THE CO-OPERATIVE UNIVERSITY OF KENYA
Qualis Cooperationem Disciplina

The Bulletin

December 2025



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CUK Marks the 10th Graduation Ceremony

By Meshack M. Ngangi, MPRSK | 5th December 2025

It was a day of pride, reflection, and forward-looking resolve as The Co-operative University of Kenya marked its 10th Graduation Ceremony, celebrating the Class of 2025 and a decade since its charter award. Dr. Benard W. Chitunga, the Chancellor, speaking for the first time to a graduating cohort, joined university leadership in congratulating the 2,826 graduands, a remarkable 27% increase from last year's 2,220 and a clear signal of growing confidence in the University's programmes and mission. The composition of the 2025 Graduating cohort indicated a narrative of incredible growth: certificate graduands declined to 44 from 71 in the preceding year, and undergraduate graduands to 1,169 from 1,428, while diploma graduands surged to 1,567, a 163% jump from 596, and master's graduands rose to 45 from 21 — an increase of 114%. For the first time in CUK's history, the university will confer doctoral degrees, with four

certificate graduands declined to 44 from 71 in the preceding year, and undergraduate graduands to 1,169 from 1,428, while diploma graduands surged to 1,567, a 163% jump from 596, and master's graduands rose to 45 from 21 — an increase of 114%.

PhDs to be awarded, three from the School of Co-operatives and Community Development and one from the School of Computing and Mathematics. The School of Computing and Mathematics recorded a striking 65% rise to 330 graduands (from 200), the School of Business and Economics saw a decline to 676 graduands (from 1,027), and the School of Co-operatives and Community Development recorded 209 graduands, a marginal drop.

Beyond the numbers, the Vice Chancellor, Prof. Kamau Ngamau, outlined that the university framed these achievements as part of sustained academic growth and a commitment to relevance in a rapidly changing world. He expressed that The Co-operative University of Kenya currently runs five doctorate programmes, twelve master's programmes, thirty-seven undergraduate/degree programmes, and twenty-three TVET programmes. During the year, the institution launched new doctoral programmes and prepared additional courses for accreditation. Key among recent curricular innovations is the introduction of Data Science as a foundational discipline for artificial intelligence, and the School of Computing and Mathematics has announced plans to launch a BSc. in Artificial Intelligence in September 2026, designed to prepare graduates to lead and shape AI-driven innovation. These expansions reflect a deliberate strategy: to embrace current trends and anticipate future demands so that graduates remain competitive and relevant.

Student leadership and global engagement featured prominently in the day's reflections. Seventeen students completed the Millennium Campus Network programme, a global student network that advances the United Nations Sustainable Development Goals and nurtures student leadership for social impact. Over the previous three months, these 17 fellows demonstrated leadership, creativity, and dedication that raised the university's profile internationally and underscored the power of young people to drive transformative change. Equally important was the recognition of the institution's growing reputation, including the receipt of the Education Sectoral Award at the 2025 ICS Champions of Governance Awards, an honour that

