Prof. Muhwezi appointed MUBS Deputy Principal



Assoc. Prof. Moses Muhwezi appointed Deputy Principal of MUBS. The MUBS appointments board at its 50th meeting held on December 3, 2019 received and noted his appointment instrument from the Education Service Commission. Basing on his humble background, Prof. Muhwezi has always assured the students that they can succeed amidst all odds. "You need to know my story, I come from a poor background, I never had shoes even up to senior five in Ntare High School. No bicycle at home, nothing. I took the first Soda when I came to Makerere. I would see people drinking soda, I would wonder how does it taste...I wished I could taste it"

Another historical day as MUBS produces Principal Judge



Justice Flavian Zeija

MUBS has witnessed another historic milestone following the appointment of Dr. Flavian Zeija, as the new Principal Judge of the High Court of Uganda. Justice Zeija who was the Senior Resident Judge of Mbarara High Circuit, is replacing Court Justice Yorokamu Bamwine, who is soon retiring. The Principal Judge is third in the hierarchy of the Judiciary. Justice Zeija was a Senior Lecturer and the Head of Business Law in the Faculty of Commerce at MUBS. He enrolled as an advocate of the high court in 1998 and he has been in this profession for 20 years.



SAY NO TO DRUGS A CAMPAIGN BY

MAKERERE UNIVERSITY BUSINESS SCHOOL



Content

Ugandan Anthem

Oh Uganda!
May God uphold thee,
We lay our future in thy hand.
United, free,
For liberty
Together we'll always stand.

Oh Uganda! the land of freedom.
Our love and labour we give,
And with neighbors all
At our country's call
In peace and friendship we'll live.

Oh Uganda! the land that feeds us By sun and fertile soil grown. For our own dear land, We'll always stand: The Pearl of Africa's Crown.

East African Anthem

Verse 1

Ee Mungu twaomba uilinde Jumuiya Afrika Mashariki Tuwezeshe kuishi kwa amani Tutimize na malengo yetu.

Chorus

Jumuiya Ye tusote tuiliende Tuwajibike tuimarike Umoja wetu ni nguzo yetu Idumu Jumuiya yetu.

Verse 2

Uzalendo pia ushikamano Viwe msingi wa Umoja wetu Natulinde Uhuru na Amani Mila zetu Na desturi zetu.

Verse 3

Viwandani na hata mashambani Tufanye kazi sote kwa makini Tujitoe kwa hali na mali Tuijenge Jumuiya bora.

MUBS Anthem

Makerere University Business School Benchmark for Versatile Education Providing Knowledge and Skills Enabling the future of your clients

With Wisdom and Integrity, you Inspire Confidence You give Energy, Strength and Determination We uphold your Splendour Enabling the future of your clients

Shaped by Intelligence, Loyalty and Vision Stand Tall and Strong with Courage In the Worldwide University Fraternity Enabling the future of your clients Makerere University Business School Enabling the future of your clients

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Ms. Lillian Namaganda

Where do you see yourself in five years?

"In today's competitive job market, employers are looking for something small they can use as an excuse not to hire someone".

This question is more about getting insight into one's hopes and aspirations. When employers ask about where you want to be in five years, they wants to understand more about your career goals and how this position would fit into your grand plan.

Therefore, when answering, keep in mind what the employer wants to know when they ask you this question. Consider work-related goals, ambitions and desired training.

They also want to know if your expectations align with what the employer can provide, they also want to gauge how long you are likely to stay with the company if hired. When asking this question, the employer does not expect you to know 100% of where you see yourself in the future.

Focus on what your dreams are, where you would like to take your career next, and how you plan to do this. Also, show how you plan to benefit the company. Employers want someone who will add value to the company. It is therefore important to think about how your goals fit within the job you are applying for and the industry.

In today's competitive job market, employers are looking for something small they can use as an excuse not to hire someone. You could be easily eliminated if you answer this question in a way that shows, it is not your dream job. Employers want to hire someone who is excited about the job they are applying for, someone who sees this job as a great career move and will work hard to do a good job.

Many potential employees have long-term goals of going back to school or starting their own business. These are good goals, but you do not need to share them with your potential employer.



