

REPUBLIC OF KENYA

REPORT OF THE EGERTON COLLEGE UPGRADING COMMITTEE

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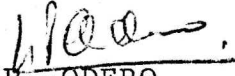
Samuel G. Ayany, Dip.Ed., B.A., M.A., M.B.S.

Presented to the Government of Kenya

MAY 1984

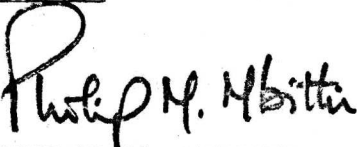
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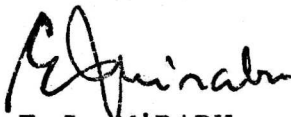
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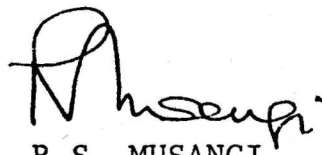

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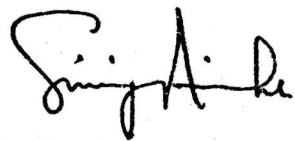
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SECRETARY

MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT

UP-GRADING EGERTON COLLEGE TO A DEGREE GRANTING INSTITUTION;
STATEMENT BY THE MINISTER FOR AGRICULTURE AND LIVESTOCK
DEVELOPMENT, THE HON. W.O. OMAMO, M.P.

In view of the continually changing training needs of the country, the Government has decided to explore in detail the possibility and thereby the steps to be taken to upgrade Egerton College to a degree granting institution.

Accordingly, I am appointing a Committee to look into the matter. The Committee will be composed of the following persons:-

1. Mr. Samuel G. Ayany - Chairman
2. Mr. A.K. Kandie - Permanent Secretary/Director of Personnel Management, Vice-Chairman
3. Mr. H.M. Mule - Permanent Secretary, Treasury
4. Mr. D.N. Namu - Permanent Secretary, Ministry of Agriculture & Livestock Development
5. Mr. L.P. Odero - Permanent Secretary, Ministry of Education, Science & Technology
6. Mr. V. Omolo-Opere - Permanent Secretary, Ministry of Environment and Natural Resources
7. The Attorney General - Mr. T. Aswani - Solicitor General
8. Prof. P. Mbithi - Deputy Vice-Chancellor for Administration & Finance - University of Nairobi
9. Prof. G.M. Maloiy - Principal, College of Agriculture and Veterinary Medicine, University of Nairobi
10. Mr. J. Githaiga - Principal, Jomo Kenyatta College of Agriculture and Technology
11. Dr. E. M'rabu - Agricultural Finance Corporation

- | | | | |
|-----|----------------------|---|--|
| 12. | Mrs. Lea Kipkorir | - | Kenya Institute of Education |
| 13. | Prof. Leah Marangu | - | Kenyatta University College,
Jomo Kenyatta Foundation |
| 14. | Prof. R.S. Musangi | - | Principal, Egerton College |
| 15. | Mr. Simiyu A. Wasike | - | Under Secretary, Ministry
of Education, Science &
Technology - Secretary |

The terms of reference of this Committee will be:-

1. To consider the future of the current diploma programmes at Egerton College when it starts degree courses, including examination of the relationship with other diploma granting institutions in the country.
2. To identify, among the present sixteen diploma programmes, which could be converted to degree courses first, taking into account the country's training needs both at degree and diploma levels.
3. To consider how the proposed degree courses at Egerton College would be harmonised with those of the University of Nairobi and the Second University.
4. To consider whether the proposed degree courses will be offered by Egerton College as a University on its own or as a constituent college of the existing or proposed Second University.
5. To assess the need, if any, for additional staff and physical facilities necessary for the implementation of the proposed degree programmes.
6. To consider amendments to the existing terms of service of staff in the light of the changing role of the College.
7. To recommend the future administrative structure of Egerton College in the light of its new role.
8. To consider the financial implications of upgrading Egerton College to a degree granting Institution.

The Committee should start its work immediately and report by 31st March, 1984.

(Sgd)

HON. W.O. OMAMO, M.P.

MINISTER FOR AGRICULTURE AND LIVESTOCK DEVELOPMENT

NAIROBI

21ST DECEMBER, 1983

(v)

EGERTON COLLEGE UP-GRADING COMMITTEE

TERMS OF REFERENCE

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8. To consider the financial implications of upgrading Egerton College to a degree granting institution.

A C K N O W L E D G E M E N T S

The Committee wishes to acknowledge support and assistance it received from the Government and members of the public. The assistance and consultations provided guidance to the Committee on how Egerton College should be upgraded to a degree granting institution.

The Committee had the honour to receive views of His Excellency Vice-President, the Honourable Mwai Kibaki, M.P., Hon. W.O. Omamo M.P., Minister for Agriculture and Livestock Development, Hon. J.J. Nyagah, M.P., Minister for Water Development, the Chief Secretary, Mr. J.G. Kiereini and the Permanent Secretary, Development and Co-ordination and Cabinet Office, Mr. S. Nyachae.

The Committee also held consultations and discussion with members of the academic community from the University of Nairobi, Kenyatta University College, Egerton College and Jomo Kenyatta College of Agriculture and Technology. In particular the Committee wishes to express its gratitude to the Vice-Chancellor, University of Nairobi, Prof. J.M. Mungai, the Principal of Kenyatta University College, Prof. J.K. Maitha, Deans of the Faculties of Agriculture and Veterinary Medicine of Nairobi and the Faculty of Education at Kenyatta University College and the Academic Board of Egerton College for the useful contributions they made towards the work of the Committee.

The Committee further wishes to thank the Provincial Commissioners, Departmental Provincial Heads, District Commissioners, and local leaders for organising successful meetings, presentation of papers and their useful participation in the discussions which were held with them.

Similarly, the Committee wishes to record its appreciation to the farming organisations whose representatives either contributed memoranda or addressed

the Committee. These included Mr. H.P. Wafula of the Kenya Farmers Association, Mr. J.M. Wainaina of the Pyrethrum Board and Mr. W. Kikwai of the National Cereals and Produce Board.

The Committee wishes to record its deep appreciation of the conscientious manner in which members of the Secretariat ably took on every task assigned to them. The following were the officers of the Secretariat:

- | | | |
|----------------------|---|--|
| Mr. Simiyu A. Wasike | - | Secretary, Under Secretary, Ministry of Education, Science and Technology |
| Mr. D.M. Ngumo | - | Senior Assistant Registrar, University of Nairobi |
| Mr. J.O. Otieno | - | Deputy Chief Planning Officer, Ministry of Finance & Planning |
| Mr. S.M. Ndirangu | - | Senior Staff Development Officer, Directorate of Personnel Management, Office of the President |
| Mr. E.K. Amiani | - | Senior Livestock Development Officer, Ministry of Agriculture and Livestock Development |

The Secretariat was assisted by:-

- | | | |
|-----------------------|---|--|
| Miss Louise M. Tinga | - | Shorthand Typist, Ministry of Education, Science and Technology |
| Miss Grace W. Kibiru | - | Shorthand Typist, Ministry of Culture and Social Services, Department of Adult Education |
| Miss Eunice W. Murage | - | Copy Typist I, Ministry of Agriculture and Livestock Development |

Lastly, the Committee would not like to conclude its acknowledgements without expressing its gratitude to the following Senior Government Officers who effectively participated and contributed to the deliberations and the

conclusions of the Committee:-

- Mr. D.M. Mbiti - Director of Technical and Higher Education, Ministry of Education, Science and Technology
- Mr. A.H. Buluma - Senior State Counsel from the Attorney Generals Chambers
- Mr. D.R. Ongalo - Under Secretary, Ministry of Finance and Planning
- Mr. D.W. Welime - Under Secretary, Ministry of Agriculture and Livestock Development
- Dr. J.M.C Kimengich - Deputy Director of Livestock Development, Ministry of Agriculture and Livestock Development.
- Mrs. L.W. Kimani - Senior Agricultural Officer, Ministry of Agriculture and Livestock Development.

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CHAPTER 1 - INTRODUCTION

1. On 21st December, 1983, the Minister for Agriculture and Livestock Development, Hon. W.O. Omamo, M.P. announced the decision of the Government to upgrade Egerton College into a degree granting institution. He at the same time appointed a Committee to make recommendations on how best this decision should be implemented.
2. In going about their task, the Committee members in their first meeting considered and analysed the terms of reference and set strategies for their subsequent meetings. The possible dimensions of the terms of reference were covered under ten topics which formed the headings of ten working papers. These papers were received from the Directorate of Personnel Management, the Ministry of Agriculture and Livestock Development, the Ministry of Environment and Natural Resources, Egerton College, the University of Nairobi, and the Director of Development of the Moi University.
3. After preliminary discussions on the papers received the Committee visited all provincial headquarters where they met and held discussions with both Government officials and members of the general public. Groups and individual memoranda were read out and discussed at length at these meetings. In addition and in order to solicit individual views a prepared questionnaire was filled by those present at these meetings. Other views were received from the public in response to radio and press announcements. From these interactions the Committee received and noted the opinions and the feelings of the public on the terms of reference.
4. On completion of the provincial visits, the Committee embarked on a series of consultative meetings with the Government officials as well as the academic members of the University of Nairobi and Kenyatta University College.

Also through these meetings, some valuable information was made available to the Committee.

5. In order to acquaint themselves with the facilities necessary for mounting degree programmes in agricultural sciences, the Committee members made an extensive tour of Egerton College and the College of Agriculture and Veterinary Sciences of the University of Nairobi. A similar visit was also made to Jomo Kenyatta College of Agriculture and Technology (JKCAT) in order to assess the available facilities for diploma programmes in case it was necessary to recommend the transfer of some diploma programmes from Egerton College to JKCAT. Finally, the Committee visited Kenyatta University College which is a constituent college of the University of Nairobi, where the concept of a constituent college was further discussed from a practical and experience point of view.

6. The information collected from the provincial visits, public interviews, consultations with the Government officials, the academic members of the University of Nairobi and Kenyatta University College, observations made during the visits and tours of certain institutions and the working papers mentioned above enabled the Committee to arrive at the conclusions contained in this Report.

University Education in Kenya

7. For a long time university education for Kenyans was undertaken at Makerere College in Uganda and abroad. Makerere College which was established in 1922 was the only place of higher learning available in East Africa. The College was later expanded and upgraded so that by 1950 it was the main institution of higher learning for East African countries. Although Makerere University College had its faculties in Uganda the clinical part of the School of Veterinary Science was located at Kabete, Nairobi, Kenya. Location of clinical facilities in Kenya was because of the

well developed and diversified livestock industry necessary for clinical teaching in veterinary medicine.

8. In 1956 the Royal Technical College of East Africa was established in Kenya for the purpose of training technical and commercial manpower. In addition the College offered education upto London Intermediate Level. The name of the College changed to Royal College in 1961 when it was declared a constituent college of the University of London. In its new status the Royal College introduced degree courses in Arts, Science and Engineering.

9. The relationship with the University of London was short-lived because in 1963 the University of East Africa was established with constituent colleges at Makerere, Dar es Salaam and Nairobi. The Royal College was then renamed the University College of Nairobi and by 1966 the University of London programmes had been phased out. During this period the University College of Nairobi strengthened its programmes and introduced the Institute of Adult and Development Studies as well as the Faculty of Medicine in 1963, 1965 and 1967, respectively.

10. In 1970 the University of East Africa was dissolved and as a result the University College of Nairobi became the University of Nairobi through an Act of Parliament. The same Act declared Kenyatta College a constituent college of the University of Nairobi, although this did not become effective until 1972.

11. Immediately after its establishment, the University of Nairobi expanded further by introducing the Faculties of Law, Education and Agriculture, the School of Journalism and the Institute of African Studies. New departments within the established faculties have continued to be established since then.

12. Following its establishment, the University of Nairobi, has been responsible for the production of various

categories of locally trained manpower for the country. It has so far produced over 12,000 university graduates since its inception, of whom about 1,000 have been from the Faculties of Agriculture and Veterinary Medicine. Most of these graduates have been absorbed into the national economy where they are making a significant contribution to the development of the nation.

13 Due to high pressure for University places by Kenyans, it has not been possible for the University of Nairobi and Kenyatta University College to admit all those Kenyans who meet University entry requirements. Consequently over 7,000 Kenyan students are in universities abroad. Other students have been locally absorbed into private universities such as the Seventh Day Adventist, Baraton; United States International University; and Daystar Communications University. In order to ease the rising demand for university education, the Government has established Moi University at Eldoret and has now decided to upgrade Egerton College into a degree granting institution.

14. The Committee noted the concern and anxiety expressed by the public regarding the need for co-ordinated development, planning, admissions, harmonisation of academic programmes and maintenance of academic standards of university education in the country.

15. Although the Government established the University Grants Committee (UGC) for the purpose of planning and budgeting for university education in the country, on a triennial basis, the role of UGC has been limited in scope. Now that the country is establishing more universities, there is an urgent need for a new organisation with wider powers and responsibilities. The Committee therefore notes with satisfaction that the Government

is in the process of establishing a Council for Higher Education as recommended by the 1981 Presidential Working Party on the Second University. That Committee which was under the Chairmanship of Dr. C.B. Mackay had recommended among other things the establishment of such a Council to carry out the following:

accreditation of universities, the financing of university education and research activities, overall planning, staff development, student enrolment, scholarships, university and post secondary curricula. The Council should also harmonize the examinations and certification of all post secondary institutions up to and at the university level so that credit is given by the higher institution for relevant work done in lower institutions or when a student transfers from one institution to another.

CHAPTER 2: EGERTON COLLEGE: ITS GROWTH AND DEVELOPMENT

Early History of Njoro Area and Settlements

16. Although very little has been written on the inhabitants of Njoro area before the arrival of European settlers, it is well known that the area was inhabited by Kalenjin and Masaai people. An examination of the remnants of the original settlements on the present day commercial farm of the College - Ngongongeri - indicates that the area was inhabited by people who had their dwellings constructed below ground level for security reasons. These types of dwellings are known to have been common to the Kalenjin and Masaai people.

17. The period between 1895 and 1906 witnessed the start of British colonisation and effective settlement in Kenya. During this time there were fierce clashes between the colonisers and the local inhabitants. In the Njoro area similar clashes took place between the British and the Kalenjin/Masaai people. It was after several of these wars that the local inhabitants were eventually overcome and the settlers moved in led by Lord Delamere.

Lord Egerton of Tatton and the establishment of Egerton College.

18. Among the settlers who came to Njoro area was Lord Egerton of Tatton. Burke's Peerage traces the Egerton family of Tatton Park, Cheshire, back to December 1711 with links to earlier generations of British landed gentry. The first baron was William Tatton born in 1806 and created Baron Egerton of Tatton in 1859. He died in 1883 and was succeeded by one of his sons, Wilbraham, in February that year as the second baron who in turn died in 1909. Wilbraham succeeded by his brother Alan

de Tatton as the third baron in 1909 but he too died in September, 1920. The third baron Alan de Tatton had three sons - William, Cecil and Maurice. Maurice who became the fourth baron on the death of his father on 9th September, 1929 also died on 30th January, 1958 without an heir thus making the Egerton of Tatton Peerage extinct.

19. Egerton College was founded in 1939 when Lord Egerton of Tatton donated about 1,000 acres (400 hect) of his farm. The College and the teaching farm are established on this original land. Ngongongeri Farm which is the College's commercial Farm comprising of 3,000 acres (1200 hect.) was also bequeathed to Egerton Agricultural College by Lord Egerton through his will dated 14th December, 1954. Although he died on 30th January, 1958, the Governing Board of Egerton Agricultural College received the Farm from the executors of his Estate on 1st February, 1960. Between 1963 and 1983 the College managed to acquire an additional land of 84 acres thus bringing the total acreage to about 4,000 acres (1600 hect).

20. When Lord Egerton donated his land for the establishment of an Agricultural School in 1939, the aims and objectives were to provide training for European settlers and the colonial civil servants. Dr. D. Gerald Burton was seconded from Njoro Plant Breeding Station as the first Principal. There were three students in 1939 with a staff of six. They were working from makeshift buildings as the majority of the building programmes did not start until 1940. When Mr. O.T. Davis took over as the second Principal for one year in 1943, the number of students had increased to about 40. During that year, the Agricultural School was briefly turned into a high school for the children of servicemen in the Second World War.

21. The Principalship of the school also changed late in 1943 when Mr. E.J.P. Booth took over. It was during

Mr. Booth's period as Principal from 1943 to 1949 that the number of students significantly increased from 40 to 110. Most of the students enrolled for either short courses of upto three months or a one year certificate course in general agriculture. In 1948 it was decided to turn the one year certificate course into a two year diploma course while at the same time retaining the short courses.

22. The importance of Egerton College to Kenya's agriculture was already apparent at this early stage. Writing the Foreword to a Publication of the Royal Agricultural and Horticultural Show in 1948, the then Governor of Kenya, Sir Philip Mitchell said "The Exhibition will show how farming has progressed from days when the early settlers first took up the task of making this country productive, to present times when the variety of crops and breeds of animals are impressively numerous and science made the farmer a professional man. One has only to see the work which goes on at the Egerton Agricultural School to realize that fact".

23. The first two-year diplomates graduated in 1952 and at the same time the name of the Egerton Agricultural School changed to Egerton Agricultural College. This was later legalized by an Act of Parliament dated 12th July, 1955. This Act has since been amended several times.

24. Between 1952 and 1962 the College attempted to increase the scope of its training programmes by making its courses more comprehensive in order to meet the challenges of the rapidly developing agricultural production especially following the implementation of the Swynnerton Plan. However, as time went on, it became increasingly clear that there was a limit as to how much scope and depth the general diploma course in agriculture could cover effectively. The need therefore for other

diploma courses became apparent. Also as Kenya's independence approached, the need to train indigenous Kenyans became evident not only to fill the gap of departing expatriates but also to man various other specialised areas in the agricultural sector. Thus in 1962 diploma courses in Animal Husbandry, Dairy Technology and Forestry were introduced.