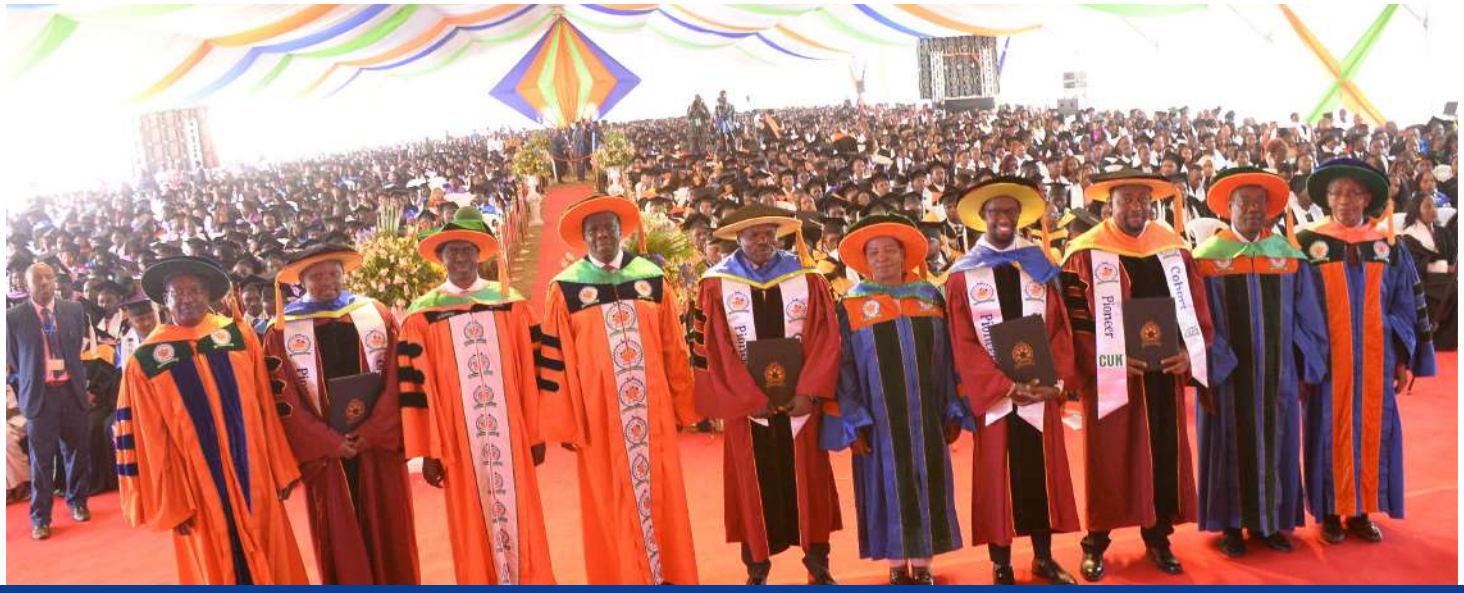
was cited as evidence of the university's steadfast pursuit of excellence.

During the Chancellor's address, Dr. Chitunga combined institutional pride with personal reflection and a clear moral charge for the graduates. He paid tribute to the late Hon. Raila Odinga, recalling moments of mentorship and a final, quiet admonition, "Remain focused and always have courage"—that the Chancellor described as a lasting gift. In asking the 10th Congregation assembly to observe a moment of silence, he connected personal gratitude with national memory and urged graduates to carry forward the values of courage and service. Chancellor Chitunga also signalled institutional ambitions: to fast-track infrastructure expansion, innovation, growth, and partnerships that will support CUK's next phase and make the university community proud.

To the Class of 2025, the Chancellor offered a charge that was at once pragmatic and aspirational. Dr. Benard Chitunga reminded them that their journey unfolded amid global upheaval — from the disruption of COVID-19 to the acceleration of digital transformation — and that they now enter a world charged with both possibility and peril. Central to his message was a single, vital value: empathy. Defined as the ability to step into another's shoes, understand their experience, and act to help, empathy was presented as the cornerstone for leadership in an era when technology often mediates human interaction.

The Chief Guest, Hon. FCPA Dr. Wycliffe Ambetsa Oparanya, the Cabinet Secretary for the Ministry of Co-operatives and MSMEs Development, encouraged the Graduands, encouraging them to step into a world filled with opportunities and responsibility. The Co-operatives Cabinet Secretary underpinned that a qualification from The Co-operative University of Kenya is not just a certificate; it is a calling that positions them not only as job seekers, but as job creators, not only as beneficiaries of the co-operative movement, but as future leaders, innovators, and visionaries. The Chief Guest expressed that MSMEs and co-operatives are shaping the nation's next economic chapter, and that the new graduates are the generation expected to spark that change.

The Graduating Class of 2025 was urged to stay curious so they can adapt to constant change; to treat failure as "success in progress," learning from each stumble and helping others to rise; and to aim not merely to make a living but to make a difference, practicing kindness and uplifting the needy. The tone was warm and candid, peppered with humor about lifelong friendships and the hope of wedding invitations, yet firm in insisting that graduates become "architects of change, champions of justice, and trailblazers of innovation."