Erina Najjingo Editor



MAKERERE UNIVERSITY BUSINESS SCHO

The MUBS Entrepreneurship, Innovation & Incubation Cen

THE UNIQUE BUSINESS PLAN COMPETITION

LITY / WHO QUALIFIES?

versity, Diploma, Undergraduate, Gradu-

- d Post Graduate
- novative citizens
- e Business ideas

luals and / or groups of 3 -5 members pplicant with proper national I.Ds





- Download the application from entreshipcentre.mubs.ac.ug/busines competition
- Fill it in by typing & save or fill i writing & scanning the docume
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Prof. Muhwezi appointed as substantive Deputy Principal of MUBS



Prof. Moses Muhwezi, the appointed Deputy Principal of Makerere University Business School

The MUBS Appointments Board at its 50th meeting held on December 03, 2019 received and noted the appointment instrument from the Education Service Commission of Assoc. Prof. Moses Muhwezi as substantive Deputy Principal of Makerere University Business School. His contract is five (5) years effective December 1, 2019.

Muhwezi is an Associate Professor of Public Procurement and a Senior Academic staff in the Department of Procurement and Logistics, in the Faculty of Energy, Economics and Management Science, in MUBS. He is both a certified Accountant and Procurement expert.

Prof. Muhwezi becomes the 3rd Deputy Principal of Makerere University Business School since the School was established in 1998. He replaces Prof. Samuel Sejjaaka.

Prof. Muhwezi joined Makerere University as a Teaching Assistant in the Faculty of Commerce in I never had shoes even up to senior five at Ntare High School. No bicycle at home, nothing".

1995 and he has gone through a series of promotions. In 1998, he was promoted to the position of Assistant Lecturer, 2002, he become a Lecturer. In 2009, he got his PhD in Public Procurement, and was elevated to the level of a Senior Lecturer in 2011 and in 2016 he was appointed an Associate Professor, a position he holds to date.

He has served the Institution in various capacities, he served as the Coordinator BCOM external for both MUBS and Makerere University, (MUK) . He rose to the position of Manager Distance Learning for both MUBS and MUK. He once served as Head of Department, Management Science, Head of Department Procurement and Logistics Management and he

was the first Dean for the Faculty of Entrepreneurship And Business Administration, (FEBA). In 2015, he was elected unopposed as Deputy Principal of Makerere University Business School and he has served as Ag. Deputy Principal for the last five years.

He has always inspired MUBS students by the moving story about his humble beginnings and assured them that they can succeed amidst all odds. He was one time quoted saying; "You need to know my story, I come from a poor background, I never had shoes even up to senior at Ntare High School. No bicycle at home, nothing. I took the first Soda when I came to Makerere and I would see people drinking it, and I would wonder how it tasted. I wished I could taste it one day. When I joined Makerere, I tasted the soda, and the rest is history" today he is number two in MUBS.

Congratulations Prof. Moses Muhwezi

Council Chairman's end of year Message



Eng. Isaac Ngobya Chairman MUBS Council

As we come to the end of the year, I would like to extend my gratitude to the Principal Prof. Waswa Balunywa, his Deputy Assoc. Prof. Moses Muhwezi, top Management, Staff, students, Parents/Guardians and other stake holders, especially the hostel owners who house our students, for your contribution towards the success of Makerere University Business School.

Indeed, 2019, has been a year of progress and great individual and collective achievement. We have paid real tribute to these successes in person and at the numerous events we have held with staff and students this year, including the wonderful MUBS 14th graduation earlier this year.

My overwhelming wish at this time is simply to say thank you. Thank you to all those who have continued to put students at the heart of the institution, and who have supported their learning, wellbeing and overall experience here at the Main Campus, and our regional Campuses in Jinja, Mbale,

Arua and Mbarara.

Thank you to the academic staff who have worked so hard in their areas of research to make a difference for the better to the world in which we live.

Thank you to the students for exhibiting discipline and shunning strikes. I also thank the Principal, and the council for leading a disciplined institution.

Thank you to the Administrative staff for enabling the School to thrive, from staff who look after our campus and buildings to those who deal with students and other clients. Thank you to the students who joined the School Management in the struggle to fight against drug and sexual abuse among University students.