25. At independence, the Kenya Government also realized that agriculture was and still is the mainstay of Kenya's economy and therefore the development of the agricultural sector was the base for the development of other sectors of the economy. In view of this the College had to diversify further its diploma programmes. Thus from 1963 several courses were introduced in rapid succession as follows:-

- | | |
|------|--------------------------------------|
| 1963 | - Agricultural Engineering |
| 1965 | - Range Management |
| 1967 | - Farm Management |
| 1968 | - Agricultural Education & Extension |
| 1969 | - Agriculture and Home Economics |
| 1970 | - Horticulture |
| 1978 | - Food Technology |
| | - Farm Power and Machinery |
| | - Soil and Water Engineering |
| | - Animal Health |
| 1980 | - Ranch Management |
| | - Wildlife Management |
| | - Agriculture and Food Marketing |
| | - Forestry. |

The Forestry Diploma which was started in 1962 and discontinued in 1968 was re-introduced in 1982. In 1978 the Agricultural Engineering course was split into two courses namely Farm Power and Machinery and Soil and Water Engineering.

26. Agriculture and Home Economics course was introduced in 1969 because at the graduation ceremony of 1967 the late President His Excellency Mzee Jomo Kenyatta directed that women must be given their rightful place in agricultural education and development of the country. Planning for the course was immediately started and in 1969 the diploma in Agriculture and Home Economics course was launched. The main objective of this programme was to train women in agricultural and management skills thereby enabling graduates to teach rural families how to maximize available family resources. Furthermore, in 1970 Egerton College started a diploma course in Horticulture in order to meet the increasing demand for horticultural products for both local consumption and export.

27. The expansion and diversification of diploma programmes as described in the preceding paragraphs have led to corresponding increase in the number of students. Whereas in 1939 the college had only 3 students, by 1952 their number had risen to 110. At independence in 1963 and due to the introduction of new diploma programmes, the student population had increased to 215. As a result of recent expansion of the College which was funded by the Government of Kenya and the United States Agency for International Development, the student enrolment almost doubled between 1979/80 and 1983/84 academic years as shown in table 1.

28. As can be seen from table 2, the College has produced 3,584 diploma graduates since 1952. Most of these graduates have been Kenyans. The College has also trained students from a number of African countries namely Nigeria, Zambia, Tanzania, Uganda, Zaire, Rwanda, Burundi, Swaziland, Botswana, Malawi, Lesotho, Sudan, Namibia. Seven Grenadians have also trained there. It should be noted that prior to 1961 the College was exclusively training Europeans.

TABLE 1:

TOTAL STUDENT ENROLMENT BETWEEN 1979/80
AND 1983/84 ACADEMIC YEARS BY
DIPLOMA COURSES

COURSES	1979/80	1980/81	1981/82	1982/83	1983/84
Agriculture	80	80	79	93	115
Horticulture	69	78	72	84	95
Home Economics	63	66	75	87	101
Education	74	79	86	110	132
Farm Power & Machinery	46	46	58	76	88
Soil & Water	47	50	64	88	89
Animal Husbandry	109	97	116	141	154
Animal Health	34	54	64	77	96
Forestry	-	-	-	28	56
Agri. & Food Marketing	-	-	-	16	39
Farm Management	111	118	120	140	140
Ranch	-	21	26	43	50
Wildlife	-	10	28	37	37
Range Management	83	75	77	90	117
Dairy	46	51	58	76	83
Food Science and Technology	34	43	57	53	50
T O T A L	786	868	980	1,239	1,442

TABLE 2:

NUMBER OF DIPLOMA GRADUATES FROM EGERTON COLLEGE
BETWEEN 1952 - 1983.

COURSE	GRADUATES		
	KENYAN	FOREIGN	TOTAL
Home Economics	226	24	250
Animal Husbandry	509	139	648
Animal Health	54	3	57
Agriculture	499	88	557
Horticulture	167	9	176
Dairy Technology	125	98	223
Food Science	43	4	47
Farm Management	315	54	369
Agriculture Engineering	207	76	283
Farm Power & Machinery	47	1	48
Soil & Water Engineering	50	-	50
Range Management	276	59	335
Wildlife Management	8	-	8
Forestry	50	5	55
Agriculture Education	386	42	428
Ranch Management	20	-	20
T O T A L	2982	602	3584

CHAPTER 3: TRAINING FOR THE AGRICULTURAL SECTOR

General Observations.

29. Since the attainment of independence Kenya has achieved remarkable socio-economic growth. This has been attributed largely to the political stability and pragmatic approach adopted by the Government in the management of the natural, financial and manpower resources available for national development. While the industrial sector has played a significant role in this development, it is the agricultural sector that has remained the backbone of the economy. The majority of Kenyans live in the rural areas where they engage in farming activities which produce raw materials and thereby provide a base for industrial development as well as earn a major component of the country's foreign exchange.

30. The growth in agricultural output has mainly been due to programmed public investment in agriculture and the encouragement of both large and small holder development. For example, such planned programmes have been applied to major farming enterprises such as coffee, tea, maize, sugar, dairy and horticulture. Through the adoption of improved technics and the introduction of new varieties of food crops the country has managed to produce enough food for internal consumption and at times some surplus for export. In view of the high rate of population growth in the country, the production of sufficient food to meet the domestic needs and provide surplus for export will continue to be critical. In recognition of this fact, the Development Plan of 1984/88 states that the strategy in agricultural development will be geared towards intensive land utilisation. This would be achieved through improved husbandry methods, introduction of high yielding varieties of crops and improved strains of livestock.

31. Hitherto greater emphasis in agricultural development has concentrated in high rainfall areas. Owing to critical population pressure in these areas, further intensification in agriculture production must now turn to the arid and semi-arid areas which form over 75 per cent of the country's land surface. These areas can be very productive if properly planned and managed for crop and animal production as demonstrated by a number of successful pilot projects such as the Agricultural Development Corporation farm in Garissa, the Pekera Irrigation Scheme at Marigat, the Katumani maize scheme and Kulalu Cattle Ranch among others. It is therefore clear that the future ability of this country to produce sufficient food lies in its capability to train the necessary skilled manpower as well as develop appropriate technology.

32. The Committee's effort to obtain accurate data on supply and demand for skilled agricultural manpower from many sources including Government ministries were unsuccessful. The Committee, however, is convinced from the evidence received that despite the lack of detailed information in this regard, there is a need to expand and continue training skilled agricultural manpower at all levels.

Certificate Level Personnel

33. The certificate level personnel form the frontline extension workers in the Ministry of Agriculture and Livestock Development where the majority of them are employed. The training of this cadre of personnel in various fields of agriculture takes two years and is currently offered in eight institutes that fall under the Ministry of Agriculture and Livestock Development. In addition, Sang'alo and UKAI Harambee institutes of technology offer similar training programmes although the supply from them is still small.

34. Of the eight Government institutes, Embu, Bukura and Eldoret offer a two-year certificate in general agriculture while A.H.I.T.I at Kabete, Nyahururu and Ndomba offer a two-year programme in various fields of animal health and production. The Dairy Training School at Naivasha specialises in dairy technology. It is expected that the new Coast Institute of Agriculture which will start admitting students in 1984 will in addition lay emphasis on dryland farming.

35. The projected output of certificate level personnel (see appendix 3) in 1984 from the agricultural institutes is 714 graduates. However this figure could rise to about 900 graduates if facilities are fully utilized.

Diploma Level Personnel

36. Egerton College has been the only institution in the country offering courses in various areas of agriculture at diploma level before Jomo Kenyatta College of Agriculture and Technology was opened in May, 1981. All of the diploma programmes are of three-year duration at both colleges. Nearly all of the diploma graduates from Egerton College have been absorbed by the Ministry of Agriculture and Livestock Development where they are engaged as middle level personnel in the fields of extension, research and teaching. Significant numbers have also joined the private sector either directly or after working with the Government for some time. It is expected that the graduates from Jomo Kenyatta College of Agriculture and Technology will be absorbed in similar way. It is projected that the total annual output of diplomates from the two colleges will have reached 536 by 1985. (See appendix 4).

Degree and Postgraduate Personnel

37. Prior to 1970, all degree level training in agriculture was done outside Kenya. However, the training of the veterinarians began to be undertaken locally in 1962 when the Faculty of Veterinary Medicine of the then Makerere University College at Kabete was allowed to grant degrees.

38. When the University of Nairobi came into being in 1970, it began to award its own degrees including those in agriculture. Since then rapid expansion has taken place in the Faculties of Agriculture and Veterinary Medicine both in student numbers and diversification of programmes. Students' annual enrolment in the case of the Faculty of Agriculture rose from 40 in 1970 to 150 in 1984 while in the Faculty of Veterinary Medicine the number rose from 44 in 1970 to 80 in 1984. As for the Faculty of Agriculture new degree programmes were added in Range Management, Forestry, Food Science and Technology and Agricultural Engineering. These faculties have continued to be the major source of high level manpower supply in the agricultural sector. Over the five year period, 1984-88, it is projected that the two faculties will supply about 1200 first degree holders. (See appendix 5).

39. In addition to training the first degree holder, the two faculties run programmes of study at postgraduate level in Master and Doctoral degrees. The Committee learnt that the number of students enrolling for postgraduate programmes in the two faculties was extremely small. This trend is apparently common to all other faculties in the University. Lack of sufficient scholarship funds was given as the main reason. In view of the country's future requirements for more qualified personnel at postgraduate levels in areas of research, teaching at both secondary and university levels, the Committee found the present projected output of post graduates to be highly inadequate.

The Committee therefore recommends that urgent action be taken to encourage greater enrolment in all fields of postgraduate programmes to enable the country to face the developmental challenges of the future.

CHAPTER 4: FUTURE OF THE CURRENT DIPLOMA PROGRAMMES
AT EGERTON COLLEGE

Current Diploma Programmes at Egerton College

40. As indicated in paragraph 23 of this Report, the first diploma graduates qualified from Egerton in 1952. Thereafter various diploma programmes were launched in the College at different times as shown below:-

<u>Diploma Programme</u>	<u>Year Started</u>
1. Agriculture	1952
2. Agricultural Engineering	1963*
3. Agricultural Education	1966
4. Agriculture and Food Marketing	1982
5. Farm Management	1967
6. Food Science and Technology	1978
7. Horticulture	1970
8. Animal Husbandry	1962
9. Dairy Technology	1962
10. Agriculture and Home Economics	1969
11. Animal Health	1978
12. Farm Power and Machinery	1978
13. Soil and Water Engineering	1978
14. Range Management	1980
15. Ranch Management	1980
16. Wildlife Management	1980
17. Forestry	1962(1982)

Practical training in all the diploma courses offered at Egerton College is greatly emphasized during the three-year training period and this has become a special characteristic of the Egerton graduates. A brief description of what is covered in the sixteen diploma programmes

* This course was replaced by courses in Farm Power and Machinery, and Soil and Water Engineering.

is given in the subsequent paragraphs.

41. The diploma in Agriculture is the oldest programme at Egerton College. The objectives of this course are to train students in all aspects of general agriculture including crop and animal production. Graduates of this programme are capable of adequately handling many aspects of agricultural production.

42. The two diploma courses in Agricultural Engineering, Farm Power and Machinery, and Soil and Water Engineering aim at training agricultural engineering technicians in the application of science and technology in solving problems in related fields. The students taking these two diploma programmes are also given basic knowledge in biology, crop production, soil science, animal husbandry, agricultural economics and agricultural education and extension.

43. The diploma in Agricultural Education was started in response to the need in the country for agricultural teachers. The graduates of this course are therefore prepared for the teaching of agricultural education in secondary schools and in other agricultural institutions such as Farmers' Training Centres. The course covers crop and animal production, basic sciences in addition to education.

44. The diploma course in Farm Management is designed to train diplomates in crop and livestock production with suitable economic and financial knowledge on farm management and decision making. Apart from covering subjects in general agriculture, animal husbandry, farm machinery and principles of extension, they receive further training in farm management. The graduates of this programme are equipped with skills and knowledge to be employed as farm managers and extension workers.

45. The objective of the diploma course in Food Science and Technology is to train management personnel in food processing, preservation and factory management. The course also covers basic biological, biochemical, chemical and engineering principles. Included in the course are detailed studies of major food commodities, food industry as a business enterprise, quality control in respect to hygiene, nutrition, toxicology and consumer acceptance and food legislation.

46. The course in Horticulture is designed for graduate diplomates in the fields of horticulture, extension, research, farm management and teaching. The training covers basic sciences, principles of crop production and advanced courses in horticulture.

47. The diploma course in Animal Husbandry is aimed at training personnel who will on graduation bridge the gap between the researcher and the farmer in this discipline. Graduates in this field could also be deployed in agro-industries and teaching. The course covers basic biological and physical sciences, animal science, animal health, crop science, agricultural engineering and extension.

48. The diploma course in Dairy Technology is for training factory technicians and managers in dairy processing industries. The contents of the course covers: Milk and milk products, dairy chemistry, dairy engineering and quality control of dairy products. In addition the students are attached to dairy factories for practical training.

49. The diploma course in Agriculture and Home Economics is designed to train and equip diplomates with knowledge and skills in agriculture and effective management of family resources. 60 per cent of the course is devoted to general agriculture and 40 per cent on home economics.

50. The course in Animal Health is tailored to produce diplomates with special skills in animal health and disease control. Students following this programme cover introductory courses in biology, chemistry, statistics, animal handling and feeding, anatomy, physiology and general pathology. Courses are also offered in economics, crop production, engineering and public health.

51. The Range Management diploma programme is for the preparation of personnel with special knowledge and skills in agricultural production in the arid and semi arid areas. The subjects covered in this course are range management, range plants and ecology, wildlife, range planning and grazing in the rangelands.

52. The course in Ranch Management is designed to prepare diplomates who would work as ranch managers in arid and semi-arid areas. The course covers basic biological and physical sciences and range science. The students take advanced courses in ranch activities including grazing systems, ranch economics and animal husbandry. In addition, the students go for practical field training on ranches and research stations.

53. The diploma course in Forestry is designed to train foresters. In addition to traditional forestry courses, the students in this programme study education and extension.

54. The diploma course in Wildlife Conservation and Management is designed to train graduates who will work in National Parks, National Reserves and Wildlife Stations. The course covers subjects in biology, chemistry, range management, animal science, animal health, engineering, economics and education. In addition the students for this course take rigorous practical training in National Parks.

55. The diploma programme in Agriculture and Food Marketing is aimed at training graduates that are able to carry out agricultural marketing functions. The objectives of this course are to expose students to knowledge, concepts, principles of agricultural marketing and to train them in the areas of marketing of agricultural inputs and products.

The Impact and Contribution of Egerton College graduates to Agricultural Development

56. The development of Kenya's agricultural industry has been one of the most successful in the developing world. In addition to favourable climatic and ecological conditions particularly in the high rainfall areas, the human effort has contributed significantly to this development. This human effort is attributable first and foremost to the farmers themselves and secondly to research and extension services. For a long time, Kenya has heavily relied on Egerton College for training of personnel to man its extension services in agriculture.

57. From the interview and discussions which the Committee held with the people in the provinces, there was overwhelming evidence of support for the good and effective manner in which Egerton graduates have been serving the farming community through the years. The public was extremely happy and satisfied with the practical approach to their duties, whether they worked for the Government or private sector. As a result of this excellent record of good performance by Egerton graduates, there was a great demand for them throughout the country. The Committee was left in no doubt at all by those interviewed that it would be a serious mistake to phase out the diploma courses now being offered at Egerton College without appropriate arrangements being

made for these courses to be effectively undertaken elsewhere.

58. The Committee considered the possibilities of phasing out the diploma programmes from Egerton College to other institutions and formed the opinion that none of them (with exception of Londiani Forestry Training School) was ready to take over these courses. The facilities and staff in these other institutions were inadequate and therefore not capable of accommodating effectively diploma programmes from Egerton College. In view of the recent expansion of the Egerton College, the Committee is convinced that it is possible for the College to accommodate both degree and diploma programmes for sometime to come as explained in chapter 8 of this Report. Consequently the Committee recommends that Egerton College should offer diploma programmes concurrently with the degree courses for at least a period of five years. The Committee further recommends that the Government should take the necessary steps to prepare one or more of the existing agricultural institution(s) so as to take over the diploma programmes from Egerton College as soon as it is practicable.

59. The Committee addressed itself to the possible problems of running both the degree and diploma programmes in the same institution particularly during the transitional period. However, the Committee is satisfied that so long as the conditions of admission and syllabi are clear and specific to the two categories of students there should be no major conflict.

The Role of the Upgraded Egerton College vis-a-vis the other Agricultural Training Institutions

60. In the past Egerton College has enabled the certificate holders to obtain further training leading to diploma qualifications. Likewise, diploma holders

from Egerton College have been able to persue degree programmes at various universities including the University of Nairobi. It is expected that in its new status as degree granting institution, Egerton College will continue to provide opportunities for the certificate and diploma holders to persue further studies.

61. With its long history as an agricultural training institution, the upgrading of Egerton College to university status is expected to enable it to grow into a leading centre of agricultural training and research. In this capacity it will serve as a resource centre for curriculum development and advise on standards and examinations in the field of agriculture.

CHAPTER 5: PROPOSED DEGREE PROGRAMMES TO BE OFFERED
AT THE UP-GRADED EGERTON COLLEGE.

Suitability to offer degrees

62. Soon after its appointment, the Committee made an extensive tour of Egerton College to establish, among other things, its suitability to offer degree programmes. During the tour, the Committee also held discussions with the Principal and members of staff. The Committee is fully satisfied that the College has enough land and the necessary physical and academic infrastructure to enable it to start degree courses with minimal difficulties. Some of the existing facilities are briefly described in paragraphs 63 to 70.

Land

63. The College currently owns two adjacent farms with a total acreage of 4000 acres which is about 1600 hectares. The College campus including residential quarters for students and staff occupy a portion of the Tatton Farm which comprises 1000 acres (about 400 hectares). The rest of the Tatton Farm is used mainly for teaching purposes. The enterprises undertaken in this farm cover a large variety of crops and animals.