Chairperson of the University Council (left), Dr. Jeremy Bundi, CUK Chancellor, Dr. Benard W. Chitunga (3rd left), Cabinet Secretary Ministry of Co-operatives and MSMEs Development, Hon. FCPA Wycliffe A. Oparanya, (4th left), Deputy Vice-Chancellor (FPA), Prof. Esther N. Gicheru (6th left), Deputy Vice-Chancellor (ACDRI), Prof. Isaac K. Nyamongo (2nd right), and Vice Chancellor Prof. Kamau Ngamau (right), pose for a photo with the four (4) Pioneer Doctorate Graduates at the 10th CUK Graduation Ceremony held on Friday, 5th December 2025, Main Campus, Karen-Nairobi.

The University used the occasion to reaffirm its partnership role in Kenya's cooperative and MSME sectors, thanking the Ministry and the State Department for Co-operatives for ongoing collaboration, including academic contributions to policy reviews such as those affecting the Co-operative Bill 2024 and SACCO Societies Act. The university announced an expanded alumni mentorship and engagement programme to accompany graduates beyond the campus gates. An Alumni Dinner, scheduled for early 2026, would

double as a mentorship forum and networking opportunity, and the university pledged to be deliberate in assisting graduates to secure employment and other opportunities. Parents and guardians received particular gratitude for their sacrifices and support, as the university handed back to them empowered individuals ready to lead, innovate, and contribute meaningfully to society.

As the ceremony closed, both the Vice Chancellor's and Chancellor's final exhortations were rallying and comforting that The Co-operative University of Kenya remains the graduates' academic home, and graduates were invited to return for further study, research collaboration, and professional development while staying connected through The Co-operative University of Kenya's Alumni Association (CUKAA). With a blend of institutional achievement, national tribute, and a humane call to action, the day affirmed CUK's mission to produce competent human capital through quality education, training, research & innovation, and to empower communities through outreach for socio-economic transformation, and entrusted the Class of 2025 with the task of building better communities across Kenya and beyond.

45 CUK Students Attain HCIA Datacom Certification

By Meshack M. Ngangi, MPRSK | 8th December 2025



As part of the ongoing partnership between The Co-operative University of Kenya (CUK) and Huawei, 45 University students in the School of Computing and Mathematics completed the Huawei Certified ICT Associate (HCIA–Datacom) training programme and received their official Huawei Professional Certificates from Mr. Michael Kamau, the Head of Huawei ICT Academy (Kenya). Throughout the certification programme, Huawei provided the training materials and certification examinations, while the School of Computing and Mathematics, under the leadership of Dr. Shem Mbandu, provided mentorship and training, ensuring that students benefited optimally from both industry-standard content and academic guidance.

During the HCIA Datacom Certification Award Ceremony held on 8th December 2025, Prof. Lucy Kiganane, the Dean of the School of Business and Economics, represented the Vice Chancellor and highlighted that this achievement marked an important milestone for the University and strongly affirmed a two-core aspect of CUK's academic mission. First, it demonstrated how the students are trained to become industry-ready, equipped with practical and globally recognised competencies that significantly enhance their employability and competitiveness in the ICT sector. Second, it underscored the strength and robustness of CUK's academic programmes, as evidenced by the high level of student participation and the commendable performance in a rigorous international certification examination.

The successful completion of the HCIA–Datacom programme reflects the value of strategic industry–academia collaboration. Speaking on at the Award Ceremony, Rose Nkatha, a Bachelor of Science in Software Engineering student outlined that through the CUK–Huawei Partnership, students gain access to cutting-edge training aligned with current industry needs, bridging the gap between theory and practice. Rose Nkatha, was the top among the 45 students examined for the HCIA Certification having scored 935 marks. Such collaborations not only enrich the learning experience but also position the University as a hub for producing graduates who meet global professional standards.