To the parents and guardians, you have supported us tirelessly, and our students have been able to finish their exams well. I also thank the security organs within the School who have provided safety to our clients and their properties, with

Gods' mercy, we hope to go through the festival season peacefully.

I have noted with sadness the death of staff members, and staff who have lost their loved ones. I pray that their souls rest in eternal peace.

I am aware of the challenges affecting the "person to holder" category of staff and the lack of space. We are focusing on these issues. We hope that a final solution will be got soon.

When we return in 2020, we will focus on developing our next strategy. I look forward very much to working with you to ensure the future direction of the School is clear and purposeful, and provides a sustainable platform for us all to contribute to the institution.

Merry Christmas and a happy New Year.

Eng. Isaac Ngobya Chairman MUBS Council

Use the festive season to reflect on where you want to be



Prof. Waswa Balunywa,
Principal
Makerere University
Business School

The festive season is here again, the season normally includes, Christmas and New Year, because many other people add other events to this season to make merry.

This season, is a family season. It is a time to come together as families and reflect on your progress, successes, and failures. It is time for people to renew friendship with those that they have not seen for some time.

For an organization, it is time for the members of staff and students to find some time to rest and to meet with their families.

As the year ends, it is the time to look back and ask ourselves, what have I achieved this calendar year? It is also time to think ahead and say what will I do the coming year? Of course it is a specific moment in time and indeed 2-3 months later, some people forget what they said they wanted to do.

My request to you both students and staff in the institution is to think

11

My request to you both students and staff in the institution is to think ahead, What you want to do, where you want to be, where do you want to go? And take that initiative to go there"

ahead, What you want to do, where you want to be. Where do you want to go? And take that initiative to go there. As it is said in, "Alice in wonderland, if you don-not know where you are going, any road will take you their".

It is time for families both in schools and in our homes to think through the mistakes and errors we have made and seek forgiveness from those who have been affected. I personally wish to say sorry to those who feel I have offended them, but we must move ahead

with a common objective. Our common objective is to enable the future of our clients, students and others and indeed ourselves, because we as staff are also clients of the institution, so let us focus on that common goal.

Let us move ahead to make MUBS better, let us use the available problem solving methods to solve our problems and continue to be the leading institution not only in the country but also in the region.

I congratulate all those who will be graduating both students and staff. I wish everybody a Merry Christmas and a lovely happy new year.

> Prof. Waswa Balunywa Principal- MUBS

Use this season to be fruitful to families and societies where you come from

Complied by Priscilla Lamwaka



Prof. Moses Muhwezi Deputy Principal

Dear Colleagues,

I join the others to congratulate you upon having come to the end of 2019. I do sincerely appreciate whoever has made a contribution to MUBS. I bless the Lord for you.

Many of our colleagues who have registered achievements during the year, I do celebrate with you. My heart goes out to all colleagues who could have faced numerous challenges including loss of dear ones, I extend my sincere sympathies.

One of the original aims of education was to send students

"Each one of us should end a day in the life of someone who is disadvantaged despite the resource constraints we may be facing"

to institutions with a lot of hope that they would later return and contribute to the community and also to be good to the local societies where they come from.

Therefore as most of us return to our communities, we should be mindful that they are these communities that lent us to the cities. We should carry a message of hope and be useful to our families and societies where we come from. Each one of us should end a day in the life of someone who is disadvantaged despite the resource constraints we may be facing.

I wish you a Merry Christmas and pray that the Lord goes ahead of you as you cross into the New Year.

Prof. Moses Muhwezi Deputy Principal

Reflect on the issue of retirement during this holiday



As we draw to the close of the Year 2019, I want to extend my personal appreciation to each and every member of staff for your valuable contribution to MUBS.

Institutions function through people - thank you for being part of the great MUBS family. As we break for the Christmas holiday, I offer my best wishes and happiness to you and your families. May you come back stronger and in good health so we can achieve a lot more together as a team.

I take this opportunity to implore each and every one of you to reflect on the issue of retirement during this holiday season. Retirement is an inevitable phase of our lives that unfortunately has been heavily discounted by most young working professionals.