64. The second farm known as Ngongongeri, consists of 3000 acres (about 1200 hectares) and is run on commercial basis. This farm serves two purposes: firstly, to generate revenue for the College, and secondly, as a demonstration to students in the management of large scale farms. The main enterprises on this farm are dairy, beef, sheep, wheat, barley and maize. Additionally, the College has recently acquired about 1000 acres of land at Chemeron in Baringo District for research and dryland farming.

Site

65. In addition to having considerable amount of land, the Committee also observed that Egerton College is located in a rural area of high agricultural potential which is ideal for agricultural training. Also within easy reach of the College Campus, one is able to find other farming activities involving crops such as tea, pyrethrum, coffee and sisal. Other activities within reach are ranching, dryland farming and forestry.

66. Furthermore, the location of Egerton College has the added advantage of being close to important agricultural research and training centres which if properly exploited could prove useful to university learning. These include the Plant Breeding Research Station at Njoro; the High Altitude Horticultural and Pyrethrum Research Station at Molo; the Beef Research Station at Lanet; the Animal Husbandry Research Station at Naivasha; the Cotton and Sugar Research Stations at Kibos; the Tea Research Institute at Kericho and numerous agricultural marketing and processing firms in and around Nakuru town.

Physical Facilities

67. The existing physical facilities at Egerton College have been developed over the years. However, major expansion of these facilities took place after independence with the introduction of several diploma programmes. This expansion is still going on and by the time the present phase is completed in December 1984, many additional building blocks will have been established. These comprise the administration, library, dining hall, staff houses and lecture theatres. Through the same expansion programme, the necessary equipment and library books have been acquired. The College has also put up hostels, staff houses, classrooms and

workshops at Chemeron field station for the purpose of teaching range, dryland farming and carrying out related research.

Staff

68. Although the unavailability of high level manpower for university teaching has been a problem in many institutions in developing countries, Egerton College has been fortunate in that the current expansion programme has included a major component of staff development. As at 1983/84 academic year, out of a total teaching staff of 141, the College had 18 with Ph.Ds, 50 with M.Sc.s, 35 with B.Sc.s/B.V.M.s and 38 with diplomas. It is the view of the Committee that with minor additional staff recruitment the above staff strength form a reasonable base for the launching of the proposed initial degree programmes.

Staff and Students' Welfare Facilities

69. The College has a health centre with two medical officers, two clinical officers, five staff nurses and six enrolled nurses. There is also a maternity wing attached to the Health Centre. These facilities are adequate for now and may be expanded as need arises. Similarly, the College has a new nursery school and two primary schools mainly for the campus community. It is hoped that these will be improved and expanded to cater for the anticipated increases of the College population.

The Rationale for the Proposed Degree Programmes.

70. As has been stated earlier in this Report, agriculture has been and continues to be the backbone of the country's economy both as a source of livelihood for the majority of Kenyans and also as a foreign exchange earner. In order to sustain the agricultural productivity and growth, the training of manpower for the sector both in quality and quantity has been a major concern to the Government. It is, therefore, a logical development that Egerton College should now be given a chance to evolve degree programmes consistent

with the present and future needs of the agricultural sector.

71. Despite lack of accurate data on manpower demand in the country, the Committee's assessment of the information received through public interviews and memoranda overwhelmingly revealed that the demand for highly trained manpower for the agricultural sector is much higher than is generally assumed. It is clear that the country will continue, for a long time to come, to require many more agriculturally trained personnel to enable it increase productivity not only in the high rainfall areas but also in the arid and semi-arid areas. It is also evident that Kenya still lacks trained personnel in this area for teaching in schools, colleges and universities as well as for research and extension services.

72. To be able to recommend the initial degree programmes, the Committee considered the views of the public, resources and facilities available at Egerton College. In the light of the above, the Committee noted that the supply of high level manpower in this area is largely from the University of Nairobi's Faculties of Agriculture and Veterinary Medicine. These two faculties offer B.Sc degrees in General Agriculture, Food Science and Technology, Forestry, Agricultural Engineering, Range Management and Bachelor of Veterinary Medicine. As can be seen from this list the University of Nairobi does not offer specific first degrees in Animal Science, Agricultural Education, Agriculture and Home Economics, Horticulture and Agricultural Economics. Additionally, degree programmes in Range Science and Agricultural Engineering should also be started because the output from the University of Nairobi in these two fields is too small for the country's requirements. (See Appendix 5). In view of this, the Committee recommends that degree programmes in the fields of animal science, agricultural education, agriculture and Home Economics, horticulture, agricultural economics, Range and Ranch Science and agricultural engineering should be started at Egerton College.

DEGREE PROGRAMMES.

73. Livestock development is a major industry in Kenya. For the country to benefit fully from this, it is necessary to ensure that livestock diseases are kept under control or reduced to the minimum. According to the professionals in the field of animal health, the Committee was informed that in the near future emphasis will be more on the preventive rather than on curative measures. For that reason future training of personnel on livestock development should focus more on animal production. The Committee, therefore, recommends the introduction of B.Sc degree in Animal Science at Egerton College.

74. The Government's rural development strategies are aimed at improving the quality of life by providing basic needs of food, water, shelter and primary health care both at community and family levels. Home Economics is one discipline whose objectives are to help individuals and families raise the quality of living. As it is today, there is no institution in Eastern Africa which offers Agriculture and Home Economics at degree level. The Home Economics at Kenyatta University College has no agriculture and is intended to train Home Economics teachers and does not meet the general needs of the community. The Committee, therefore, recommends that a B.Sc degree in Agriculture and Home Economics should be introduced at Egerton College.

75. The majority of Kenyans earn their living from Agriculture in one form or another. The emphasis today in high potential areas is an intensive agriculture with the aim of ensuring maximum production from the small holdings. Similarly, the potential of arid and semi-arid areas should be realized through irrigation and new methods of crop and animal production. In addition to cultivating the traditional subsistence and cash crops, the growing of such crops as vegetables, fruits and flowers in all these areas call for the training of many horticulturists. Another

area of high demand is in the management, storage and marketing of the agricultural produce. The need for trained personnel in the areas of agricultural management and marketing has evidently become very important. The Committee, therefore, recommends the introduction of a B.Sc degree in General Agriculture with options in Horticulture and Agricultural Economics.

76. The Committee considers the demand for Agriculture teachers for schools, colleges and universities to be very high and is likely to be even higher when the country implements the 8.4.4 Education Structure. The training of agriculture teachers, therefore, becomes crucial. And in the training of these teachers, care should be taken to ensure that they have an indepth knowledge of agriculture as a subject. In addition, they should be practical persons capable of inculcating the right attitudes into the youth. Notwithstanding that Moi University has a similar programme, the Committee recommends the establishment of a B.Sc degree in Agricultural Education at Egerton College.

77. Further, because of the demand at higher levels and the importance of teaching of agriculture, the Committee recommends that a post-graduate course in Education for the graduates of General Agriculture to be mounted as soon as possible.

78. More than 75% of Kenya's land surface is arid and semi-arid. These areas need to be developed for increased agricultural production not only to meet our local consumption but also for export. This poses a challenge in the training and production of skilled manpower which is currently not being adequately met by the University of Nairobi. The Committee, therefore, recommends the establishment of a B.Sc in Range/Ranch Science at Egerton College.

79. It was pointed out during the Committee's deliberations that one of the major bottlenecks in the agricultural production is the maintenance of farm machineries, farm impliments and structures. The unavailability of skilled manpower among other things, in these areas, has often led to delayed farm operations which in turn has led to reduced farm yields. The Committee, therefore, recommends the introduction of a B.Sc degree in Agricultural Engineering at Egerton College. However, in the design and implementation of this degree programme, there should be proper consultations with the engineering professional body for the purposes of registration of the graduates.

Faculties, Schools and Academic Departments

80. To facilitate the introduction of the above described degree programmes, the Committee recommends the establishment of a Faculty of Agriculture with the following departments:

- Horticulture
- Crop Science
- Range and Ranc'. Management
- Animal Production
- Animal Physiology and Anatomy
- Animal Health
- Agricultural Education and Extension
- Agricultural Engineering

81. The Committee recognizes the fact that basic sciences are the foundation of strong degree programmes in agriculture. These include physical and biological sciences. In view of this, the Committee recommends the establishment of a Faculty of Science with the following departments:-

- Biological Sciences (Botany and Zoology)
- Physics

- Mathematics
- Chemistry and Biochemistry

82. In addition to having adequate coverage of basic sciences, the Committee is of the opinion that the area of humanities and social sciences also demand equal concern in the training of agricultural personnel. For example, effective agricultural officers require skills in sociology, psychology and the ability to communicate well with the farmers. The Committee is also aware that many of the graduates will end up in the management and administrative positions in the public and private sectors. There is, therefore, need for courses in development studies, government procedures, functions and operations of the public institutions. In emphasis of this importance of humanities and social sciences, the Committee recommends the establishment of a Faculty of Social Sciences with the following departments:-

- Agricultural Economics
- Development Studies
- Sociology
- Archeology and Paleontology

83. The Committee considered the importance of Home Economics and Nutrition in the improvement of the quality of life especially in the rural areas where the majority of Kenyans live. In addition, there is also the increasing realization of the role of women in the agricultural development. In view of this, the Committee recommends the establishment of a School of Home Economics and Nutrition at Egerton College.

84. Taking into account the special significance attached to the conservation and management of natural resources the Committee also recommends the establishment of a School of Environment and Natural Resources at Egerton College.

Degree and Diploma Programmes

85. In discussing the future of the diploma programmes when Egerton begins awarding degrees, it was noted that the expanded physical facilities can accommodate both the diploma and the degree students for some time. This would allow enough time to plan the phasing out process of the diploma programmes. It would also alleviate public fears that if diploma programmes are hurriedly transferred out of Egerton it would seriously affect their quality and lower their standards.

86. The Committee considered the admission requirements into the undergraduate programmes at Egerton College and recommends that they should be similar to those currently in force at the University of Nairobi.

87. From the views received by the Committee, there was overwhelming evidence of appreciation for the fact that through the years Egerton College has produced diploma graduates who have a strong bias for practical work in agriculture. The public expressed the wish that this excellent feature of Egerton College be continued even after the College has become a degree granting institution. The Committee strongly concurs with this view.

Transfer of Credits among Institutions

88. The Committee considered the current practice whereby there are no credit transfers from one agricultural institution to another at the next level of training. It is the opinion of the Committee that there is a great need for the transfer of credits between the institutions in order to shorten the period of training and minimize the expenses. Happily, the Committee notes that the Directorate of Personnel Management has taken up the issue and that the discussions are

under way to evolve a national policy for handling transfer of credits. In that case, the Committee would like to recommend the need for speeding up these discussions.

CHAPTER 6: HARMONISATION OF THE DEGREE PROGRAMMES IN KENYAN UNIVERSITIES.

89. The Committee examined the issue of harmonisation of the degree programmes which have been recommended to be introduced at Egerton with those at the University of Nairobi and those expected to be mounted at Moi University. In doing so the Committee has addressed itself to the importance of minimising duplication of degree courses in relation to the general demand for graduates. The Committee further considered the question of maintaining standards and quality of education in these universities.

Agricultural Degrees

90. Up to now training in agriculture and veterinary medicine in Kenya has been provided at the University of Nairobi. The Faculty of Agriculture which was established in 1970, offers undergraduate courses leading to BSc degrees in Agriculture, Food Science and Technology, Forestry, Agricultural Engineering and Range Management. The Faculty also offers a Postgraduate Diploma in Irrigation and Soil Conservation and MSc and PhD degrees in various fields. The Faculty of Veterinary Medicine which started as a sub-professional veterinary training school in 1928, began admitting its first degree students in July 1962. The Faculty now offers programmes leading to the award of the degrees of Bachelor of Veterinary Medicine, MScs and PhDs.

91. The recently established Moi University is expected to offer courses which are predominantly agricultural and technical. Although all the degree programmes to be mounted at Moi University have not been announced, it is expected that the University will admit its first students in October 1984 in the fields of forestry and wildlife management.

92. In the Report of the Presidential Working Party on the Second University, it is recommended that Moi University should, among other things, address itself to the problems of small-scale farming and arid and semi-arid lands. It would, therefore, appear that the main thrust of agricultural education at Moi University will be related to the use and application of science and technology in the development of the low and medium potential areas of Kenya.

93. Bearing in mind the existing and proposed degree programmes in these universities, and as has been mentioned before, there is great need to minimise duplication of degree courses at Kenyan universities. However, following the Committee's visit to the College of Agriculture and Veterinary Sciences at the University of Nairobi, it was clear that there was heavy capital investment in developing facilities for the courses offered there. In view of this, the Committee recommends that it would be neither economically viable nor academically advisable to transfer elsewhere any of the current agricultural and veterinary degree programmes at the University of Nairobi.

94. The key objectives of agricultural development as mentioned in the 1984/88 Development Plan include increased food production, growth in agricultural employment and expansion and diversification of agricultural exports. It is stated that these objectives will be achieved through small-scale farm focus, improved agricultural technology, market incentives and increased emphasis on arid and semi-arid lands. In achieving these objectives the emphasis of agricultural training will need to change so as to help produce increased number of specialised agricultural personnel to spearhead the required developments. However, in accordance with the recommendations of the Agricultural Education Commission of 1967, the B.Sc degree in Agriculture of the University of Nairobi is a general-purpose degree which is designed

to provide graduates who can be useful in all aspects of crop and animal husbandry. The degree does not produce personnel for the specialised fields of the agricultural industry. In keeping with the objectives of the Development Plan, the Committee has recommended introduction of degree programmes at Egerton which will relate to specialised areas of the agricultural sector.

95. As basic sciences are required to strengthen professional scientific programmes such as agriculture and veterinary medicine, it will be necessary to establish faculties of science at the new universities. It is also necessary for students to understand the socio-economic environment within which they will live and work. Despite the need to minimise duplication of degree courses, the Committee is of the opinion that courses in humanities and social sciences should also be introduced at these new universities. However, as new programmes continue to be developed at Kenyan universities, there will be need for continuous review and harmonization of all such programmes.

96. In the long run when all the three institutions will be fully operational, their programmes are expected to have their own characteristic qualities and areas of emphasis. It is hoped that these individual qualities and areas of emphasis by the country's universities will provide room for competition of their graduates in employment. Such competition is considered healthy for the growth of the economy.

Standards and Quality of Education

97. For Kenyan universities to develop and maintain respectable standards of education, they need to co-ordinate their activities very closely. In this respect the Committee is aware that steps are being taken to establish a Council for Higher Education whose responsibilities will include continuous harmonization of these standards.

98. It is also common practice for universities to establish links with other universities. For example, the University of Nairobi has several such links with a number of other universities. These links have been known to facilitate not only the exchange of staff and students but also to promote the desired institutional growth and development. The Committee, therefore, recommends that Egerton, in its new status as a degree granting institution, should seek to establish links with as many universities as possible.

99. Furthermore, it is common for universities to engage external examiners in the assessment of students and evaluation of academic standards. Both the University of Nairobi and Kenyatta University College appoint external examiners for this purpose. It is expected that Egerton in its new status will do likewise.

100. The Committee also noted that there already exists an Inter-University Council for East Africa which fosters co-operation among universities in the region and would urge Egerton to seek membership of this body on becoming a degree granting institution. Similarly, it would be useful for Egerton to join other regional and global associations of universities such as the Association of African Universities, the Association of Commonwealth Universities and the International Association of Universities. These associations are involved in the promotion of knowledge and truth and Egerton would benefit from membership in such associations.

101. The management and administration of a university is usually vested in its governing council. A university council is responsible for policy matters including the administration of finances and the provision of students welfare services. The Committee recommends that there should be mutual representation in councils of different universities in the country so as to harmonise their management policies and practices.

102. Finally, in view of scarcity of resources, Kenyan universities will need to collaborate very closely in the utilization of teaching and research facilities.

CHAPTER 7: EGERTON COLLEGE AS A DEGREE GRANTING INSTITUTION

103. There are a number of distinct differences between a university and a constituent college. In an attempt to decide whether Egerton should offer degrees of its own or those of the University of Nairobi or Moi University, the Committee examined the relationship and experiences of a constituent college and its parent university. The Committee also took into consideration the views of the people it interviewed as well as the existing physical and academic infrastructure at Egerton College.

University versus constituent college

104. The main difference between a university and a constituent college is that a university has authority to grant degrees whereas for a constituent college such authority is vested with the university to which it is affiliated. Independent universities have the authority to determine who may teach, what may be taught and how it may be taught. They appoint their own staff, conduct their own admissions and determine their syllabuses. They also determine their own academic standards and decide on the candidates to be granted degrees, diplomas or any other awards. However, in the case of constituent colleges all such functions are controlled by the parent universities.

105. There are two main organs in a university which are responsible for its management. These are the university council and the senate. The council is responsible for the overall management of the university while the senate is responsible for all academic matters. In the case of a constituent college there is also a council which is responsible for its management and an academic board which is responsible for academic matters. However, decisions of the academic board of a constituent college must be approved by the senate of the university to which it is affiliated before being implemented.

106. While a university is established by state legislation such as an act of parliament, a constituent college is established through subsidiary legislation such as a legal notice. Similarly, while an independent university enjoys all the rights and privileges applicable to corporate bodies a constituent college does not enjoy such rights and privileges.

107. Normally the vice-chancellor is the administrative and academic head of a university. He is responsible for the co-ordination of all activities within the institution. Besides being the chairman of the senate, the vice-chancellor is an ex-officio member of the university council. On the other hand, the principal is the administrative and academic head of a constituent college. He is also a member of the senate as well as an ex-officio member of the university council.

108. The idea of a constituent college appears to be a legacy of the British colonial system of university education. During the British colonial era it was the general practice for a new university institution to begin as a university college. There are several examples of these in Africa and elsewhere. In East Africa Makerere University College which was the only institution of higher learning during the colonial period was affiliated to the University of London. At independence, a number of countries in Africa joined together and developed federal universities such as the University of East Africa. In response to national, social and economic demands, the immediate post-independent federal universities in East, Central and Southern Africa have broken into independent national universities.

