years student admission was still not low but student migration

from CAVS was the order of the day. The student attraction and retention strategies,

I put in place should be maintained and even enhanced. I have just arrived from a

global meeting in France on the role of youth in Agriculture but with a focus in

Africa. Africa will not be able to handle challenges of unemployed youth, poverty,

food and nutrition security and environmental degradation without direct engagement

with the youth.

Finances: Today I am handing over a college with a budget of ksh122,000,000 with an

expected total AA of ksh818,000,000 while ten year ago I received a college with a

budget (actual) of ksh16,000,000 (Module1), less than kshs2,000,000 (module11),

research portfolio of ksh30,000,000 and negative performing IGUs. Colleagues let's

not return there again. As you all know, our budget is fulfilled as we move along

the financial year. We have to work and make the money either through fees collection, research proposal writing, IGU activities which include consultancies.

All these commitments are in our SP and current PC which have incorporated the

Naivasha IV. I want to commend Prof. Gathumbi for being the first Chair to follow up on the commitment under Module 111. Bursar's financial document: current status of funds given as Annex 1.

CAVS has a strategic plan (SP) (Annex 2) which is a second one after expiry of the first strategic plan. The current SP is 2013-2018 as guided by MTP 11 and sector standards. SP is a living document and not static and has to be interrogated from time to time to ensure that it continuously responds to National, Regional and global challenges and aspirations. The Government of Kenya started and implemented performance management through Performance Contracts (PC) with CEOs and Strategic Managers, a process University of Nairobi embraced immediately and has since been cascaded to all Managers of The University. Negotiations for the current PC namely PC2015/2016 have just been finalized and the UMB of 11.9.2015 has just indicated that signing will take place next week. While I led this process, the signing of the current PC2015/2016 (Annex 3)

shall be signed by the incoming Acting Principal. At this juncture, I wish to sincerely thank PC Subcommittee members led by Prof. D. Mungai, Deputy Director, WMIPES for the excellent job done of ensuring that the M & E is effectively executed.

Human Resource (HR) issues: the recruitment and promotions process continues to be a slow process. The following files are still pending and interviews have been scheduled (Annex 4) and Ag. Registrar should ensure that the interviews are held as scheduled and minutes processed immediately for onward transmission. There are

several other requests which are at various levels and need to be followed. Allow me to singularly commend Ms R. Marete for the great work she is doing to

proactively engage the students in games and sports activities which has allowed the college excel in various fixtures.

CAVS seal: The college has a seal but never used it for the last ten years. As a corporate body, the issues concerning CAVS are under central.

Annual reports-CAVS and KUSCO : Status- Annual is ready for production and we commend Prof. S. G. Kiama and the whole editorial team for excellent work. The KUSCO magazine is at the printers and should be fast tracked so that it can be used next week during Freshers orientation.

Infrastructure: Construction: The need to complete the SEMIs laboratories, lecture

hall, offices and other associated facilities is crucial for the college as CAVS urgently requires this space for teaching and IGU activities. The adjacent washrooms are complete but the construction team made additional changes which will not take more than two weeks. Re roofing of Animal Production had stagnated but now it is on course. The hatcheries and centralized marketing outlet for CAVS produce need to be followed and completed as they have a direct contribution in IGUs. The adjustment of the base in the pump house needs to be completed so that the pump donated by ICRISAT can be installed. As you are all aware, we put in a big revenue enhancement through horticultural activities which directly depend on irrigation.

First and foremost, I wish to first appreciate the input of the first crop of CMB members who tirelessly worked with me and were very instrumental in laying the foundation of the current success stories of CAVS. These are Prof. P. Kanyari, former Dean Vet. Medicine, Prof. Njenga Munene, former Dean Vet. Medicine, Prof. J. H. Nderitu, former Dean, Faculty of Agriculture, Prof. S. Shibairo former Dean, Faculty of Agriculture, Prof. S. G. Kiama, former Associate Dean, Vet. medicine and former Chairman, VAP, Prof. L. Akundabweni, former Associate Dean, Faculty of Agriculture, Prof. C. Gachene, former Chairman, LARMAT who also tirelessly and successfully chaired CAVS CMB subcommittee on the establishment and processing of Royal Satima water, Prof. F. Olubayo, former Chair, Plant Science & Crop Protection, Prof. M. Okoth, former Chairman, DFSN & T, Dr. Rose Nyikal, Prof. Wabacha , former Chairman, CSD, Prof. W. Ogara , former Chairman, PHPT, Prof. Maingi, former Chairman, VPMP, Prof. M. Badamana, former Chairman, Animal Production, Prof. C. Gachuri, former SMU Manager, Prof. J. W. Kimenju, former SMU Manager, Prof. N. Kiarie, former Farm Manager, Field Station, Prof. Gakuya, former Farm Manager, Vet. Farm, Kanyariri and Mrs S. Munavu, former CAVS Librarian in charge. I wish to sincerely thank all the student leadership at CAVS and all the students at CAVS for embracing CAVS values and dialogue making our campus to be very peaceful and consistently focusing on academics and positive social activities and even standing firm even in the face of challenging moments. I thank all the staff members for the support they accorded me in the last ten years and even when I served as Dean,

Faculty of Agriculture. The strategic direction and support provided by
Central
Administration is highly acknowledged and appreciated.

Last but not the least, I wish CAVS CMB all the best in guiding and managing
this
great college.

May Our Lord God continue to guide and bless CAVS.

Prof. Agnes Wakesho Mwang'ombe, outgoing Principal