This milestone reflects CUK's ongoing commitment to academic excellence, industry relevance, and the empowerment of students through globally competitive skills. The University looks forward to celebrating the success of its students and to deepening its partnership with Huawei in advancing ICT education and professional development.



Prof. Lucy Kiganane (left) and Mr. Michael Kamau (right), the Head of Huawei ICT Academy, hand a Certificate to Rose Nkatha (centre), a Bachelor of Science in Software Engineering student, during the Huawei HCIA-Datacom Certification Award Ceremony on 8th December 2025, Main Campus, Karen, Nairobi.

CUK Leadership Retreat 2025: A Strategic Alignment to Performance Excellence

By Victor J. Njogu, MPRSK | 17th December 2025

The Co-operative University of Kenya (CUK) held a three-day Joint Management, Deans, Directors, Chairpersons of Departments (CoDs), and Heads of Departments (HoDs) Retreat from 15th to 17th December 2025 at the Morendat Training and Conference Centre in Naivasha, following approval by University Management. The retreat brought together senior academic and administrative members of staff, wConvened under the theme "One Strategy, One Team, One CUK: Empowering Leaders for a High-Performing University," the forum provided an important platform for reflection, learning, and collective planning in line with the University Strategic Plan 2022–2027.

The retreat was designed to ensure that departmental heads and key users across the University fully understood and effectively utilized the performance contracting (PC) system used in evaluating institutional and individual performance. Central to the discussions was the need to strengthen alignment across all the University's units by harmonizing divisional, school, and departmental plans with the strategic direction. Participants also focused on cultivating a cohesive, accountable, and values-driven leadership culture, enhancing competencies in performance contracting and productivity, and exploring innovative approaches to resource mobilization and financial sustainability, including strengthening Income Generating Units (IGUs) and aligning resources to priority areas. Participants included members of the University Management Board, Deans of Schools, Directors of Institutes, Chairpersons of Departments, and Heads of Departments.

During the opening session, Vice Chancellor Prof. Kamau Ngamau invited the participants and took them through a three-day programme, which outlined the objectives and expected outcomes of the retreat. The Vice-Chancellor lauded the University's strong Performance Contract results for the 2023/2024 and 2024/2025 financial years and urged Heads of Departments to sustain high levels of performance alongside enhanced productivity. In the opening ceremony, Prof. Ngamau emphasized that resource mobilization was central to the achievement of CUK's vision and mission and encouraged the leadership organs to proactively identify and seize opportunities that would elevate the University's performance.

The programme enabled members to jointly interrogate challenges within the work environment, review Performance Contract achievements for the 2024/2025 financial year, and examine proposed targets for the 2025/2026 fiscal year. Participants were also trained on the Performance Contracting Module within the Uniplus system, equipping them with practical skills to cascade targets to staff under their supervision. In addition, the Finance Officer, CPA Maxwel Nyaga, presented the University's financial performance for the year, while the Principal Human Resource Manager (PHRM), CHRP (K) Anne J. Mmmata, led sessions on the employee satisfaction index and institutional culture.

In the remarks of Prof. Esther N. Gicheru, the Deputy Vice-Chancellor for Finance, Planning, and Administration, emphasized that the retreat was intended to build synergies, strengthen team spirit, and address emerging challenges



(seated) Vice Chancellor Prof. Kamau Ngamau (centre), Deputy Vice Chancellor (FPA) Prof. Esther N. Gicheru (3rd left), Deputy Vice Chancellor (ACDRI) Prof. Isaac K. Nyamongo (3rd left), during the Joint Management, Deans, Directors, Chairpersons of Departments (CoDs), and Heads of Departments (HoDs) Retreat held at the Morendat Training and Conference Centre in Naivasha between the 15th and 17th December 2025.

within the CUK work environment. She noted that the forum provided an opportunity for HoDs to share experiences and appreciate how their respective roles complement one another in advancing the University's vision and mission. Prof. Gicheru underscored the importance of consultations, knowledge sharing, and continuous communication in enhancing institutional efficiency, while also acknowledging the Vice-Chancellor's "Utumishi Bora" Award in recognition of his leadership in steering the University towards improved service delivery.