109. When the University of Nairobi was established by an act of parliament in 1970, Kenyatta University College was declared its constituent college with special responsibility of training graduate teachers for secondary

schools and teacher training colleges. It is now 14 years since Kenyatta University College became a constituent college of the University of Nairobi. The Committee received information to the effect that in the 14 years of being a constituent college of the University of Nairobi, the relationship between this college and its parent university has not been entirely satisfactory.

110. There are certainly some advantages in the idea of establishing constituent colleges, but the disadvantages outweigh the advantages. The main advantages include the provision of leadership to the constituent college by the parent university in matters related to the co-ordination of academic programmes and utilisation of teaching and research facilities. It is also assumed that the affiliation of a new college to an established university may enable the college to attract an early international recognition. This may not always be the case. The main disadvantage with a constituent college relationship is that the development of new academic programmes by a constituent college is frustrated by the bureaucratic machinery of the parent university.

Case for an independent university

111. Against this background the Committee considers that there is a strong case for Egerton to be established as an independent university. Over the years, Egerton College has built up its own tradition and has gained a reputation of producing diplomates with a strong practical bias. Additionally, and as discussed in chapter 5, Egerton College has the necessary academic infrastructure and physical facilities to mount degree programmes on its own. Although the facilities which have been established at Egerton College over the years were not intended for degree programmes a thorough examination of these facilities by the Committee revealed that they can be used for degree courses with minimum additions.

The Committee, therefore, strongly recommends that Egerton should be established and developed as an independent university.

112. During the deliberations of the Committee a number of people made representations for and against the change of name of Egerton College when it becomes a degree granting institution. The Committee is, however, of the opinion that in view of the historical development of the College and because of the fact that over the years it has acquired national and international fame and recognition, the future name of the new institution should reflect and retain this identity. The Committee, therefore, recommends that the new institution should be called Egerton University, Njoro.

Legal Provisions

113. Egerton College is established under the Egerton Agricultural College Act (chapter 214 of the laws of Kenya) which came into force on 12th July 1955. This act which has been amended from time to time, has guided the governance, control and administration of the College for nearly 30 years. The establishment of Egerton College as an independent degree granting institution will of necessity require a new act of parliament.

CHAPTER 8: STAFFING POSITION AND PHYSICAL FACILITIES

114. Since 1979, Egerton College has embarked upon an ambitious staff development scheme under the GOK/USAID Programme. Under Phase I of this programme, it was planned that about 50 members of staff will have trained at Masters and Ph.D levels by June, 1984. Discussions are now at an advanced stage between the Government of Kenya and USAID for Phase II of the same Programme. It is expected that when Phase II of this scheme is implemented, a significant number of staff will receive appropriate training for university teaching. It should be appreciated, however, that the above GOK/USAID Egerton Expansion Programme was intended for the current diploma courses. In view of this, Egerton cannot be expected to rely solely on this programme for the supply of all its future academic staff requirements. In order to provide the highest possible quality education, universities normally have to ensure that most of their teaching staff have Ph.D and Masters degrees. Egerton must attempt to do likewise.

115. At present Egerton College has a strength of 196 academic members of staff with various levels of qualifications and specialisations (see Table 3). Of these, 18 have obtained Ph.D degrees while 50 and 35 have obtained M.Sc and B.Sc qualifications, respectively. Of these, only four are non-Kenyans. The rest who are demonstrators/technicians are not graduates.

116. While the current teaching staff position may be sufficient to start some initial degree programmes, the Committee is of the opinion that with the increase in student intake in the various degree and diploma programmes in subsequent years, the staffing position will have to be strengthened appropriately in terms of numbers, qualifications and specialisations.

Table 3

CURRENT TEACHING STAFF POSITION AND THEIR POSSIBLE DISTRIBUTION
INTO PROPOSED FACULTIES, SCHOOLS AND DEPARTMENTS

(a) <u>Faculty of Agriculture</u>	<u>Ph.D</u>	<u>M.Sc</u>	<u>B.Sc</u>	<u>Total</u>
Department of Horticulture	-	3	-	3
Crop Science	1	4	1	6
Range & Ranch	1	6	4	11
Animal Production	3	8	7	18
Soil Sciene	1	4	1	6
Animal Phy & Anatomy	-	-	-	-
Animal Health	1	3	1	5
Agri. Ed & Extension	2	2	6	10
Agr. Eng.	1	6	8	15
Total Faculty of Agriculture	10	36	28	74
<hr/>				
(b) <u>Faculty of Science</u>				
Department of Biological Sciences				
	1	3	2	6
Physics	-	-	-	-
Mathematics	-	-	-	-
Chem & Bio. Chem.	1	2	1	4
Total Faculty of Science	2	5	3	10
<hr/>				
(c) <u>Faculty of Social Sciences</u>				
Department of Economics	2	4	1	7
Sociology	-	-	-	-
Dev. Studies	-	-	-	-
Arch. & Palant.	-	-	-	-
Total Faculty of Social Sciences	2	4	1	7

(d) Schools of				
Home Econ. & Nutrition	-	4	1	5
Forestry & Natural Resources	0	3	2	5
<hr/>				
Total Schools	-	7	3	10
<hr/>				
(e) Other	4	-	-	4
<hr/>				
(f) Demonstrator/Technicians	-	-	-	91
Grand Total	18	52	35	196
<hr/>				

1. Three of these are for the time being in administration and one is still in training.
2. The totals include those in training overseas but are expected back by June, 1984.

117. In view of the above, and after having accepted the need for Egerton to offer both diploma and degree programmes simultaneously for some time to come, the Committee recommends that the student population in both sets of programmes should rise from the projected levels of 1,650 in 1984/85 to 3,550 in 1988/89. The distribution of the number of students as between the diploma and degree courses will be as shown in Tables 4 and 5. These numbers are considered reasonable for the five year period in view of the country's continued requirements for diploma graduates and the anticipated difficulties for Egerton to recruit all the necessary academic staff for the degree programmes during this period. It is also considered that this period may be sufficient to enable the Government to prepare alternative institution (s) to take over the diploma programmes from Egerton. Table 5 represents the projected student distribution per course both in diploma and degree programmes. However, the projected growth for student enrolment between diploma and degree courses could be adjusted as the need arises.

Table 4 Projected Student Population

<u>Courses</u>	<u>84/85</u>	<u>85/86</u>	<u>86/87</u>	<u>87/88</u>	<u>88/89</u>
Diploma	1,450	1,350	1,250	1,150	1,050
Degree	200	700	1,200	1,700	2,500
Total	1,650	2,050	2,450	2,850	3,550

Table 5

PROJECTED STUDENT POPULATION BY DEPARTMENT

DEPARTMENT	84/85	85/86	86/87	87/88	88/89
(a) Animal Science (B.Sc Animal Science)					
Diploma	150	150	139	120	105
Degree	30	120	210	280	400
Total	180	270	349	400	505
(b) Crop Science (B.Sc Agr. Hort)					
Diploma	102	92	80	75	75
Degree	30	98	160	230	300
Total	132	190	240	305	375
(c) Economics B.Sc Agr Econ)					
Diploma	173	180	150	130	120
Degree	30	110	190	270	350
Total	203	290	340	400	470
(d) Education & Extension (B.Sc Agr Ed & Extension)					
Diploma	141	138	135	125	120
Degree	30	112	200	270	350
Total	171	240	335	395	470
(e) Range Science (B.Sc Range and Ranch Management)					
Diploma	195	205	210	210	210
Degree	30	98	160	230	300
Total	225	303	370	440	510

(f) Home Economics (B.Sc Agr & Home Econ)

Diploma	100	108	100	90	90
Degree	20	40	70	100	150
<hr/>					
Total	120	148	170	190	240
<hr/>					

(g) Engineering (B.Sc Agr. Eng.)

Diploma	172	170	130	100	90
Degree	30	120	210	280	300
<hr/>					
Total	202	290	340	380	390
<hr/>					

(h) Other

Diploma	417	319	300	300	240
Degree	-	-	36	40	350
<hr/>					
Total	417	319	336	340	590
<hr/>					

GRAND TOTAL	1,650	2,050	2,450	2,850	3,550
<hr/>					

118. Although in chapter 5 the Committee has recommended a number of degree programmes to be started at Egerton, the timing and the launching of each of these programmes will be part of the implementation schedule to be determined later. However, for the purpose of estimating for additional teaching and administrative staff required and the consequential budgetary requirement, the Committee took into account the number of degree programmes recommended and the level of student enrolment. Assuming that the student intake will grow as shown in Table 4, and assuming a staff/student ratio of 1:10, the additional teaching staff for the period 1984/89 will be 341 lecturers and 75 technicians (see Table 6). The distribution of additional staff will be determined by the degree programmes launched.

Table 6

ADDITIONAL ACADEMIC STAFF ON YEARLY BASIS PER DEPARTMENT

	PROFESSOR					ASST. PROFESSOR					SENIOR LECTURER					LECTURER					ASST. LECTURER					DEMONSTRATORS				
	84	85	86	87	88	84	85	86	87	88	84	85	86	87	88	84	85	86	87	88	84	85	86	87	88	84	85	86	87	88
ANSCI	1	-	1	-	1	1	2	-	1	2	1	3	1	1	2	5	3	-	1	-	2	1	-	1	1	3	3	2	1	
CROPS	1	-	1	-	1	1	1	2	2	2	2	3	1	2	2	2	2	1	2	-	1	-	1	-	-	2	4	2	1	
ECON	1	-	-	1	-	-	1	-	-	4	-	2	-	1	1	2	1	3	1	-	2	-	-	-	3	1	-	1	1	
PYS. SC	1	-	1	-	-	2	-	2	-	4	2	1	-	-	7	1	1	-	2	1	-	1	-	-	4	1	1	1	-	
BIOL	1	-	-	1	-	1	-	1	-	2	-	1	1	-	2	3	1	1	1	-	1	-	1	-	1	1	1	1	1	
ENGI	1	-	1	-	-	-	1	-	-	4	-	2	1	-	-	4	2	-	2	-	-	-	-	-	1	1	1	2	-	
RANGE	-	1	-	1	-	1	-	1	-	1	1	-	1	2	3	4	1	1	-	-	-	-	-	-	1	2	1	-	1	
AHE	-	1	-	-	1	1	-	-	1	-	1	1	-	2	-	2	1	-	1	2	-	-	-	1	1	1	1	1	1	
FOR	-	-	1	-	-	-	1	-	1	1	-	1	1	1	1	1	-	1	1	1	-	-	-	-	2	1	1	-	1	
HEC	-	1	-	1	-	1	-	-	1	2	-	1	1	1	2	1	1	1	-	-	1	1	1	-	2	1	1	1	1	
D & FT	1	-	1	-	-	-	1	1	-	2	1	-	1	1	6	1	1	1	1	-	1	-	-	2	1	1	1	-	-	
EDU	1	-	-	-	1	-	1	0	1	2	1	1	2	3	5	3	3	1	2	-	-	1	-	1	3	1	1	2	1	
ARC	-	-	-	-	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	8	3	6	4	4	8	7	10	9	4	26	9	16	10	14	31	29	17	10	14	4	8	4	3	3	21	16	16	14	8

119. As can be seen, the Committee has only presented the projected student enrolment and additional staff requirements for the first five years. The Committee, however, expects that Egerton should be allowed thereafter to develop and expand as will be determined by future national priorities and requirements. Since finance will be an obvious limiting factor in such an expansion, the Committee concurs with the recommendation of the recent Presidential Working Party on Government Expenditures that the Government should consider the introduction of the 'cost sharing' principle so that the students and parents could meet part of the cost of providing higher education and training. This would not only reduce the present heavy burden on the Government budget in financing higher education but also make it possible to admit more students into these institutions than would otherwise be the case.

120. Although Egerton College is a diploma granting institution, it is already endowed with physical facilities comparable to any of the degree granting institutions ~~in the country~~. These facilities are already adequate to accommodate the needs of a student population of 1,650, but in the new status as a degree granting institution and the projected rising student intake, additional facilities and equipment particularly ⁱⁿ ~~with~~ respect of laboratories, lecture halls, office space for teachers, students accommodation and staff housing will be required. These additional physical facilities and equipment are listed in Table 7 and detailed costings are given in chapter 11.

Table 7

LIST OF ADDITIONAL FACILITIES

<u>ITEM</u>	<u>NUMBER</u>
1. Physics Laboratory	1
2. Bookshop/Shopping Centre	1
3. Boreholes	3
4. Student Hostels	4
5. Physiology/Anatomy Laboratory	1
6. Nutrition Laboratory	1
7. Biochemistry Laboratory	1
8. Zoology Laboratory	1
9. Home Economics Laboratory	1
10. Engineering Workshop	1
11. Three-bedroomed Flats	96
12. Three-bedroomed Houses	20
13. Administration Block	1
14. Street Lights	-
15. Printing/Bindery	1
16. Media Centre	1
17. Greenhouse (biology)	1
18. Primary School	1
19. Secondary School	1
20. Senior Common Room	1
21. Milking Parlour	1
22. Dip/Spray Race	1
23. Water Reservoir Tank	1
24. Oxidation Pond	1
25. Sports Stadium	1
26. Teaching Equipment (various)	-
27. Road Improvement (Kms)	15

CHAPTER 9: TERMS AND CONDITIONS OF SERVICE

121. In determining the terms and conditions of service for staff in any organisation, it is necessary to relate them to the aims and objectives of the organisation as well as to the nature of work involved. Such terms and conditions of service should also aim at attracting and retaining qualified and competent personnel to promote the objectives and functions of the organisation.

122. At present Egerton College has three categories of staff. These are:-

Senior Staff.

This category of staff includes lecturers, demonstrators and administrative staff within Job Groups E to N with an annual salary of K£855 and above.

Middle Grade Staff.

This group includes those members of staff in Job Groups C and D with an annual salary of between K£390 and K£951. The category consists of technical assistants, laboratory assistants, clerks, typists, enrolled nurses, assistant cateresses, machine operators, foremen, artisans grades I and II, drivers grades I and II, mechanics grades I and II, matrons and assistant matrons.

Subordinate staff.

This category of staff includes those who earn a salary of between K£222 to K£438 per annum within Job Groups A and B. The category includes messengers, cleaners, milkers, groundsmen, watchmen, cattle feeders, waiters, drivers grade III, mechanics grade III and artisans grade III.

123. There is a special feature of the Egerton College terms and conditions of service which deserves mention. In addition to the pensions scheme, the College operates two special gratuity schemes, namely, the Service Gratuity Scheme for those who have completed five years or more in the College and a Death Gratuity Scheme for those employees with two or more years of service.

124. On leave arrangements, it is worth noting that all categories of staff at Egerton College are entitled to 30 days annual leave. This uniform leave rate differs from those of other organisations whose leave rates vary according to the seniority of staff.

125. At present the University of Nairobi and Kenyatta University College have three categories of staff. These are:-

Academic, Senior Library and Administrative staff.

This category of staff has five levels of personnel namely:-

- Professor, Director of Institute or School
- Registrar, Dean of Students and Librarian: with current salary scale of KSh5400 x KSh180 - KSh6660 p.a.
- Associate Professor, Deputy Registrar, Finance Officer, Deputy Librarian: with current salary scale of KSh4500 x KSh150 - KSh5700 p.a.
- Senior Lecturer, Assistant Director of Institute, Senior Research Fellow, Senior Assistant Registrar, Chief Accountant, Resident Architect, Senior Assistant Librarian, Senior Medical Officer: with current salary scale of KSh3300 x KSh150 - KSh4950 p.a.

- Lecturer, Research Fellow, Assistant Dean of Students, Assistant Registrar, Senior Accountant, Assistant Librarian, Estates Officer, Medical Officer, Games Tutor, Chief Technician: with current salary scale of K£2340 x K£108 - K£3204 x K£96 - K£3300 x K£150 - K£3900 p.a.
- Assistant Lecturer, Junior Research Fellow: with current salary scale of K£1905 x K£75 - K£2130 x K£210 - K£2340 x K£108 - K£2772 p.a.

Senior Clerical, Catering, Administrative and Technical Grades.

This category of staff includes senior clerical officers, accountants, technicians, secretaries, administrative assistants etc. The category has five grades of personnel with the following salary scales:-

Grade A	-	K£948 x K£24 - K£1020 x K£30 - K£1170 p.a.
Grade B	-	K£1140 x K£30 - K£1170 x K£60 - K£1230 x K£36 - K£1338 x K£42 - K£1422 p.a.
Grade C	-	K£1380 x K£42 - K£1464 x K£60 - K£1704.
Grade D	-	K£1644 x K£60 - K£1704 - K£51 - K£1755 x K£75 - K£2130 p.a.
Grade E	-	K£2016 x K£108 - K£2772 p.a.
Grade F	-	K£2448 x K£108 - K£3096 p.a.

Staff in Grades 1 to IV

This category of staff includes drivers, office messengers, watchmen, groundsmen, cleaners, laboratory assistants, junior clerical officers and copy typists. Staff in this category are within the following salary scales:-

Grade I: - KE345 x KE15 - KE 495 p.a.

Grade II: - KE465 x KE15 - KE510 x KE24 -
KE678 p.a.

Grade III: - KE606 x KE24 - KE774.

Grade IV: - KE808 x KE24 - KE1020.

126. The current terms and conditions of service for staff at Egerton College are governed by the Egerton Agricultural College Act. The Act empowers the Governing Body of the College to determine the terms and conditions of service as well as to appoint all members of staff.

127. On becoming a degree granting institution, the present terms and conditions of service for the staff at Egerton will have to be changed and the duties reclassified so that they are in harmony with those applicable for the staff of the University of Nairobi and Kenyatta University College. The Committee, therefore, recommends that, on becoming a degree granting institution, Egerton should reclassify its various levels of staff and define their duties in line with those applicable to the University of Nairobi.