Old age poverty is a reality in our society today because many working professionals do not plan for their retirement but are taken by surprise when they have to retire. May you come back stronger and in good health so we can achieve a lot more together as a team"

Cases of people being forced back to working life past the retirement age because they cannot financially afford to live comfortably in retirement are not uncommon. Whether it is because they did not accumulate enough savings for their retirement or depleted their financial resources without saving for retirement, the decline in the quality of life for many after retirement is an ominous development.

With proper planning however, we can all live comfortable lives after retirement. With accumulated savings in the National Social Security Fund (NSSF) most people are adamant to take on other retirement plans on the market. Most people are also not aware of

such other retirement plans and products available which they can take advantage of to grow their savings for retirement. MUBS rolled out an in-house staff retirements scheme in 2012 to which staff contribute a minimum of 2% of their monthly earnings. The accumulated savings are paid to a member upon exit from School service or on attainment of mandatory retirement age of 60 years.

I encourage staff to take advantage of the in-house retirement benefits scheme and save more in the coming year to broaden the nest of their savings for retirement. This is one way of ensuring that one has substantial savings to live a comfortable life in retirement especially with the provision that members can voluntarily increase their contributions to the scheme beyond the 2% threshold.

As we look forward to a new year, may we also change our perspective on retirement and start planning now. Remember, it is never too early to start saving for retirement.

To conclude, once again, I thank each and every one of you for your dedicated service to this institution. I have no doubt that you all will continue to put in your hard work. Together, we can achieve the best of standards and make MUBS the most trusted name for those who seek quality education in Business and Management Education in the region. A center of excellence!

Merry Christmas and a Happy New Year.

Mr. Francis Yosa School Secretary/ Secretary to Council

By Priscilla Lamwaka



Prof. Musa Moya, Head of Department Computing and Informatics

Be God fearing and work for a common goal

As we approach this festive season, i want to congratulate all members of staff for the tremendous work done and for the different contributions towards the success of the University.

Christmas seasons always a season of spending more time with family, showing gratitude, loving, sharing and making people happy, and remembering the birth of the Savior, Jesus Christ.

I appeal to each and everyone to therefore show love, care and share with the less privileged but above all be God fearing and work for a common goal because we are servants and humanities of God.

I wish everyone a Merry Christmas and a Happy New Year. May the almighty Lord Bless everybody in MUBS.

Use this season to reflect on what you have done for the year



Dr. Timothy Esemu, Dean Faculty of Marketing and Hospitality Management

We have been working so hard for the whole year 2019. It is now the time to rest and spend time with our families and friends. However, in this period we have had many successes as well as some shortcomings.

It is now the moment for us to reflect on what we have been doing for the whole year and use it to form our plans for the year(s) yet to come.

As we draw closer to this festive

season, i want to thank all members of management and fellow staff in the department for the work done and use this opportunity to wish you a great and blessed holiday that should bring you fond memories.

This festive season should also offer you moments of happiness and peace as you find time to gather and have meaningful celebration with loved ones.

I wish you all a Merry Christmas and a Prosperous New Year 2020.

Look ahead and think about what the new year may unveil



Dr. Rogers Mwesigwa, Deputy Dean, Faculty of Entrepreneurship and Business Administration

It is the time of year again, the month of all the joys of Christmas. It is a time of God showing his great love for us and period when we celebrate the birth of the Christ child.

However, as we are heading towards the end of 2019, it's good to look ahead and think about what the new year may unveil.

2019 was quite a year for all of us at MUBS. We have worked tremendously and we have been through many developments and achievements. I urge us all to continue working hard to uplift the image of the institution come 2020.

Merry Christmas to all members of Management, Staff and Students. Thank you for your commitment and quality service. May it be peaceful, filled with cheers, warm memories and happiness. May God bless you all and enable us to support one another during the New Year 2020.

Launch of the Entrepreneurship Innovation & Incubation Centre



Minister of ICT and National Guidance Hon. Frank Tumwebaze, the Principal Prof. Waswa Balunywa, Ms. Diana Ntamu, the Director MUBS Entrepreneurship, Innovation and Incubation Centre and others at the launch of the Centre on November, 13, 2019 at the MUBS Main Campus. This is a milestone for the School. MUBS established the Centre in 1998 as a Small Business Development Centre to support business startups and in a way fostering entrepreneurship in the country.