Prof. Isaac K. Nyamongo, the Deputy Vice-Chancellor for Academic, Co-operative Development, Research and Innovation, commended Heads of Departments for their critical role in the successful organization of the University's 10th Graduation Ceremony, which marked a significant milestone with the graduation of the institution's pioneer cohort of four PhD candidates. Prof. Nyamongo further highlighted that CUK gained recognition as a cooperative leader in higher education during the 14th edition of the Institute of Certified Secretaries (ICS) Champions of Governance (COG) Awards 2025, where it received the winning recognition in the Education Sectoral Category. Prof. Nyamongo called upon HoDs to continue working together with unity of purpose, to accelerate service delivery by addressing slow processes, and to strengthen resource mobilization efforts in support of the University's overall growth and sustainability.



The retreat also featured a presentation by the Division of Finance, Planning, and Administration on the outcomes of the employee and customer satisfaction surveys. The findings revealed a customer satisfaction index of 51.2% against a target of 92%, and an Employee Satisfaction Index of 66.8% against the same target. Key areas of concern included grievance handling, particularly missing marks and delayed follow-up on complaints, basic student services such as finance, registration, and meals, and challenges related to infrastructure and the e-learning platform. Heads of Departments were therefore urged to champion a collaborative and positive organizational culture within their units, model strong work ethics, and act as key custodians of institutional values.

Participants were further briefed on productivity mainstreaming targets as guided by the National Productivity and Competitiveness Centre (NPCC). In the 2024/2025 financial year, the University attained a high productivity score of 2.741, representing a significant improvement from the previous year's score of 2.329. Departments were reminded of their responsibility to sustain and enhance productivity across the 15 national productivity metrics aligned to the University's strategic objectives, particularly those cascaded to their respective units.

In addition, the retreat highlighted the University's customized automation system, which integrates strategic planning and performance contracting processes. The system enables alignment of departmental goals with the University Strategic Plan 2022–2022, supports the cascading of targets from the national Performance Contract signed between the University and the Ministry of Education, and facilitates effective monitoring, reporting, and accountability at all levels of implementation.

Overall, the Naivasha retreat marked a significant milestone in reinforcing shared leadership, strategic coherence, and a performance-oriented culture at The Co-operative University of Kenya. By deepening understanding of performance contracting systems, productivity frameworks, and institutional culture, the retreat reaffirmed the collective commitment of University leadership to excellence, innovation, and improved service delivery. The deliberations echoed a shared resolve that achieving the University's aspirations requires one clear strategy, one united team, and a sustained focus on building a high-performing institution.

CUK Vice Chancellor Convenes End-of-Year Luncheon

By Esther Nalotwesha | 19th December 2025



(Seated) Prof. Kamau Ngamau, Vice Chancellor (centre), Prof. Isaac Nyamongo, Deputy Vice Chancellor - ACDRI (4th right), Prof. John Kihoro Ag. Vice Chancellor - FPA (5th left), Mr. Chris Kathoka, Registrar - FPA (4th left), Mr. Zachary Njeru (4th right), and CUK staff members during the End-of-Year Luncheon held on Friday, 19th December 2025, at The Co-operative University of Kenya's Main Campus, Karen-Nairobi.

The Co-operative University of Kenya (CUK) marked its End-of-Year Luncheon with deep gratitude, reflection, and celebration of a year defined by growth, resilience, and shared purpose. The occasion provided an opportunity for the university community to pause from its busy schedules and give thanks for God's protection, guidance, and grace, while recognising the collective dedication and commitment of staff who continue to drive the institution forward. At the heart of CUK's progress remains a strong culture of unity, collaboration, and mutual support, where every milestone achieved is the result of teamwork and a shared vision.