128. Egerton College currently operates a non-contributory pensions scheme for senior and middle grade staff, whereby the College contributes 25% of a person's annual basic salary to the scheme. For this purpose a member of staff is

required to serve the College for five years before he can benefit from the scheme. The University of Nairobi on the other hand operates a contributory pensions scheme for members of the academic and senior library and administrative staff, in which the annual contribution is equivalent to 15% of the member's annual basic salary, of which 10% is contributed by the University and 5% by the member of staff. A member of staff can benefit from the scheme immediately after joining the University service. Since each of the two pensions schemes currently in force at Egerton College and the University of Nairobi has advantages and disadvantages, the Committee suggests that they be thoroughly reviewed as part of the harmonisation exercise of the terms and conditions of service.

129. Other notable differences in the terms and conditions of service between Egerton College and the University of Nairobi which will require special attention during the harmonisation exercise are in the areas of probation periods and retirement age, housing and leave arrangements particularly in regard to sabbatical leave.

130. Both Egerton College and the University of Nairobi currently operate a free non-contributory medical service for senior and middle grade staff. Both institutions also provide out-patient medical attention to junior members of staff. There will not, therefore, be any significant changes on the medical scheme when the College assumes university status.

CHAPTER 10: FUTURE ADMINISTRATIVE STRUCTURE

131. Despite its humble beginning in 1939 with three students and a staff of six, the student population of Egerton College now stands at 1450 with a teaching staff of 196. This expansion and development which has been gradual and systematic, has led the College to establish its own unique character that has earned it local and international recognition.

132. The present organizational and administrative structure of Egerton College comprises the Board of Governors (responsible for the overall policy and management of the College) and the Principal (who is vested with the day to day administration and management of the institution). The Principal is assisted in his duties by the Deputy Principal and the Registrar. The academic affairs of the College are managed by an Academic Board which is chaired by the Principal and is composed of Deputy Principal, Heads of Departments, Registrar and Librarian.

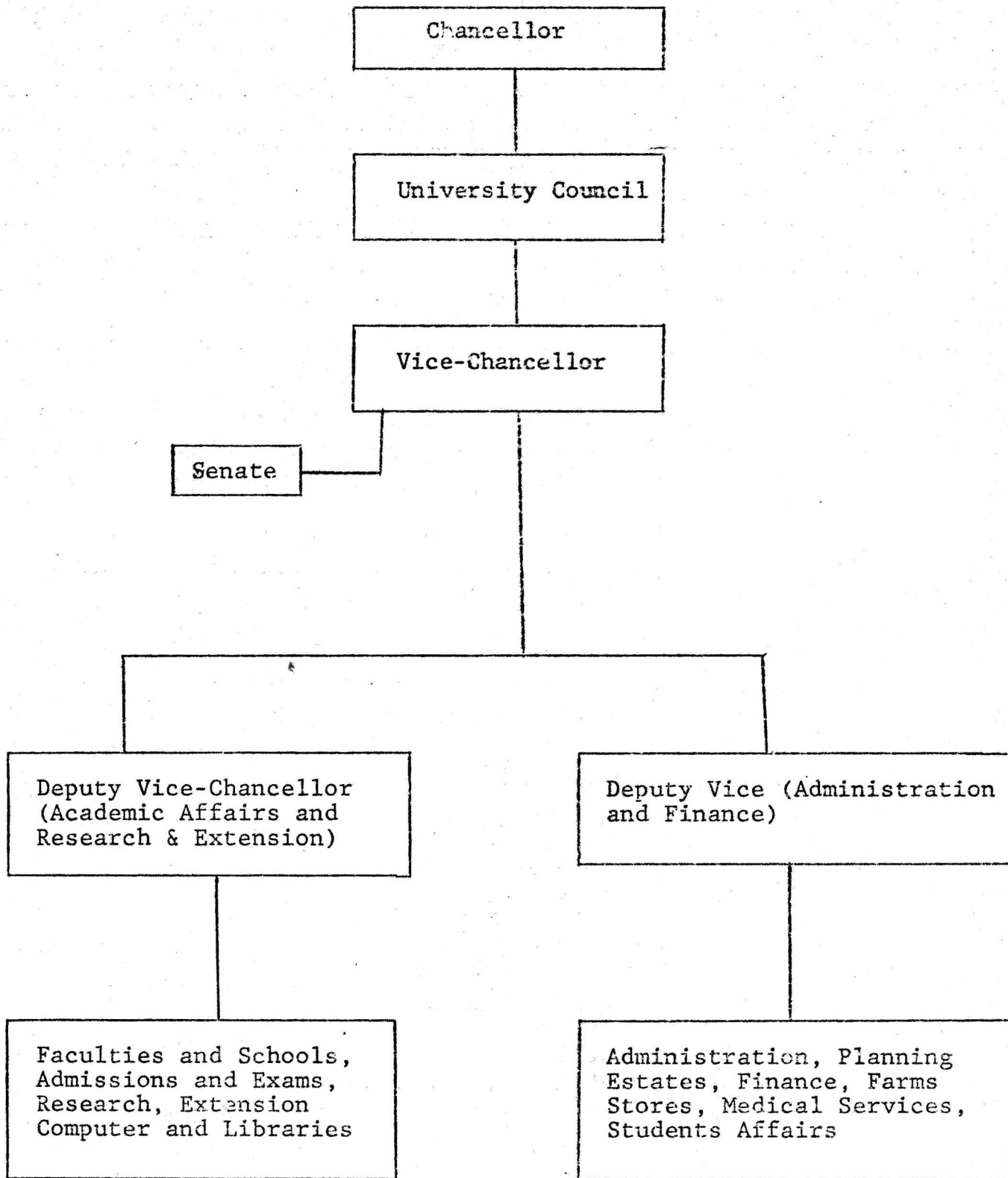
133. The above administrative structure has worked well for Egerton over the years. As a result of major expansion programme which started in 1979, the Board of Governors decided to reorganize this structure. Thus before the appointment of this Committee, the Board of Governors in its 114th meeting of 5th December, 1983 created two new posts of deputy principals and reorganized the duties of the three deputies such that one was to be in charge of administration, the second to be in charge of academic affairs and the third to be in charge of research. The implementation of this new administrative structure has been postponed pending the outcome of this report.

134. In its new status as a degree granting institution, Egerton College is expected to have an administrative structure which will ensure the fulfilment of aims and objectives befitting a university. The aims and

objectives of universities are generally known to revolve around the seeking and cultivation of knowledge and truth through teaching and research.

135. In view of the fore-going, therefore, and because of an earlier recommendation that Egerton should be established and developed as an independent university, the Committee recommends that its administrative structure should comprise the Chancellor, University Council, Senate, Vice-Chancellor and two Deputy Vice-Chancellors, one to be responsible for Administration and Finance and the other for Academic Affairs.

Organogram: Recommended administrative structure



CHAPTER 11: FINANCIAL IMPLICATIONS

Current Funding System

136. Since its establishment in 1939, Egerton College has been funded from varied sources. In the early years of the College and upto 1951, it was funded mainly from revenues from the College farm and from student fees. Any shortfall was made good by a grant from the Government. This system has continued to-date. During 1983/84 financial year, the College was expected to spend a total of KSh4,034,170 of which KSh3,174,870 was for Recurrent Expenditures and KSh859,300 to be spent on Development Expenditures. Estimates already submitted by Egerton College for the consideration of the Government for the financial year 1984/85 amounts to KSh4,065,510 of which KSh3,219,210 and KSh846,300 is to be spent on Development Expenditures. (See Table 8).

137. Although these estimates are awaiting Treasury approval, it should be noted that they were prepared to meet the needs of existing staff and the diploma student population of 1,650. These estimates will, therefore, require considerable supplementation if the degree programmes are to be introduced during 1984/85 financial year.

138. The system that has been used since 1981 to finance Egerton College's Recurrent Expenditures is that of 'Capitation', which comprises 'Economic Fees' and 'Student Allowances'. The Committee has been informed that this system has worked satisfactorily and the Committee is of the opinion that it be continued after Egerton has become a degree granting institution.

139. The financing of Development Expenditures for Egerton on the other hand, has come from different sources. These have been mainly from the Government of Kenya and foreign governments including those of the Netherlands, United Kingdom, West Germany, Denmark and the United States of America.

Table 8:

EGERTON COLLEGE FINANCIAL ESTIMATES
1983/84 - 1984/85

	<u>PRINTED</u>	<u>ESTIMATED</u>
	KE	KE
<u>1. RECURRENT EXPENDITURE</u>	1983/84	1984/85
Expenditure	3,137,870	3,172,210
Depreciation	47,000	47,000
Total Expenditure	<u>3,174,870</u>	<u>3,219,210</u>
<u>2. INCOME</u>		
Capitation Fees	2,441,900	3,026,100
Other Income	211,270	193,110
Total Income	<u>2,653,170</u>	<u>3,219,210</u>
<u>3. DEVELOPMENT EXPENDITURE</u>		
Travelling & Accommodation	3,300	3,300
Training & Fellowships	200,000	200,000
Professional Services	250,000	250,000
Plant & Equipment	-	80,000
Construction of Buildings	400,000	300,000
Minor Works	3,000	3,000
Construction of water Supply	3,000	10,000
Gross Expenditure	<u>859,300</u>	<u>846,300</u>

Table ...9....

ANALYTICAL OVERALL COST PER STUDENT PER ANNUM AT THE COLLEGE

HEADINGS	ESTIMATE BOOK FOLIO	1983/84 REVISED ESTIMATES			1984/85 ESTIMATES		
		EXPENDI- TURE	NO. OF STUDENT	COST PER STUDENT p.a.	EST. EXPEND	NO. OF STUD.	COST PER STUDENT p.a.
		K£		K£	K£		K£
(A) EXPENDITURE							
Personal Emoluments	1	1,373,000	1,550	886	1,443,000	1,650	875
Administration Expenses)	1	266,030	1,550	171	259,610	1,650	157
Tuition Expenses (1)	3	283,790	1,550	183	277,150	1,650	168
Sundry Items	2	49,500	1,550	32	54,300	1,650	33
Medical Services	5	80,500	1,550	52	80,500	1,650	49
General Repairs & Maintenance	5	43,000	1,550	28	39,800	1,650	24
<u>Halls of Residence</u>							
(a) Equipment, cleaning materials, fuel for boilers	5	93,000	1,550	60	78,000	1,650	47
(b) Revenue Contribution to Capital	7	66,000	1,550	43	56,000	1,650	34
<u>Student Meals</u>							
(a) Catering (Messing Costs)	7	485,000	1,550	313	500,000	1,650	303
(b) Equipments, cleaning materials & fuel for boilers	7	37,000	1,550	24	35,500	1,650	21
(c) Replacement of cutlery and crockery	7	7,500	1,550	5	5,000	1,650	3
Sports and Games	7	19,750	1,550	13	21,500	1,650	13
Water Supply	9	17,500	1,550	11	19,000	1,650	12
Garage	9	203,500	1,550	131	204,000	1,650	124
Dairy	9	86,300	1,550	55	86,950	1,650	53
Depreciation	11	47,000	1,550	30	47,000	1,650	28
Total		3,174,870	1,550	2,048	3,219,210	1,650	1,951
(B) INCOME							
Economic Fees including (2)		2,441,900	1,550	1,575	3,026,100	1,650	1,834
Student Allowance		211,270	-	136	193,110	1,650	117
Appropriation-In-Aid (3)							
Total		2,653,170	1,550	1,712	3,219,210	1,650	1,951
Deficit		521,700					
Grand Total		3,174,870		2,048	3,219,210	1,650	1,951

NOTES: 1. Student Population - 1,650
2. Capitation Fee per student:-

(a) Fees - Pounds 1714
(b) Student Allowance - Pounds 138
Total - Pounds 1852 p.a.

140. The major expansion programme which was started in 1979 and whose Phase I ends in June 1984, was jointly funded by the Government of Kenya and USAID. Under the agreement for this, USAID agreed to provide a total of KE 20,300,000 out of a total requirement of KE25,670,000. The Government of Kenya contributed the balance of KE5,370,000. Phase II of this GOK/USAID Expansion Programme is currently being negotiated to cover another period of five years i.e. 1984/85 to 1988/89. It is hoped that the negotiations with regard to phase II of the Expansion Programme will give consideration to Egerton's requirements in terms of physical, staffing and other facilities, particularly now that it is going to grant degrees.

Cost of Additional Staff

141. As stated in Chapter 8, the number of additional teaching and administrative staff required for the introduction of degree programmes at Egerton will be 341 teachers and 75 technicians between 1984 and 1989. On the basis of these figures, and using the salary structure at the University of Nairobi (see Appendix 6) and other related allowances and benefits as the basis for calculation, the estimated additional staff costs during the five year period will be about KE4,400,000. The expected annual expenditure levels over the period are shown in Table 10.

142. When Egerton introduces the proposed degree programmes, one of its major priorities will be in the area of staff development. This is extremely important in view of the critical shortage of university teachers in the country. As an illustration, the University of Nairobi is currently 80% staffed and is only 42% Kenyanised. This means that Nairobi University will not be in a position to spare any of its academic staff for Egerton or Moi University. In the circumstances, therefore, Egerton has no alternative but to embark on an urgent staff recruitment and training. This exercise of staff recruitment and training should aim at enabling Egerton to provide adequate teaching and develop the necessary research capabilities.

In view of the foregoing, and on the basis of the projected additional staff for teaching and research requirements, the Committee considers that Egerton will require about K£750,000 for staff training and development and about K£400,000 for research during the five year period (see Table 11).

143 All in all, therefore, it is estimated that the additional recurrent expenditures of implementing the proposed degree programmes at Egerton will involve an additional expenditure of about K£6,700,000 over the five year period between 1984 and 1989 (see Table 11).

Table 11:

PROJECTED ADDITIONAL RECURRENT COSTS

EXPENDITURE	84/85	85/86	86/87	87/88	88/89
1. Administration	6,120	35,700	38,040	40,380	42,720
2. Academic	292,368	485,310	691,266	840,980	994,144
3. Technical Support	41,580	73,230	104,940	132,660	142,509
4. Staff Development	150,000	150,000	150,000	150,000	150,000
5. Research	42,500	52,100	82,800	92,500	110,000
6. Tuition	-	55,600	111,200	208,500	264,100
7. Medical	-	10,250	12,248	20,000	30,000
8. Student Meals	-	12,000	24,000	45,000	57,000
9. Sports and Games	-	3,250	8,250	10,250	10,250
10. Water Supply	-	-	-	-	-
10. Transport Operating	15,000	25,000	30,000	30,000	30,000
T O T A L	547,568	912,440	1,252,744	570,150	1,773,723
11. Contingency 10%	54,756	91,244	125,274	154,015	177,372
12. GRAND TOTAL	602,324	1,003,684	1,378,010	1,727,165	1,951,095

Table 10:

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ADDITIONAL STAFF COSTS¹

STAFF CATEGORY	84/85	85/86	86/87	87/88	88/89
<u>TEACHING</u>					
1. Professors	49,680	68,310	105,750	130,160	154,800
2. Asst. Professors	35,700	90,780	131,580	177,480	202,380
3. Senior Lecturers	105,000	142,800	210,000	252,000	310,800
4. Lecturers	92,628	179,820	231,156	261,360	304,164
5. Asst. Lecturers	9,360	28,080	37,440	44,460	51,480
6. Total Teaching	292,368	485,310	691,266	840,980	994,144
7. Demost./Techns	41,580	73,230	104,940	132,660	148,509
8. Total Teaching & Demonstrators	333,948	583,080	820,686	998,120	1,167,133
<u>ADMINISTRATION</u>					
9. Librarian	6,120	6,120	6,120	6,120	6,120
10. Medical Officer	-	5,100	5,100	5,100	5,100
11. Nursing Officer	-	-	-	2,340	2,340
12. Student Councillor	-	2,340	2,340	2,340	2,340
13. Total Administration	6,120	13,560	13,560	15,900	15,900
14. Overall Staff Costs	340,068	596,640	834,246	1,014,020	1,183,033
15. Retirement Benefits (10%)	34,006	59,664	83,424	101,402	118,303
16. GRAND TOTAL	374,074	656,304	917,670	1,115,422	1,301,336

1. The additional staff costs shown above takes account of four additional staff for the A R C but do not take into account costs of non-teaching staff other than those directly required for the introduction of the degree courses.

Cost of Additional Facilities

144. As already indicated in Chapter 8, the existing facilities at Egerton are of comparable quality to that of other degree granting institutions. What is required, therefore, would include additional accommodation for the increased student numbers, staff houses and the strengthening of teaching and research facilities. All these new facilities will involve an estimated additional capital expenditure of about K£9,700,000 within the period 1984 to 1989 (see Table 12).

145. Finally, and taking into consideration the estimated costs on both Recurrent and Development Expenditures, the process of upgrading Egerton to university status will be less expensive than would have been the case in a situation where a university is to be started from the beginning. The overall additional costs on Recurrent and Capital Development over the period of five years will be in the region of K£16,400,000 (see Table 13). The Committee is of the opinion that, by any standards, this country would be fortunate to have another university at this additional cost.

Table12.....