The Principal Prof. Waswa Balunywa, Vice Chairman MKU Council Dr. Vincent Gaitho and Chairman MUBS Council, Eng Isaac Ngobya signing a Memorandum of Understanding with Mount Kenya to run the East Africa Business Competition plan. The competition will be jointly run by the MUBS Entrepreneurship Innovation and Incubation Centre and MKU

The Huawei Information and Communication Technology-ICT Academy, a noncommercial cooperation has entered a Memorandum of Understanding- (MoU) with Makerere University Business School to train and certify Ugandan ICT professionals. This partnership and academy will help in career building for all ICT providers, network experts and students.



Computing students electing their students' leaders using an Online app invented by fellow students



MUBS students invented an app for tracking thieves in the School. They walked home with a cash prize of USD 1000 after they emerged winners at the MUBS ICT Challenge 2019. The competition which attracted twelve (12) teams altogether, took place in April 2019 at the MUBS Main Campus. The challenge was organized by the MUBS ICT and the Entrepreneurship Innovation and Incubation Centre and its the first of this kind

Senior Academic staff elevated to the level of Professors



The Head of Department Computing and Informatics, Assoc. Prof. Moya Musa has been promoted to the level of full Professor of Computing in MUBS



Dr. David katamba, a Senior Lecture in the Department of Marketing & International Business is promoted to the level of Associate Professor



The Head of Department Entrepreneurship Dr. Ernest Abaho is promoted to the level of Associate Professor



Dr. Janatti Kyogabire Bagorogoza a Senior Lecturer in the Department of Human Resource is now Associate Professor



Dr. Samuel Dawa a Senior Lecturer in the Department of Leisure & Hospitality is elevated to the level of an Associate Professor

6 to graduate with PhDs at MUK 70th Graduation

A total of six (6) academic staff are set to graduate with PhDs at the Makerere University 70th graduation ceremony on January 16, 2020. Those to graduate include; The Director Jinja regional Campus Mr. Lubogoyi Bumaali, Mr. Abbey Mutumba, a Lecturer in the Department of Leisure and Hospitality, Mayanja Samuel, Mr, Benard Onyinyi, Lecturer in the Department of Accounting, Mr. Charles Kawalya, Lecturer Department of Human Resource and Michael Omeke.

Staff Equipped with Grant writing skills

The School is seeking to build research capacity of staff by equipping them with grant writing skills.

The Resource mobilization Section under the School Bursar's Office organized a one day grants writing training for Administrative staff at the MUBS Main Campus Nakawa on Monday December, 9 2019. The training aimed at promoting the MUBS research agenda was conducted to encourage the non academic staff to engage in the research activities.

According to the Dean Faculty of Graduate and Research Studies, Assoc. Prof. Muhammed Ngoma who represented the Principal Prof. Waswa Balunywa, said research is a key activity in the School which must be embraced by all staff.

MUBS Council Member sworn in as the Chairperson Education Service Commission



Prof Rev. Samuel Abimelech Luboga

The Chairman of the Appointment Board, a Sub-Committee of the MUBS Council Prof. Rev. Samuel Abimelech Luboga, has been sworn in as the Chairperson for the Education Service Commission (ESC). Prof. Luboga, has replaced Hajji Badru Lubega Wagwa.

While swearing him in, the Chief Justice Bart Katurebe advised Prof. Luboga to ensure that the quality of education is of high standard as the future of Uganda will depend on the quality of education offered to the young people.

Luboga has pledged to ensure that teachers appointed are of the necessary calibre, well-motivated and ready to do a good job. "I will make sure that the reputation of the Education Service Commission remains high and grows more," Prof Samuel Abimelech Luboga, said during his swearing ceremony at the High Court in Kampala.

MUBS' Council Member appointed Minister



Hon. Beatrice Atim Anywar

MUBS Council Member and Member of Parliament for Kitgum Municipality Hon. Beatrice Atim Anywar has been appointed as Minister of State for Environment. Her appointment was made on December 14, 2019 by President Yoweri Kaguta Museveni.