The year was particularly historic for the university following the appointment and installation of a Chancellor after a seven-year vacancy. His Excellency Hon. William Samoei Ruto, President of the Republic of Kenya, appointed Dr. Benard William Chitunga as Chancellor, a milestone that marked a new chapter in CUK's leadership journey. Dr. Chitunga, described as a young and visionary leader, has brought renewed momentum, ambition, and hope to the institution. His leadership is expected to play a critical role in positioning CUK more firmly on both the national and global stage.

Under the Chancellor's leadership, the Chancellor's Legacy programme has emerged as a transformative force, spearheading initiatives aimed at strengthening infrastructure, stimulating innovation, and expanding strategic partnerships. Notable developments include the ongoing construction of a 2,520-bed student hostel under the Government's Affordable Housing Programme, alongside plans for a state-of-the-art academic complex and a medical facility that will serve both the university and the surrounding community. The signing of several Memoranda of Understanding has further opened doors for collaboration, reinforcing CUK's commitment to becoming a future-ready and globally competitive institution.

Academically, the university has continued to respond proactively to the evolving needs of the job market and the modern economy. In the 2025/2026 placement cycle, CUK successfully placed students in new programmes designed to equip them with highly marketable and in-demand skills. These include the Bachelor of Development Studies, Bachelor of Science in Network Engineering and Cybersecurity, and Bachelor of Science in Biostatistics. Looking ahead to the 2026/2027 placement cycle, the university anticipates admissions into additional programmes such as the Bachelor of Disaster Management and Humanitarian Assistance and the Bachelor of Counselling Psychology. Through these market-driven and socially responsive programmes, CUK continues to nurture talent, foster innovation, and contribute meaningfully to



national and global development.

Student enrolment has also shown steady growth across all programmes, reflecting increased trust in the university's core mandate of education and research. Rising enrolment strengthens internal academic vibrancy and institutional capacity, while externally it signals credibility, relevance, and confidence in the quality of graduates. The increasing number of graduates is a strong indicator of the university's expanding impact, culminating in a historic achievement during the 10th Graduation Ceremony when CUK graduated four PhD students for the first time in its history.

Staff development and achievement remained a key highlight of the year. The university congratulated members of staff who attained additional academic and professional qualifications, acknowledging their dedication, perseverance, and commitment to lifelong learning. Their achievements serve as an inspiration to the entire university community and reinforce the belief that education should be a tool for positive change, shaping not only professional competence but also attitudes, values, and outlook on life. Staff promotions were also recognised as milestones of growth, impact, and service, reminding all that progress is a continuous journey rather than a single destination.

> **"The university's progress has continued to attract external recognition.**



From an institutional performance perspective, CUK recorded significant improvements. In the 2023/2024 financial year, the university attained an "Excellent" Performance Contract rating for the first time since its inception, with a score of 2.3293. This achievement was further strengthened in the 2024/2025 financial year, where the score improved to 2.2147. Productivity also rose markedly, with a score of 2.741 in 2024/2025, classified as "High Productivity." These gains were attributed to improvements in processes, financial management, ICT uptime, and academic output. However, leadership emphasised the need for focused interventions in key risk areas, enrolment, academic efficiency, financial sustainability, and stakeholder satisfaction, to sustain and surpass current performance levels.

The university's progress has continued to attract external recognition. CUK emerged as the winner in the Education Sectoral Category during its first participation in the Champions of Governance Awards organised by the Institute of Certified Secretaries. In addition, the Vice Chancellor received the Integrity Award at the Kenya Christian Professional Forum's 11th Utumishi Bora Awards 2025, further affirming the institution's commitment to ethical leadership and good governance.

In recognition of its Excellent rating in the 2023/2024 Performance Contract cycle, the university announced the introduction of performance-based bonuses for eligible staff for the first time in its history. Implemented strictly in accordance with Salaries and Remuneration Commission (SRC) guidelines, the bonuses apply only to staff who individually attained a performance appraisal rating of "Very Good" and above. Staff rated "Excellent" qualify for 100% of one month's basic salary, while those rated "Very Good" qualify for 80%. Council members will receive 80% of the Vice-Chancellor's one-month salary, based on the applicable June 2024 salary. Staff whose ratings fall below the threshold do not qualify, as required by statute. The university expressed optimism that similar opportunities will arise in future cycles and encouraged all staff to actively engage in the performance management process to improve individual and departmental outcomes.