PROJECTED COST OF FACILITIES IN KENYA POUNDS

FACILITY	84/85	85/86	86/87	87/88	88/89	TOTAL
1. Admin. Block	-	360,000	120,000	-	-	480,000
2. Student Accommodation	134,000	216,000	50,000	226,250	48,750	675,000
3. Lecture Halls/Offices	-	-	137,350	67,650	190,000	327,350
4. Snr. Common Room	-	-	25,000	-	-	25,000
5. Labs & Workshops						
Physics	40,200	19,800	-	-	-	600,000
Physiology & Anatomy	-	50,250	24,750	-	-	750,000
Nutrition	-	37,500	-	-	-	37,000
Biochemistry	-	55,000	-	-	-	55,000
Home Economics	-	120,000	55,000	-	-	175,000
Zoology	-	-	37,000	18,000	-	55,000
Engineering	-	-	37,000	18,000	-	55,000
Total Labs	40,200	282,550	153,750	36,000	-	512,500
6. Bookshop/Shopping Centre	510,000	240,000	-	-	-	750,000
7. Library						
Books & Journals	125,000	125,000	125,000	125,000	125,000	625,000
Printing & Bindery	139,500	-	-	-	-	139,500
Media Centre	-	100,000	50,000	-	-	150,000
Tot. Library	264,500	225,000	175,000	125,000	125,000	914,500
8. Staff Housing						
Flats	-	255,000	750,000	-	-	1,005,000
Houses	-	200,000	-	250,000	-	450,000
Total Staff Housing	-	505,000	750,000	250,000	-	1,455,000
9. Dinning Room	-	-	250,000	250,000	-	500,000
10. Water Supply						
Feasibility Study	-	-	-	-	-	-
Boreholes	100,000	-	-	-	-	100,000
Total WaterSupply	100,000	-	-	-	-	100,000
11. Sports Stadium	-	-	-	-	125,000	125,000
12. Schools						
Primary School	-	-	200,000	-	-	200,000
Secondary School	-	-	-	200,000	100,000	300,000
Total Schools	-	-	200,000	200,000	100,000	500,000
13. Farm						
Spray rate/D.P.	-	37,500	-	-	-	37,500
Milking Parlour	-	37,500	-	-	-	37,500
Total Farm	-	75,000	-	-	-	75,000
14. Water Reservoir tank, Demonstration Eng. Lab, etc	-	100,000	15,000	-	-	115,000
15. Street Lights etc.	-	50,000	-	-	-	50,000
16. Oxidation Pond	-	-	-	200,000	-	200,000
17. Roads	-	-	-	150,000	150,000	300,000
18. Transport	-	110,500	115,000	-	-	225,500
19. Greenhouse	-	-	22,500	-	-	22,500
20. Teaching Eq.	-	500,000	-	-	-	500,000
TOTAL DEV.	1,040,700	2,909,050	2,238,600	1,504,900	738,750	8,440,000
CONTINGENCY 15%	157,305	436,357	335,790	225,735	110,812	1,265,000
GRAND TOTAL	1,206,005	3,345,407	2,574,390	1,730,635	849,562	9,705,000

Table 13:

OVERALL ADDITIONAL COSTS

EXPENDITURE	84/85	85/86	86/87	87/88	88/89	T O T A L
1. RECURRENT	602,324	1,003,684	1,378,010	1,727,165	1,951,095	6,662,278
2. DEVELOPMENT	1,206,005	3,345,407	2,574,390	1,730,635	849,562	9,706,100
T O T A L	1,808,329	4,349,091	3,952,400	3,457,800	2,800,657	16,368,378

CHAPTER 12: LIST OF THE MAIN RECOMMENDATIONS

Chapter 3: Training for the Agricultural Sector

Paragraph 39 - The Committee therefore recommends that urgent action be taken to encourage greater enrolment in all fields of Post-graduate programmes to enable the country to face the developmental challenges of the future.

Chapter 4: Future of the Current Diploma Programmes at Egerton College.

Paragraph 58 - Consequently, the Committee recommends that Egerton College should offer diploma programmes concurrently with the degree courses for at least a period of five years. The Committee further recommends that the Government should take the necessary steps to prepare one or more of the existing agricultural institution(s) so as to take over the diploma programmes from Egerton College as soon as it is practicable.

Chapter 5: Proposed Degree Programmes to be offered at the Upgraded Egerton College.

Paragraph 72 - The Committee recommends that degree programmes in the fields of animal science, agricultural education, agriculture and home economics, horticulture, agricultural economics, range/ranch science and agricultural engineering should be started at Egerton College.

- Paragraph 73 - The Committee, therefore, recommends the introduction of a B.Sc degree in Animal Science at Egerton College.
- Paragraph 74 - The Committee, therefore, recommends that a B.Sc degree in Agriculture and Home Economics should be introduced at Egerton College.
- Paragraph 75 - The Committee, therefore, recommends the introduction of a B.Sc degree in General Agriculture with options in Horticulture and Agricultural Economics.
- Paragraph 76 - The Committee recommends the establishment of a B.Sc degree in Agricultural Education at Egerton College.
- Paragraph 77 - The Committee recommends that a post-graduate course in Education for the graduates of General Agriculture should be mounted as soon as possible.
- Paragraph 78 - The Committee, therefore recommends the establishment of a B.Sc degree in Range/Ranch Science at Egerton College.
- Paragraph 79 - The Committee, therefore, recommends the introduction of a B.Sc degree in Agricultural Engineering at Egerton College.
- Paragraph 80 - The Committee recommends the establishment of a Faculty of Agriculture with the following departments:-
- Horticulture
 - Crop Science
 - Range and Ranch Management

- Animal Production
- Animal Physiology and Anatomy
- Animal Health
- Agricultural Education and Extension
- Agricultural Engineering.

Paragraph 81

- The Committee recommends the establishment of a Faculty of Science with the following departments:-

- Biological Sciences (Botany and Zoology)
- Physics
- Mathematics
- Chemistry and Biochemistry

Paragraph 82

- In emphasis of this importance of humanities and social sciences, the Committee recommends the establishment of a Faculty of Social Sciences with the following departments:-

- Agricultural Economics
- Development studies
- Sociology
- Archeology and Paleontology.

Paragraph 83

- In view of this, the Committee recommends the establishment of a School of Home Economics and Nutrition.

Paragraph 84

- The Committee also recommends the establishment of a School of Environment and Natural Resources.

Paragraph 86

- The Committee considered the admission requirements into the undergraduate programmes at Egerton College and recommends that they should be similar

to those currently in force at the University of Nairobi.

Chapter 6: Harmonisation of the Degree Programmes in Kenyan Universities.

- Paragraph 93 - The Committee recommends that it would be neither economically viable nor academically advisable to transfer elsewhere any of the current agricultural and veterinary degree programmes at the University of Nairobi.
- Paragraph 98 - The Committee, therefore, recommends that Egerton, in its new status as a degree granting institution, should seek to establish links with as many universities as possible.
- Paragraph 101 - The Committee recommends that there should be mutual representation in councils of different universities in the country so as to harmonise their management policies and practices.

Chapter 7: Egerton College as a Degree Granting Institution

- Paragraph 111 - The Committee, therefore, strongly recommends that Egerton College should be established and developed as an independent university.
- Paragraph 112 - The Committee, therefore, recommends that the new institution should be called Egerton University, Njoro.

Chapter 8: Staffing Position and Physical Facilities.

- Paragraph 117 - The Committee recommends that the student population in both sets of programmes should rise from the projected levels of 1,650 in 1984/85 to 3,440 in 1988/89.

Chapter 9: Terms and Conditions of Service.

- Paragraph 127 - The Committee, therefore, recommends that, on becoming a degree granting institution, Egerton should re-classify its various levels of staff and define their duties in line with those applicable to the staff of the University of Nairobi.

Chapter 10: Future Administrative Structure

- Paragraph 135 - The Committee recommends that its administrative structure should comprise the Chancellor, University Council, Senate, Vice-Chancellor and two Deputy Vice-Chancellors, one to be responsible for Administration and Finance and the other for Academic Affairs.

APPENDIX I

LIST OF PEOPLE INTERVIEWED AND
THOSE WHO SENT WRITTEN MEMORANDA:

His Excellency Hon. Mwai Kibaki E.G.H., M.P.	Vice-President and Minister for Home Affairs.
Hon. J.J. Nyagah E.G.H., M.P.	Minister for Water Development
Hon. W.O. Omamo M.P.	Minister for Agriculture and Livestock Development
Mr. J.G. Kiereini M.G.H., E.B.S.	Chief Secretary, Head of the Civil Service and Secretary to the Cabinet.
Mr. S. Nyachae M.G.H., E.B.S.	Permanent Secretary, Development Co-ordination and Cabinet Office
Prof. J.M. Mungai	Vice-Chancellor, University of Nairobi
Prof. J.K. Maitha	Principal, Kenyatta University College
Mr. F.K. Cherogony	Provincial Commissioner, Nyanza Province.
Mr. J. Kobia	Provincial Commissioner, Western Province.
Mr. F.C.K. Waiganjo	Provincial Commissioner, Nairobi
Mr. H. Oyugi	Provincial Commissioner, Rift-Valley Province.
Mr. B. Kaaria	Provincial Commissioner, North Eastern Province.
Mr. D. Musila	Provincial Commissioner, Central Province
Mr. L.D. Galgalo	Provincial Commissioner, Coast Province.
Mr. J.K. Etemesi	Provincial Commissioner, Eastern Province.
Prof. C.N. Karue	Chairman, Board of Governors, Egerton College.
Prof. D.N. Ngugi	Dean, Faculty of Agriculture, University of Nairobi.
Prof. G.M. Mugeru	Dean, Faculty of Veterinary Medicine, University of Nairobi
Mr. J. Wafula Wasike	Deputy Principal Government Training Institute, Maseno P.O. BOX 78, Maseno.
Dr. W. Oyugi	Senior Lecturer, Department of Government, University of Nairobi
Dr. C.A. Onyango	Head, Agricultural Education and Extension Department, Egerton College
Mrs. Hilda Kigutha	Ag. Head, Home Economics Department, Egerton College.
Dr. C.D. Whyte	Chief of Party GOK/U.S.A.I.D. Egerton College Expansion Project.

Dr. P.A.M. Misiko	Head, Agricultural Engineering Department, Egerton College.
Dr. I.K. Kemei	Head, Range Science Department, Egerton College.
Mr. T.J. Madindou	Ag. Head, Biology Department, Egerton College.
Mr. W. Simiyu	Head, Chemistry Department, Egerton College.
Dr. Peter L. Shalo	Head, Dairy and Food Science & Technology Department, Egerton College.
Mr. Matthew O. Onyango	Ag. Studies Officer, Egerton College
Dr. G.K.A. Motelin	Head, Animal Health Department, Egerton College.
Mr. P.K. Metto	Ag. Registrar, Egerton College,
Dr. P.K. Karau	Head, Animal Science Department, Egerton College.
Dr. C. Wangia	Chairman, Egerton College Staff Association.
Dr. J.A. Lugogo	Head, Economics Department
Mr. R.G.K. Obura	Ag. Head, Crop Science Department
Prof. J. Mutio	Dean, Faculty of Science, Kenyatta University College.
Prof. M. Maleche	Dean, Faculty of Education Kenyatta University College.
Dr. K. Wambari	Dean, Faculty of Arts, Kenyatta University College.
Dr. W.A. Omondi	Faculty of Arts, Kenyatta University College.
Prof. T. Odhiambo	Member of Council, Kenyatta University College.
Mr. P.E. Kang'ori	Ag. Registrar, Kenyatta University College.
Mr. S.N. Muturi	Director of Agriculture
Dr. I.E. Muriithi	Director of Veterinary Services
Dr. I. Gatheru	Deputy Director of Agriculture
Mr. S. Chema	Chief Veterinary Research Officer, Ministry of Agriculture and Livestock Development
Mr. J.N. Mureithi	Dean, Faculty of Engineering, Jomo Kenyatta College of Agriculture and Technology.
Mr. S.S. Weru	Dean, Faculty of Agriculture, Jomo Kenyatta College of Agriculture and Technology

Mr. Victor A. Musoga	Personal Assistant to the Provincial Commissioner PRIVATE BAG, KISUMU
Mr. Bernard Wanyama	Reporter, Kenya Times, KISUMU
Mr. S.B.O. Mumbo	Senior Administrative Officer Kisumu Municipality P.O. BOX 105, KISUMU
Mr. J.K. Wambu a	Cotton Lint and Seed Marketing Board P.O. BOX 943, KISUMU
Mr. C.R. Mukindia	Provincial Crops Officer P.O. BOX 1700, KISUMU
Mr. J.N. Gichuki	Senior Auditor, Nyanza Province P.O. BOX 1188, KISUMU
Mr. P.N. Musungu	Veterinary Officer P.O. BOX 529, SIAYA
Mr. B.S. Osindo	Soil Conservation Officer P.O. BOX 1700, KISUMU
Mr. L.S. Munyikombo	Land Development Officer P.O. BOX 1700, KISUMU
Mrs. Rhoda Nungo	Home Economics & Rural Youth Officer P.O. BOX 1700, KISUMU
Mr. John O. Arunga	Assistant Director of Fisheries P.O. BOX 1084, KISUMU
Dr. Martin Kayo	Provincial Medical Officer P.O. BOX 721, KISUMU
Mr. D. Owuor Nandi	Acting Town Clerk, Kisumu Municipality P.O. BOX 105, KISUMU
Mr. F.J.M. Oyomo	Ag. Provincial Works Officer P.O. BOX 821, KISUMU
Mr. S.T. Akute	Provincial Engineer P.O. BOX 317, KISUMU
Mr. S.W. Kibogo	Provincial Prisons Commander P.O. BOX 1769, KISUMU
Mr. E.O. Okayo	Deputy Mayor, Kisumu Municipality P.O. BOX 105, KISUMU
Mr. P.M. Onyango	Water Officer Ministry of Water Development P.O. BOX 1912, KISUMU
Mrs. P.B. Koech	Provincial Commissioner's Office, P.O. BOX 1912, KISUMU
Mr. Justus Muraguri	Acting Provincial Director of Veterinary Services, P.O. BOX 974, KISUMU
Mr. Wekullo Clement	Provincial Personnel Officer, Nyanza P.O. BOX 1912, KISUMU
Mr. Rautta-Athiambo	Secretary to Lake Basin Development Authority P.O. BOX 1516, KISUMU

Mr. Richard Kituyi	Provincial Director of Agriculture and Livestock Development P.O. BOX 1700, KISUMU
Mr. David Ndiho Thande	Administrative Officer I P.O. BOX 1912, KISUMU
Mr. Shem D.O. Muo	Information Officer P.O. BOX 847, KISUMU
Mr. Aggrey O. Ondiek	Information Officer P.O. BOX 847, KISUMU
Mr. B.G. Saka	Provincial Labour Officer P.O. BOX 1209, KISUMU
Mr. Peter S. Debe	Assistant Principal Immigration Officer P.O. BOX 1128, KISUMU
Mrs. Rose A. Sakwa	Provincial Childrens Officer P.O. BOX 1063, KISUMU
Mr. Ronald Hesbon Juma	Divisional Supplies Officer P.O. BOX 1438, KISUMU
Mr. C. Kinani	Manager, Irrigation Board P.O. BOX 1010, KISUMU
Mr. Daniel K. Mbengei	Provincial Forest Officer P.O. BOX 1048, KISUMU
Mr. J.K. Ng'arua	Agricultural Finance Corporation P.O. BOX 975, KISUMU
Mr. Davison O. Saisi	Administrative Officer P.O. BOX 1912, KISUMU
Mr. Mwaiwa Mutie	Social Development Officer P.O. BOX 1912, KISUMU
Mr. Francis K.A. Sigei	Administrative Officer P.O. BOX 1912, KISUMU
Mr. Moses. W.O. Makunda	Extension Co-ordinator P.O. BOX 1700, KISUMU
Mr. Samuel K. Lunwamu	Provincial Adult Education Officer P.O. BOX 1766, KISUMU
Mr. Joshua M. Malenya	Deputy Provincial Childrens Officer P.O. BOX 1063, KISUMU
Mr. Kombo Mweru	Deputy Provincial Surveyor P.O. BOX 816, KISUMU
Mr. C.M.M. Mbuvi	Principal Collector of Customs & Excise, P.O. BOX 94, KISUMU
Mr. Samson I. Ojwang	Co-operative Officer P.O. BOX 798, KISUMU
Mr. Joseph O. Manyala	Deputy Provincial Information Officer P.O. BOX 47, KISUMU
Mr. Simeon Paul Mung'ala	District Commissioner P.O. BOX 1912, KISUMU
Mr. Peter G.J. Waithaka	District Commissioner P.O. BOX 83, SIAYA

Mr. J.O. Were	Kimilili Secondary School P.O. BOX 4, Kimilili
Mr. Romanus Khaimia	Nanderema Secondary School P.O. BOX 17, Hakati
Mr. F. John Pinyah	Sigalagala Techn. School Private Bag, Kakamega
Mr. Hudson Bigogo	District Development Officer P.O. BOX 43, Kakamega
Mr. Francis Boniface Odhiambo	District Social Development Officer P.O. BOX 1238, Kakamega
Mr. Naaman O. Wesanza	Representing Clerk to Council P.O. BOX 36, Kakamega
Mr. R.B. Ogora	Western Agric. Research Station P.O. BOX 169, Kakamega
Mr. E. Kulecho	District Health Officer P.O. BOX 750, Kakamega
Mr. Paul M. Opondoh	Provincial Weights & Measures Officer P.O. BOX 489, Kakamega
Mr. Paul K. Buyavo	Acting Provincial Adult Education Officer P.O. BOX 527, Kakamega
Mr. Amos C. Kihugwa	Provincial Information Officer P.O. BOX 136, Kakamega
Mr. Elisha Obunga	Provincial Personnel Officer P.O. BOX 218, Kakamega
Mr. Edward P. Lopokoiyit	Provincial Prisons Commander P.O. BOX 793, Kakamega
Mr. Michael G. Kamau	Administrative Officer P.O. BOX 218, Kakamega
Mr. R.W. Bomett	Provincial Director of Agriculture Western Province P.O. BOX 27, Kakamega.
Mr. Reuben E. Omanyala	Headmaster, Emusire High School P.O. BOX 14, Maseno
Mr. Richard W. Wafula	Headmaster, Butonge Secondary School, P.O. BOX 334, Bungoma
Mr. John R. Saisi	Headmaster, Teremi Secondary School, P.O. BOX 70, Kimilili
Mr. Z.O. Makolwal	Education Officer P.O. BOX 39, Kakamega
Mr. J.W.M. Mwakazi	Provincial Police Officer Western Province P.O. BOX 23, Kakamega
Mr. J.K. Arap Rono	Provincial Special Branch Officer, Western Province P.O. Box 287, Kakamega
Mr. G.O. Ogola	Principal, Bukura Institute of Agriculture P.O. BOX 23, Bukura.