Anywar, an alumni of Makerere University Business School joined Uganda's elective politics by contesting for Kitgum District Woman MP seat in 2006. She became well known for her effort to save the Mabira Forest and worn herself the title "Mama Mabira".

This was at a time when there were proposals to sell Mabira forest to the sugar company know as Sugar Corporation of Uganda Limited (SCOUL) to cut it down and convert it into a sugar cane plantation for ethanol production.

Atim fought along with the National Association of Professional Environmentalists to stop the felling, and organized a boycott of SCOUL's sugar. About 100,000 Ugandans participated in the demonstration called the "Save Mabira Crusade" to save the forest.

MUBASA Leadership commended for uniting staff

The MUBS Principal Prof Waswa Balunywa has appreciated the Makerere University Business School Academic Staff Association (MUBASA) Executives for uniting the academic staff. This was during the MUBASA end of year party held on December 13, 2019 at the MUBS Main Campus. "It is a joyful day whenever it comes to such a day,

time to rest from work, time to come together as different faculties and this builds a great relationship and socialization among the staff", he noted.

He thanked the MUBASA organizing committee for successfully organizing the event and congratulated the Faculty

of Computing for emerging as Champions for the Annual sports gala. "We are looking forward to more editions. I promise to continue supporting the MUBASA activities every time i am reached to. I wish you all a merry Christmas and a Happy new year" he said.

Staff, students and Friends celebrate birthday with Principal



The Principal Prof. Waswa Balunywa joined by Guild Representative Councilors (GRC's) in cutting the cake



Principal Prof. Waswa Balunywa serving cake with some of the MUBS staff and students



Prof. Waswa Balunywa celebrating his birthday with children. He served cake them cake at his country home in Kasolo, Iganga District



Former Guild President H.E. Julius Ntende, shared a birthday cake with the Principal



The Principal Prof. Waswa Balunywa joined by the Guild President Hon. Tusingwire Romulus and his cabinet to celebrate his birthday



Group of trainees in Technical and Vocational Education and Training (TVET) cut a birthday cake with Prof. Waswa Balunywa during their training in Jinja. Prof. Balunywa was the lead facilitator.

Faculty of Computing Champions of the MUBASA Annual Sports gala

By Priscilla Lamwaka





Deputy Dean Faculty of Energy Economics and Management Science, Dr. Johnson Ssekakubo (L) playing chess

Faculty of Computing and crowned Informatics were champions of the 2019 MUBASA Annual Sports Gala. This is the second time, the faculty is winning the trophy. Faculty of Computing and Informatics, out competed the other seven(7) faculties which included: **Economics** Faculty of Energy, and Management Science. Faculty of Entrepreneurship and Business Administration, Faculty of Marketing and Hospitality Management, Faculty of Commerce, of Management Public Policy, Faculty of Graduate students and Research and MUBS Jinja Campus.

The Faculty of Energy, Economics and Management Science emerged second runners up while Faculty of Entrepreneurship and Business Administration completed in the third position.

MUBASA is Makerere University Business School Academic Staff Association (MUBASA), an association that brings together academic staff in the institution. MUBASA concludes the year by organizing a sports gala where staff participate in various sports activities as away of having fun and enjoy time off work.

This year's gala took place on December 13, 2019 at the MUBS Main Campus with the aim of uniting staff.

The games participated in included; football, chess, cards, ludo, walk race, athletics, kwepena, netball among others.

They also enjoyed goat roasting, cocktails and performances from Musicians till late in the night. The top scorer of the gala was the Deputy Dean Faculty of Energy, Economics and Management Science, Dr. Johnson Ssekakubo, Best goal keeper was Mr. Edison Wairiyi, Ms. Fatumah Nakawooya was the best in athletics and lastly Mr. Abudalla Nyero emerged the best in walk race. The overall faculty in rally and athletics was Faculty of Computing and Informatics and



Faculty of Marketing and Hospitality team



Faculty of Management team ards was the Faculty of Ene

in cards was the Faculty of Energy Economics and Management Science. The first and second faculties received trophies while the best players got certificates and medals.