As the year drew to a close, the university community was reminded of the true spirit of the festive season, caring for one another, sharing love, and nurturing a culture of kindness and generosity. It is also a time for reflection and renewed intention, encouraging staff to focus on personal growth, skill development, and self-improvement, with the understanding that growing oneself enables the growth of others and the institution as a whole.

The End-of-Year Luncheon concluded with warm wishes for a Merry Christmas and a blessed 2026, alongside a renewed commitment to excellence, accountability, and shared purpose. With gratitude for the past year and optimism for the future, The Co-operative University of Kenya looks ahead with confidence, faith, and unity.

Marketing Activation:
PEFA Murang'a Regional Youth Conference 2025

By Meshack M. Ngangi, MPRSK | 19th December 2025



Ms. Lilian Nkatha, the University's Marketing Officer, undertakes a career guidance and marketing presentation during PEFA Murang'a Regional Youth Conference 2025 held between 15th and 19th December 2025, at Gituru Boys' High School, Kangari, Murang'a County.

The Co-operative University of Kenya actively engaged with young people for a marketing activation at the PEFA Murang'a Regional Youth Conference between 15th and 19th December 2025. This major regional forum that brings together learners preparing for the transition from secondary school to university/higher education. Held at Gituru Boys High School in Kangari Zone, the conference attracted approximately 1,400 youths drawn from seven districts across Murang'a County, the majority of whom were high school students and recent Form Four leavers from the Pentecostal Evangelistic Fellowship of Africa (PEFA) seeking spiritual naurishment and mentorship, guidance on their academic and career pathways. The conference provided an ideal, community-based platform for the University to support young people at a critical decision-making stage in their educational journey.

During the conference, Ms. Lilian Nkatha, a Marketing Officer in the University's Corporate Communication and Marketing Department delivered structured and student-centred career guidance sessions aligned with its mission of providing quality education, training, research, and consultancy that produce leaders for national and global development. Through interactive discussions and direct engagement with learners, participants were guided on career choice, emerging professional opportunities, post-secondary education pathways, and application processes. Emphasis was placed on helping students align their talents, interests, and subject strengths with future aspirations, reinforcing the importance of early career guidance in preparing young people for meaningful participation in the economy and society.

The officers from the University, Meshack M. Ngangi and Marcella Kinya also used the forum to introduce learners to a wide range of Diploma and Degree programmes offered through its Institute of Technical and Vocational Education and Training (I-TVET) and its three academic schools: the School of Co-operative and Community Development, the School of Business and Economics, and the School of Computing and Mathematics. The form four leavers were guided on how these academic pathways are designed to respond to current labour market demands while promoting skills development, innovation, entrepreneurship, and community impact. This engagement reinforced the University's positioning as a leading institution in co-operative education and community-focused development, underpinned by its commitment to quality co-operative training as a foundation for sustainable development and transformative leadership.

Recognizing that access to higher education is often constrained by financial limitations, the University staff offered practical guidance on available government funding opportunities through the Higher Education Loans Board (HELB), including scholarships, loans, and bursaries. Learners were taken through application requirements and pathways, enabling them to understand how to access financial support and plan responsibly for their higher education journey. This intervention was particularly significant for the many Form Four leavers in attendance and reflected the University's commitment to inclusive access to education.

Participation in the PEFA Murang'a Regional Youth Conference forms part of The Co-operative University of Kenya's broader outreach and student support initiatives aimed at empowering communities and supporting young people as they transition confidently into university life. By engaging learners within a trusted church and community setting, the University continues to provide timely, accurate, and relevant guidance that nurtures ethical, innovative, and socially responsible leaders capable of contributing positively to national and community development.



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