Mr. J. Okara Nyunja	District Adult Education Officer P.O. BOX 527, Kakamega.
Mr. Samuel B. Nyakundi	Provincial Director of Social Services P.O. BOX 381, Kakamega
Mr. J.L.O. Kinaro	Headmaster, Kakamega High School P.O. BOX 90, Kakamega
Dr. Gichuhi D. Ndegwa	Provincial Director of Vet. Services, P.O. BOX 27, Kakamega
Mr. Francis M. Katua	Provincial Education Officer, Western Province, P.O. BOX 137, Kakamega
Mr. K.P. Hynes	Senior Provincial Inspector of Schools P.O. BOX 137, Kakamega
Mr. J.C. Gachango	Provincial Forest Officer P.O. BOX 460, Kakamega
Mr. M. Wasike	District Agricultural Officer P.O. BOX 27, Kakamega
Mr. J.N. Kariuki	District Forestry Extension Officer P.O. BOX 460, Kakamega
Mr. E.N. Nyanducha	District Education Officer P.O. BOX 39, Kakamega
Mr. Simon M. Rukangu	Provincial Inspector of Schools P.O. BOX 137, Kakamega
Dr. L.W. Okombo	Provincial Medical Officer P.O. BOX 359, Kakamega
Mr. George K. Omondi	District Registrar of Births & Deaths P.O. BOX 525, Kakamega
Mr. Francis K. Keitany	District Commissioner P.O. BOX 550, Bungoma
Hon. Reuben William Otutu; M.P.	P.O. BOX 1025, Kakamega
Mr. Charles Oduol	Senior Fisheries Officer P.O. BOX 186, Kakamega
Mr. Moses R. Gachago	Provincial Planning Officer P.O. BOX 357, Kakamega
Mr. Fadhili Orwa Matama	Provincial Housing Officer P.O. BOX 901, Kakamega
Mr. George O.A. Onyiro	Provincial Physical Planning Officer P.O. BOX 767, Kakamega
Mr. Michael N. Mugofwa	Provincial Water Officer P.O. BOX 235, Kakamega
Mr. John B. Achieng	Provincial Settlement Controller P.O. BOX 697, Kakamega
Mr. Henry E. Agimba	Provincial Co-operative Officer P.O. BOX 761, Kakamega
Mr. Gabriel M. Mwangi	Provincial Engineer P.O. BOX 14, Kakamega
Mr. Samuel R.J. Ndéda	Provincial Works Officer P.O. BOX 900, Kakamega

Mr. E. Olendo	Information Officer P.O. BOX 130, Kakamega
Mr. John L. Ogolla	Records Officer P.O. BOX 218, Kakamega
Mr. Mburu Macharia	Office of Controller and Auditor- General, P.O. BOX 380, Kakamega
Mr. Dok M. K'oduko	Surveying Officer P.O. BOX 24, Kakamega
Mr. N. Ochieng-Gombe	District Land Officer P.O. BOX 482, Kakamega
Mr. John Kogo	Provincial Probation Officer P.O. BOX 244, Kakamega
Mr. Anekha Anyolo	District Probation Officer P.O. BOX 961, Kakamega
Mr. Apollo O. Oloo	Kenya National Trading Corporation Ltd, P.O. BOX 469, Kakamega
Mr. Nicholas K. Mberia	District Commissioner P.O. BOX 43, Kakamega
Mr. G.N. Miingi	Deputy Provincial Commissioner, NAKURU
Mrs. R. Musangi	Personal Assistant to the Provincial Commissioner, NAKURU
Hon. Henry Cheboiwo, M.P.	Assistant Minister for Environment and Natural Resources.
Mr. Gilbert Oriya	Principal, Mosoriot T.C. Eldoret
Mr. J.C. Kiptoon	District Agricultural Officer P.O. BOX 14, Kapenguria
Mr. J.G. Makumi	District Officer I, P.O. BOX 81, NAKURU
Mr. T.K. Tuei	Provincial Director of Agriculture P.O. BOX 530, NAKURU
Mr. D.K. arap Mossop	Chairman, Nandi County Council P.O. BOX 40, Kapsabet
Mr. S.J. Mwangi	P.L.A.O, Rift Valley Province, P.O. BOX 1012, NAKURU
Mr. R.K.A. Towett	Provincial Education Officer P.O. BOX 259, NAKURU
Mr. Gitahi G. Wangima	Provincial Planning Officer P.O. BOX 322, NAKURU
Mr. D.K. Sambai	Deputy Provincial Education Officer P.O. BOX 259, NAKURU
Mr. J.N. Makau	Principal Assessor of Income Tax P.O. BOX 270, NAKURU
Mr. S. Kimani	District Social Development Officer LAIKIPIA
Mr. B.E. Oduor	District Development Officer, NAROK

Mr. Joshua O. Kokeyo	Administration Officer Provincial Commissioner's Office NAKURU
Mr. S.Z. Ambuka	District Commissioner, Elgeyo Marakwet
Mr. Bethuel Njoroge	CIIR. Elburgon, P.O. BOX 84, ELBURGON
Mr. J.N. Kihonge	CIIR. Naivasha, P.O. BOX 160, NAIVASHA
Mr. E.O. Wang'a	Extension Co-ordinator, P.O. BOX 530, NAKURU
Mr. J.M.G. Michoma	Physical Planning Officer P.O. BOX 372, NAKURU
Mr. Pius O. Omanjo	Kambi Moto, P.O. MOGOTIO
Mr. Joseph N. Gichege	CIIR. Gilgil, P.O. ELEMENTAITA
Mr. Barrack D. Okul	Nakuru Municipality, P.O. BOX 692, NAKURU
Mr. Wilson K.L. Choroman	P.O. BOX 138, NAKURU
Mr. John S. Miingi	District Veterinary Officer, P.O. BOX 130, Kajiado
Mr. O'wakwambi O. Nafura	District Co-operative Office P.O. BOX 1609, NAKURU
Mr. J.N. Kimani	District Range Officer P.O. BOX 1544, NAKURU
Mr. B. Kaberere	District Development Officer, BARINGO
Dr. D. Wambugu	District Veterinary Officer P.O. BOX 4, KABARNET
Mr. P.K. Muruatetu	District Commissioner, KAJIADO
Mr. Kamau Kibuya	District Development Officer, SAMBURU
Mr. S.K. Gaitta	National Social Security Fund Office NAKURU
Dr. L.W. Kimaru	Provincial Director of Veterinary Services, NAKURU
Mr. J.P. Katina	Pokot County Council, KAPENGURIA
Mr. S.K. Gitau	Provincial Levy Inspector, D.I.T., NAKURU
Mr. S.M. M'ringeria	Provincial Inspector of Factories, Ministry of Labour, NAKURU
Mr. J.O. Oyieko	Representative of Provincial Director of Wildlife; NAKURU
Mr. O.K. Ng'ayu	District Development Officer, NAKURU
Mr. K.W. Rombojia	Headmaster, Nanyuki High School
Mr. T. Moturi	Administration Officer, NAKURU
Mr. Obondo-Kajumbi	District Officer I, TURKANA
Mr. N.O. Ambuyo	District Commissioner, LAIKIPIA

Mr. A.B. Arap Rotich	District Education Officer, TURKANA
Mr. Gathua Mathenga	District Development Officer, TURKANA
Mr. A.H. Lidambiza	Ag. District Commissioner, GARISSA
Mr. C.K. Kamau	Provincial Children's Officer Ministry of Home Affairs, GARISSA
Mr. H.N. Seme	Deputy Provincial Children's Officer Ministry of Home Affairs, GARISSA
Mr. R.M. Muriuki	Ag. Provincial Director of Agriculture Ministry of Agriculture and Livestock Development, GARISSA
Mr. G.O. Ochieng	Provincial Forest Officer Ministry of Environment & Natural Resources
Mr. I.N. Mwambanga	Range Officer Ministry of Agriculture & Livestock Development, GARISSA
Mr. O.S. Farah	Provincial Education Officer Ministry of Education, Science & Technology
Mr. G.K. Thiringi	Finance Officer, Ministry of Local Govt.
Mr. A.O.A. Araru	T.V/K.N.A. Reporter Ministry of Information & Broadcasting
Mr. P.E.J. Mbogo	Auditor, Controller & Auditor General's Off.
Rev. Philip Mbogo	Pastor A.I.C. Church, GARISSA
Mr. Martin M. Tsuma	Provincial Planning Officer Ministry of Finance & Planning, GARISSA
Mr. M.N. Mohamud	Provincial Water Engineer Ministry of Water Development, GARISSA
Dr. H.O. Rachuonyo	Provincial Medical Officer Ministry of Health, GARISSA
Mr. W.C.O. Aywak	Medical Officer Ministry of Health, GARISSA
Mr. A.D. Haji Ogle	Warden Provincial Headquarters, GARISSA
Mr. A.M. Mzee	P.L.M.O. Ministry of Agriculture & Lives. Deve. GARISSA
Mr. A.Y. Dais	OIC P.L.U. Workshop Ministry of Agriculture & Live. Deve. GARISSA.
Mr. J. Disk Repela	Land Development Officer, GARISSA
Miss Amina S. Kassim	Home Economics Officer Ministry of Agriculture & Livestock Development, GARISSA.
Mr. Ali A.H.	District Veterinary Officer Ministry of Agriculture and Livestock Development, GARISSA

Mr. F.S. Tube	A.M.S. Ministry of Agriculture and Livestock Development, GARISSA
Mr. P.K. Matheka	District Development Officer, GARISSA
Mr. J.N. Mwangi	Provincial Irrigation Officer, GARISSA
Mr. T.O. Ogechi	Deputy Provincial Commissioner, Central Province, Private Bag, NYERI
Mr. T.K. Njamumo	Provincial Registrar of Births and Deaths P.O. BOX 1383, NYERI
Mr. L.M. Gathiiki	Deputy Provincial Medical Officer P.O. BOX 110, NYERI
Mr. Z.L. Amahwa	Provincial Forestry Officer P.O. BOX 28, NYERI
Mr. T.T. Kigen	Provincial Planning Assistant P.O. BOX 320, NYERI
Mr. N. Ndumo Gitahi	Provincial Biologist P.O. BOX 494, NYERI
Mr. E.W. Ongadi	Deputy Provincial Prisons Commander P.O. BOX 805, NYERI
Dr. A.K. Bengat	Provincial Director of Veterinary Services P.O. BOX 418, NYERI
Mr. Mathew Muchiri	Provincial Social Welfare Officer P.O. BOX 180, NYERI
Mr. Timona Makobi	Lecturer (Music) Kagumo College P.O. BOX 18, NYERI
Mr. W.N. Gichuki	Principal, Kimathi Institute of Technology P.O. BOX 657, NYERI
Mr. D. Gitau	Principal, Kagumo College P.O. BOX 18, NYERI
Dr. O. Oluoch	Provincial Veterinary Officer P.O. BOX 2211, NYERI
Mr. W.N. Githu	Branch Manager, Agricultural Finance Corp. P.O. BOX 242, NYERI
Mr. D.L.O. Ratemo	Provincial Probation Officer P.O. BOX 354, NYERI
Mr. S.K. Arap Sang	Coffee Factory Engineer P.O. BOX 899, NYERI
Mr. J.O. Akech	District Agricultural Officer P.O. BOX 899, NYERI
Mr. M.M. Alubale	Provincial Commissioner's Office P.O. BOX 2211, NYERI
Miss Lea Cacheo	Information Officer P.O. BOX 2363, NYERI
Mr. J.J. Gichuki	Provincial Director of Agriculture and Livestock Development, P.O. BOX 2211, NYERI.

Mr. Godfrey Angugo	Livestock Officer P.O. BOX 2211, NYERI
Mr. P.K. Ndenderu	Provincial Labour Officer Ministry of Labour, NAIROBI
Isabella Obel (Mrs)	Provincial Probation Officer, Vice- President's Office and Ministry of Home Affairs, NAIROBI.
Mr. Walter Nyawanda	Provincial Information Officer P.O. BOX 30025, NAIROBI
Mr. J.L. Onyango	District Revenue Officer Ministry of Finance and Planning P.O. BOX 30124, NAIROBI
Mr. A.R.C. Nzano	District Officer, Dagoretti/Kibera P.O. BOX 30124, NAIROBI
Mr. C.K.R. Njeru	District Officer, Makadara P.O. BOX 30124, NAIROBI
Mr. P.M. Kinuthia	Provincial Weights & Measures Officer P.O. BOX 41071, NAIROBI
Mr. Edward M. Waiyaki	P.O. BOX 393, KIKUYU
Mr. S.K. Maina	Lands Department P.O. BOX 30089
Mr. N.O. Onderi	District Officer, Punwani P.O. BOX 30124
Mr. J.O. Anguka	Personal Assistant to the Provincial Commissioner, P.O. BOX 30124, NAIROBI.
Mr. P.J. Wambugu	District Officer P.O. BOX 30124, NAIROBI
Mr. K.G. Waruingi	District Officer, Kassarani P.O. BOX 30124, NAIROBI
Mr. Makokea Wa Musese	Kenya Times P.O. BOX 30958, NAIROBI
Miss Eliza Chege	Kenya News Agency P.O. BOX 30025, NAIROBI
Mr. Wycliffe W.S. Osundwa	Kenya News Agency P.O. BOX 30025, NAIROBI
Mrs. Rodah K. Khamala	Provincial Childrens Officer P.O. BOX 58016, NAIROBI
Mr. Charles K. Kiyathi	The Standard, NAIROBI
Mr. Joe Muchemi	The Standard, NAIROBI
Mr. E.N. Wambugu	District Officer P.O. BOX 30202, NAIROBI
Mr. J.M.W. Gichere	Kenya Times, P.O. BOX 50872, NAIROBI
Mr. N.W. Mwangi	Social Development Officer P.O. BOX 20430, NAIROBI
Mr. K.C. Riungu	Provincial Water Officer P.O. BOX 42267, NAIROBI

Mr. A.O. Omolo	Agriculturalist P.O. BOX 1516, KISUMU
Mr. J.N. Bonuke	Regional Planner P.O. BOX 1516, KISUMU
Mr. J.G. Kibera	District Commissioner, Embu
Mr. F.M.M. Karimba	District Officer I, EMBU
Mr. P.C. Raburu	District Officer, EMBU
Mr. James Omukhulu	R.C.C. i/c Ishiara Hospital, EMBU
Mr. Naftaly N. Chomba	F.P.A.K. Youth Officer P.O. BOX 326, EMBU
Mr. A. Kamunyi	Embu County Council, EMBU
Mr. Apollo Mola	District Labour Officer, EMBU
Mr. Joseph M. Nzau	Chief Karaba Location, EMBU District
Mr. G.N. Njue	Chief Makima Location, EMBU "
Mr. Peter Ireri	Chief, Kiambere Location, EMBU "
Mr. E.N. Makenge	Chief Kiang'ombe Location, EMBU "
Mr. Fred Obonyo	District Co-operative Officer, EMBU DISTRICT
Mr. Smith K. Kipoto	O/C, Embu Prison, EMBU DISTRICT
Mr. N.N. Nyaga	Chief Gaturi South Location, EMBU DISTRICT
Mrs. J.K. Mbiti	District Probation Officer, EMBU
Mr. E.T. Mwangi	District Adult Education Officer, EMBU
Mr. J.S. Mvoi	District Agricultural Office, EMBU
Mrs. E. Mucai	District Agricultural Officer EMBU
Mr. F.K. Kombo	Chief Mbeti Location, EMBU
Mr. Wilson K. Ireri	Ag. Chief Mavuria Location, EMBU
Mr. Eliud N. Mitaro	Chief Evurore Location, EMBU
Mr. H.N.K. Mwangi	Chief, EMBU.
Mr. E.S. Ndathi	Chief Nthawa Location, EMBU
Mr. Obago, D.S.	Trade Office, Embu
Mr. J.S. Ogutu	District Warden, EMBU
Mr. I.M. Makethi	District Water Officer, EMBU
Mr. K.M. Awuory	District Officer, Siakago, EMBU
Mr. J.G. Muhinja	District Officer, Runyenjes, EMBU
Mr. J.K. Njeru	Senior Chief Kagaari Location, EMBU
Mr. Kamau Muniu	Principal Embu Institute, BOX 6, EMBU
Mr. E.M. Mwindi	District Revenue Officer, EMBU
Mrs. E.M. Ndambuki	S.D.O. II, EMBU
Mr. F.M. Mucheke	Education Officer, BOX 8, EMBU
Mr. J.N. Munyi	Ag. Chief Embu Municipality
Mr. H.M. Karu gendo	Town Engineer, EMBU
Mr. C.F. Khamis	District Information Officer, EMBU
Mr. Bernard Nyaga	Ag. Chief Gaturi North Location, EMBU

Mrs. J.N. Kebathi	Provincial Adult Education P.O. BOX 54827 NAIROBI
Mr. J.K. M'Ikyugu	Deputy Special Branch Officer P.O. BOX 30091, NAIROBI
Mr. F.K. Maina	District Veterinary Officer P.O. BOX 40851, NAIROBI
Mr. P.G. Ngatia	Administrative Officer, Provincial Commissioner's Office., MOMBASA
Mr. Ciira Cerere	Principal, G.T.I. Mombasa
Mr. P.B. Mjambili	P.O.O., Finance & Planning , MOMBASA
Mr. Muhugu Ngomo	Inspector of Factories Ministry of Labour, MOMBASA
Mr. H.G. Mbogoli	Livestock Dev. Officer Ministry of Agriculture & Livestock Development, MOMBASA
Mr. J.N. Mwanyewe	L.D.O's Office Ministry of Agriculture and Livestock Development, MOMBASA
Dr. J.H. Onyango	Provincial Director of Veterinary Services Ministry of Agriculture and Livestock Development , MOMBASA
Mr. Benson C. Mbogoh	Ag. Provincial Director of Agriculture Ministry of Agriculture and Livestock Development , EMBU.
Mr. S.T. Bongo	Office of the Provincial Director of Social Services , MOMBASA
Mr. D.M. Nzure	Assistant Information Officer Ministry of Information & Broadcasting
Mr. J. Gakuo	District Officer I MOMBASA
Mr. J. Tumwa	Deputy Principal, G.T.I. MOMBASA
Mr. J.K. Yagan	District Commissioner, Meru District
Mr. P.E. Mwaisaka	District Commissioner, KITUI
Mr. Joel Ole Wuapari	District Commissioner, ISIOLO
Mr. P. Saisi	District Commissioner, MACHAKOS
Mr. J.G.M. Muasya	Provincial Director of Agriculture EMBU
Mr. S.I. Mwangiru	Provincial Inspector of Schools, EMBU
Hon S. Nyaga.	M.P. for Embu North.
Mr. G. Lusweti	Provincial Education Officer, EMBU
Mr. Henry Koweru	Deputy Principal, Tom Mboya Labour College P.O. BOX 754, KISUMU
Mr. Gilbert H.J. Onyango	Principal, Government Training Institute MASENO, P.O. BOX 78, MASENO
Mr. Michael K.J. Sang	Provincial Education Officer P.O. BOX 575, KISUMU
Mr. W.W. Wapakala	Director, Sugar Research Station P.O. BOX 1221 KISUMU