Semester successfully comes to an end

By Priscilla Lamwaka



Bachelor of Travel and Tourism Students jubilating after finishing exams

Staff participate in the Anti-Corruption Walk

On December 4, 2019, MUBS was among the institutions of higher learning that joined the hundreds in the struggle to end corruption in the country. The walk was under the theme "Renewing the Fight Against Corruption" and the Slogan "A Corrupt Free Uganda Starts With Me". The Anti- Corruption Walk which was aimed at intensifying the fight against corruption was led by the President of Uganda HE Yoweri

Kaguta Museveni and took place at Kololo Ceremonial Grounds. While addressing the nation, the President urged anti-corruption agencies to consider integrity more than academic qualifications during recruitment processes to uphold their reputation.

The walk started from Constitutional Square to Jinja Road up to Kololo Ceremonial Grounds.

It was all jubilation on December 7, 2019 when semester one academic Year 2019/2020 examinations officially came to an end. There was a lot of excitement and joy as they also prepare Christmas. Despite the heavy rains through out the examination season, The School Registrar together with, Heads of Departments and Faculty Deans made sure students sat for their exams on time. We congratulate them upon completing the semester one successfully and for the staff for their commitment.

Graduate students seek to be represented in the students' Guild

Beginning Academic Year 2020/2021, Graduate students will be represented at the Students' Guild Executive. This was after the students sought to take part in the students decision making. For some years the graduate students have not been involved in the Guild activities and so they appealed to Management to be included.

Prof. Sserwanga advises innovators to take stock



Prof. Arthur addressing innovators during the session

On December 4, 2019 , the Entrepreneurship, Innovation

and Incubation
Center held its
last Monthly
Innovation Hour
for the year.

During the session, Prof. Arthur Sserwanga challenged Entrepreneurs and Innovators to take stock of their businesses as the year comes to

an end in order to know whether

they have achieved their goals or not. Prof. Sserwanga also asked the entrepreneurs to reflect on the achievements and failures, where failure outnumber the achievements, advised them to pick lessons and improve.

The Center holds the monthly innovation hour every 1st wednesday of a new month where business people meet to share ideas on how to improve their startups.

Deputy Principal commends staff for serving the institution

By Priscilla Lamwaka



Staff in the meeting

Prof. Moses Muhwezi has appreciated both academic and administrative staff for serving the institution and contributing to its success and achievements for the year 2019. He said that MUBS is a strong brand in the public today because of the commitment and selfless service of its staff and urged them to continue contributing to the success of the institution. Prof. Muhwezi made the remarks

while addressing the Management Committee Meeting on December 6, 2019 at MUBS Main Campus, Nakawa. He further congratulated staff who had registered achievements and sympathized with those who had lost their loved ones. He also commended them for being result oriented and wished everyone a merry Christmas and a prosperous New year.

Marking of end of semester one examinations kicks off

The marking of semester examinations started with a workshop to brief the lecturers on what to do on December 11, 2019 at the MUBS Main Campus. The examinations which started on November 28, 2019 ended successfully on December 7, 2019.

On the same note, the Deputy Principal Prof. Moses Muhwezi commended both academic and non- academic staff for working tirelessly amidst the downpours to ensure exams are completed successfully.

School to give free ICT certification courses

MUBS was certified by Huawei technologies to train technical skills in the area of ICT for a period of three (3) years. According to the Memorandum of Understanding (MoU) signed between the MUBS ICT Centre and Huawei, the Centre will provide ICT skills to the general public and other Universities. With from support Uganda Communications Commission, the Centre also identified forty four (44) schools to pioneer the program.

195 to graduate with first class degrees



C o m e January 2020, MUBS will have a total of 3,890 of

its students graduate at the 70th Makerere University Convocation. Out of the 3,890 students, over 195 obtained a Cumulative Grade Point Average (CGPA) above 4.40 hence will be graduating with first class degrees. MUBS has produced the overall best students in Humanities at the Makerere University Convocation for the last six (6) years.

MUBS lauded for promoting insurance



Mr. Saul Sseremba

The Principal Insurance Institute of Uganda Mr. Saul Sseremba has applauded MUBS for promoting Insurance among University Students. This was at the 5th Graduation Ceremony for the Insurance Institute of Uganda that took place on December 5, 2019 at Imperial Royale Hotel, Kampala.