Dr. A.N. Mwaniki	A.H.I.T.I., Ndumba P.O. BOX 32, KERUGOYA
Mr. V.K.N. Serem	Eldoret Institute of Agriculture P.O. BOX 1125, ELDORET
Dr. John Kamau	Principal, Meat Training Centre, P.O. BOX 55, ATHI RIVER
Dr. Samuel E. Cole	S.D.A., University of Eastern Africa, Baraton, P.O. KAPSABET
Mr. J.K. Waweru	Chief Executive, Kenya National Farmers Union, P.O. BOX 1225, NAKURU
Mr. Charles N. Wangenye	District Commissioner's Office, P.O. BOX 41, LAMU
Mr. D.J.G. Galava,	District Commissioner's Office P.O. BOX 1, HOLA
Mr. J.M. Kimiywi	District Commissioner's Office P.O. BOX 590, KISII,
Mr. M.Y. Haji,	District Commissioner P.O. BOX 32, KIAMBU
Mr. S.M. Njagi	Provincial Hides & Skins Officer Eastern Province, EMBU
Mr. N.S. Mwathi	Provincial Director of Veterinary Services Office, Embu
Mr. Kirianki wa M'Imanyara	for Provincial Co-operative Officer, EMBU
Mr. Adam Adawa	Deputy Provincial Planning Officer Eastern Province
Mr. K.B. Ogara-Okech	District Officer I, MERU
Mr. M.N. Kingori	Provincial Development Water Engineer, Eastern Province
Mr. Peter K. Mugo	Executive Officer, District Education Officer's Office P.O. BOX 8, EMBU
Mr. Richard M. Chebochok	Provincial Special Branch Officer, Eastern Province.
Mr. Daniel H. Omangi	District Officer, Yatta, MACHAKOS
Mr. Walter Peter Masibo-Saisi	District Commissioner MACHAKOS
Mr. Gerald O.N. Okola	Personnel Officer Provincial Commissioner's Office, EMBU
Mr. Michael J. Arucho	Accountant Provincial Commissioner's Office EMBU
Mr. Robert N. Kaniaru	District Officer I, MARSABIT
Mrs. Rose Waruri	Provincial Social Welfare Officer P.O. BOX 200, EMBU

Mr. C.K. Muya	Provincial Works Officer, EMBU.
Mr. Joel G.M. Muasya	Provincial Director of Agriculture and Livestock Development, P.O. EMBU
Mr. J.N. Gitaka	Deputy Provincial Local Government Officer
Mr. Benjamin M. Mugo	County Clerk, Embu County Council
Miss Rosemary W. Wachira	Deputy Provincial physical Planning Officer, EMBU.
Mr. Justus S. Mwobobia	E.O., Provincial Labour Officer, EMBU
Mr. Mark Othieno Onyango	Assistant Commissioner of Police D/PPO, Eastern Province.
Mr. Simon Njenga Gichoya	Provincial Registrar of Birth and Death.
Mr. Gitahi Ndung'u	Provincial Director of Veterinary Science, EMBU.
Mr. Stanley Ashitiva	Headmaster, Bungoma High School P.O. Box 165, BUNGOMA.
Mr. Peter Radoli	Headmaster, Butula Secondary School, P.O. BUTULA, Via BUNGOMA.
Mr. D.A. Owenje	Deputy Provincial Education Officer (Secondary Education) P.O. Box 137, KAKAMEGA.
Mr. P.M. Segonga	Teacher, P.O. BUTULA Via BUNGOMA.
Mr. H.K. Kipsuto	District Land Registrar, P.O. Box 482, KAKAMEGA.
Mr. P.L. Otieno	District Tea Officer, P.O. Box 27, KAKAMEGA.
Mrs. Salome A. Wanyangu	Assistant Primary Schools Inspector, P.O. Box 137, KAKAMEGA.
Mr. A.N. Kimunguyi	Headmaster, Friends School, Kamusinga P.O. Private Bag, KIMILILI.
Mrs. J.A. Wena	Lugulu Girls High School, Private Bag, WEBUYE.
Mr. Shemi-Lord Idala	Provincial Information Officer, Rift Valley Province, Ministry of Information & Broadcasting, P.O. Box 1493, NAKURU.
Mr. Y.K.A. Chanzu	P.O. Box 58401, NAIROBI.
Mr. E.K. Ireri	Secretary, K.A.T.A. NAIROBI.

Mr. N.J. Kathuri

Chairman, K.A.T.A., NAIROBI.

Mr. Paul Nthiani Ngosi

C/o Dominic S.K. Ngosi, P.O. Box 95300,
MOMBASA.

Mr. Mohammed W.D. Kerre

A.M.I. EXA. Accountant, Ministry of
Tourism & Wildlife, P.O. Box 75549,
NAIROBI.

Mr. J.K. Kimeto

P.O. Box 30521, NAIROBI.

Mr. John B. Machariah

P.O. Box 44335, NAIROBI.

APPENDIX 2

SUGGESTED WORKING PAPERS FOR THE EGERTON COLLEGE UP-GRADING COMMITTEE.

1. Historical Development of Egerton College from 1939 to date.
2. (a) Manpower requirement at degree, diploma, and certificate levels in the fields of Agriculture and Livestock Development.

(b) In which areas is the country urgently in need of high level manpower? and Certificate level?
3. Manpower survey in the various areas of the 16 diploma programmes.
4. Degree programmes offered in the faculties of Agriculture and veterinary Medicine at the University of Nairobi including the various fields of study under each programme.
5. Proposed curriculum of the Second University mentioning in particular the courses to be offered in the general Agricultural sector and related areas such as Forestry, and Agricultural Engineering.
6. The pros and cons of a constituent college.
7. Additional staff and physical facilities required for the upgraded Egerton College.
8. Terms of service of staff for the upgraded Egerton College.
9. Proposed administrative structure of the upgraded Egerton College.
10. Financial implications of upgrading Egerton College (covering such areas as additional recurrent and capital development expenditure; and Research Development expenditure).

PROJECTED MANPOWER SUPPLY BY ENROLMENT OF CERTIFICATE GRADUATES FROM AGRICULTURAL AND LIVESTOCK DEVELOPMENT INSTITUTES

INSTITUTE	ACTUAL 1983	EST. 1984	EST. 1985	EST. 1986	EST. 1987	EST. 1988	T O T A L
Bukura Institute of Agriculture	160	198 (235)	198 (235)	198 (235)	198 (235)	198 (235)	990 (1175)
Eldoret Institute of Agriculture	112	99 (120)	99 (120)	99 (200)	99 (200)	99 (200)	495 840
Embu Institute of Agriculture	148	155 (250)	155 (250)	155 (250)	155 (250)	155 (250)	775 (1250)
Coast Institute of Agriculture	-	-	-	-	200 (200)	200 (200)	400 (400)
Kabete Animal Health & Industry Tra. Inst.	138	128 (120)	120 (120)	120 (120)	120 (120)	120 (120)	608 (600)
Naivasha Dairy Training School	-	28 (28)	28 (28)	28 (28)	28 (28)	28 (28)	140 (140)
Nyahururu Animal & Industry Tra. Inst.	107	106 (114)	106 (114)	106 (114)	106 (114)	106 (114)	530 (570)
Ndomba Animal Health & Industry Tra. Inst.	-			200 (200)	200 (200)	200 (200)	600 (600)
T O T A L	665	714 (867)	706 (767)	906 (1147)	1106 (1347)	1106 (1347)	4538 (5475)

The abbreviation EST. stands for 'Estimated'
The Bracketed figures stand for optimum capacities.
SOURCE: Ministry of Agriculture and Livestock Development.

* Although projections have been made for this Institute, the Committee is informed that the Institute will be handed over to the Ministry of Education, Science & Technology.

APPENDIX 4

PROJECTED MANPOWER SUPPLY BY ENROLMENT OF DIPLOMA GRADUATES FROM
EGERTON COLLEGE AND JOMO KENYATTA COLLEGE OF AGRICULTURE AND TECHNOLOGY

COLLEGE	ACTUAL 1983	EST 1984	EST 1985	EST 1986	EST 1987	EST 1988	TOTAL
Egerton College	513	484	450	417	384	350	2085
Jomo Kenyatta College of Agriculture and Technology	-	86	86	86	86	86	430
TOTAL	513	570	536	503	470	436	2,515

SOURCE

Egerton College and Jomo Kenyatta College of Agriculture and Technology.

PROJECTED MANPOWER SUPPLY OF B.Sc AND B.V.M. GRADUATES FROM THE FACULTIES OF AGRICULTURE AND VETERINARY MEDICINE, UNIVERSITY OF NAIROBI.

DEGREE	SPECIALIZATION	ACTUAL 1983	EST 1984	EST 1985	EST 1986	EST 1987	EST 1988	T O T A L
B.Sc	<u>FACULTY OF AGRICULTURE</u> Agriculture	79	77 (120)	89 (120)	100 (120)	100 (120)	100 (120)	476 (600)
"	Forestry	15	12 (30)	22 (30)	26 (30)	30 (30)	30 (30)	120 (150)
"	Food Science and Technology	24	16 (25)	16 (25)	20 (25)	25 (25)	25 (25)	120 (125)
"	Range Management	0	7 (30)	19 (30)	19 (30)	25 (30)	30 (30)	100 (150)
"	Agricultural Engineering	30	18 (30)	18 (30)	15 (30)	25 (30)	30 (30)	106 (150)
"	T O T A L	148	130 (235)	164 (235)	190 (235)	205 (235)	215 (235)	804 (1175)
B.V.M	<u>FACULTY OF VETERINARY MEDICINE</u> Veterinary Medicine	70	80 (90)	80 (90)	80 (90)	80 (90)	80 (90)	400 (450)

The Bracketed figures stand for optimum Capacities.

SOURCE: Faculties of Agriculture and Veterinary Medicine, University of Nairobi.

APPENDIX 6:

CURRENT SALARY STRUCTURES FOR ACADEMIC STAFF AT EGERTON COLLEGE AND THE UNIVERSITY OF NAIROBI.

EGERTON COLLEGE

UNIVERSITY OF NAIROBI

	K£		K£
Deputy Principal & Senior Principal Lecturer	4,233	(Equivalent) Professor	5,400
			5,580
			5,760
			5,940
			6,120*
			6,300
	5,889		6,480
			6,660
Principal Lecturer	3,941	Ass. Professor	4,500
			4,650
			4,800
			4,950
			5,100*
			5,250
			5,400
	5,057		5,550
Senior Lecturer	2,907	Senior Lecturer	5,700
			3,300
			3,450
			3,600
			3,750
			3,900
			4,050
			4,200*
			4,350
			4,500
			4,650
			4,800
	4,611		4,950
Lecturer I	2,154	Lecturer	2,340
			2,448
			2,556

EGERTON COLLEGE

UNIVERSITY OF NAIROBI

			2,664
			2,772
			2,880
			3,096*
			3,204
			3,300
			3,450
			3,600
			3,750
			3,900
Lecturer II	3,948		1,905
	1,857		1,980
			2,055
			2,130
			2,340*
			2,448
			2,556
			2,664
			2,773
Demons/Tech I	3,081	Technician GD	1,644
	1,782		1,704
			1,755
			1,830
			1,905
			1,980*
			2,055
			2,130
Demons/Tech II	2,466		2,130
	1,431		1,380
			1,422
			1,464
			1,524*
			1,584
			1,644
			1,704
	1,941		

* Denotes points in salary structure used in additional staff cost estimates.

SCHEDULE OF MEETINGS AND VISITS OF THE EGERTON COLLEGE UPGRADING COMMITTEE

<u>1. Day and Date</u>	<u>Meeting</u>	<u>Venue</u>
Wednesday, 11th January 1984	1st meeting with the Minister for Agriculture and Livestock Dev. (Hon. W.O. Omamo)	Kilimo House
Wednesday, 18th January 1984	2nd	Kenya Polytechnic, Nairobi
Wednesday, 25th January 1984	3rd	Kenya Polytechnic, Nairobi
Wednesday, 8th February 1984	4th	Maendeleo Building Nairobi
Thursday, 23rd February 1984	5th	" " "
Wednesday, 7th March 1984	6th	Egerton College, Njoro
Wednesday, 14th March 1984	7th	Jomo Kenyatta College of Agriculture and Technology (JKCAT)
Wednesday, 21st March 1984	8th	Maendeleo Building, Nairobi
Wednesday, 4th April 1984	9th	" "
Friday, 6th April 1984	10th	" "
Tuesday, 10th April 1984	11th	" "
Wednesday, 11th April 1984	12th	" "
Thursday, 12th April 1984	13th	" "
Tuesday, 17th April 1984	14th	" "
Wednesday, 18th April 1984	15th	" "
Thursday, 19th April 1984	16th	" "
Tuesday, 24th April 1984	17th	" "
Wednesday, 25th April 1984	18th	" "
Thursday, 26th April 1984	19th	" "

<u>Day and Date</u>	<u>Meeting</u>	<u>Venue</u>
Friday, 27th April 1984	20th	Maendeleo Building

2. Sub-Committee Meetings

Sub-Committee 1

<u>Day and Date</u>	<u>Meeting</u>	<u>Venue</u>
Tuesday, 31st January 1984	1st	Harambee House, Nairobi
Tuesday, 7th February 1984	2nd	Harambee House, Nairobi

Sub-Committee 2

<u>Day and Date</u>	<u>Meeting</u>	<u>Venue</u>
Thursday, 2nd February 1984	1st	Development House (AFC Office) Nairobi
Tuesday, 7th February 1984	2nd	Development House (AFC Office) Nairobi

3. Consultations with Government Ministers and other public personalities

<u>Day and Date</u>	<u>Time</u>	<u>Persons interviewed by the Committee</u>	<u>Venue</u>
Friday, 2nd March 1984	2.30 p.m.	His Excellency the Vice-President, Hon. Mwai Kibaki	Nairobi
Friday, 9th March 1984	9.30 a.m.	Minister for Agri. and Livestock Development, Hon. W.O. Omamo	Nairobi
Friday, 24th March 1984	2.30 p.m.	Minister for Water Development, Hon. J.J.M. Nyagah	Nairobi
Wednesday, 29th Feb. 1984	2.30 p.m.	Chief Secretary, Mr. J.G. Kiereini	Nairobi
Thursday, 1st March 1984	9.00 a.m.	Permanent Secretary, Cabinet Office and Development Co-ordination, Mr. S. Nyachae	Nairobi
Monday, 27th Feb. 1984	11.00 a.m.	Vice-Chancellor, University of Nairobi, Prof. J.M. Mungai	Nairobi

<u>Day and Date</u>	<u>Time</u>	<u>Persons interviewed</u>	<u>Venue</u>
Tuesday, 20th March 1984	11.30 a.m.	Vice-Chancellor, University of Nairobi, Prof. J.M. Mungai	Nairobi
Friday, 9th March 1984	2.30 p.m.	Principal, Kenyatta University College, Prof. J.K. Maitha	Nairobi
Tuesday, 20th March 1984	10.00 a.m.	Principal and Deans of Faculties of Arts, Education and Science at Kenyatta University College	Kenyatta University College
Tuesday, 28th Feb. 1984	9.00 a.m.	Deans, Faculties of Agriculture and Veterinary Medicine, University of Nairobi, Prof. D.N. Ngugi and Prof. G.M. Mugeru, respectively	Nairobi
Wednesday, 29th February 1984	9.30 a.m.	Dr. Walter Oyugi, Senior Lecturer, Department of Government, University of Nairobi	Nairobi

4. Visits to Institutions

<u>Day and Date</u>	<u>Institution Visited</u>
Friday, 20th January 1984	Egerton College, Njoro
Wednesday, 7th March 1984	Egerton College, Njoro
Wednesday, 14th March 1984	Jomo Kenyatta College of Agriculture and Technology (JKCAT)
Friday, 16th March 1984	College of Agriculture and Veterinary Sciences, University of Nairobi
Tuesday, 20th March 1984	Kenyatta University College

5. Provincial Visits

<u>Day and Date</u>	<u>Time</u>	<u>Centre of Interviews</u>
Monday, 13th Feb. 1984 (Group 1)	9.00 a.m. - 1 p.m	Garissa

<u>Day and Date</u>	<u>Time</u>	<u>Centre</u>
Monday, 13th February 1984 (Group 2)	10.00 a.m - 4 p.m	Nyeri
Tuesday, 14th February 1984 (Group 1)	10.00 a.m - 1 p.m	Mombasa
Wednesday, 15th Feb. 1984 (Group 2)	10.00 a.m - 1 p.m	Kakamega
Thursday, 16th Feb. 1984 (Group 2)	10.00 a.m - 1 p.m	Kisumu
Tuesday, 21st Feb. 1984 (full Committee)	9.00 a.m - 1 p.m	Nairobi
Wednesday, 22nd Feb. 1984 (full Committee)	10.00 a.m - 6 p.m	Embu
Thursday, 8th March 1984 (full Committee)	9.00 a.m - 1 p.m	Nakuru