The Institute graduated over 1000 graduands from different levels of Certificate of Proficiency, Certificate in Insurance, Diploma in Insurance

and several special trainings.

In attendance was the Dean Faculty of Commerce Dr. Isaac Nkote who is also the Board Chair of the Insurance Regulatory Insurance of Uganda and patron of the MUBS Insurance Club, Mr. George Mugerwa, and Ms. Priscilla Lamwaka a Volunteer in Publications Unit.

Preparations for the 11th Annual Hospitality day kick off

By Priscilla Lamwaka

Every Year in the month of April, Bachelor of Leisure and Hospitality third year students under the Faculty of Marketing and Hospitality Management organize the Annual MUBS Hospitality Day. This event is a coursework paper known as Managing Artists and Events that is practically done and assessed by the success of the event.

The paper attracts about 3000 people both from MUBS and around Nakawa because it is among the big events at MUBS in the year.

Hospitality Day involves pre- event activities and final day activities and this year's pre- events are set to be held in Lira district focusing on agriculture.

It is to this note that the executives made a pilot study to Lira District between December 8 to 11 2019 in preparations for the pre- event. The team held talk shows at Radio Q-FM 94.3 to sensitize the public about the event, they also visited Lira town headquarters, the Mayor, the district speaker and Lira

University.

While in Lira, the Minister of Conditional Affairs in the guild office, Mr. Bernard Olwa toured them around the University and showed them the University medical sections and also explained how they conduct lectures. Lira University Guild, the Mayor and the town chairman together with many other partners pledged to support the pre- event.



The Team at the talk show on Radio Q-FM 94.3 lira



The Financial Controller Hillary Akwech with the Vice Chancellor of Lira University



The Team being oriented by the district chairman



The Team in a group photo with the Lira district speaker (in a suite), Mayor (in a red shirt) and the division chairman(third from the right) at the district headquarters.

Real Estates students international tour to Kenya

By Priscilla Lamwaka



Bachelor of Real Estates Business Management students under their association known as Makerere University Real Estate Student's Association made a one weeks' trip to Nairobi between December 8-14, 2019 to acquire practical skills in their field of real estates. The trip centered around the Principles of Real Estates Management course unit. The team was led by five(5) staff namely; Ms. Rose Nakato, Mr. David Kitulazzi, Ms. Catherine Chemo, Mr. Chris Luyinda and Ms. Aminah Nansubuga.

December 9, 2019, marked the start of the trip where they visited Uhuru recreational park with the purpose of appreciating park land use which is lacking in Kampala, they also went ahead to visit Garden City Mall along Thika super highway, Nairobi.

On December 10, 2019, they attended to a guest lecture on Real Estates Investment at Cytonn Investments Limited. Cytonn Investment is an independent investment management firm dealing in real estates. The lecture was presented by Mr. Edwin H. Dande the Chief Executive Officer, Mr. Shiv Arora the Chief Operating Officer, and Mr. Daniel Mainye

the Senior Manager Brand who guided students about the different investment opportunities in real estates.

On December 11, 2019, students made a visit to the top of Kenyatta International Convection Centre. The Centre was established in 1967 and it is a 32 floor building. It was established for purposes of tourism mainly to enable tourists easily view Nairobi city.

Furthermore, they toured the department of real estate and construction management at the school of the built environment, University of Nairobi. While here they were lectured about





construction management and Kenya's real estates industry by Ms. Esther Waweru and Mr. Ayub Naburi.

Students also received a lecture on Green Building at Strathmore University, a case of Strathmore Business School Green Building mainly with an aim of appreciating sustainable development which is both environmentally responsible and resourcefully efficient throughout a buildings' life cycle.

On December 12, 2019 they made a trip to the biggest mixed use development mall in East and Central Africa. It is called two rivers mall and located along Limaru road with the purpose of benchmarking about mixed use developments and investments which is still lacking in Uganda.



Students at the School of the Built Environment, University of Nairobi in a photo with Esther Waweru (in pink jacket) an Assistant Lecturer at the department of Real Estate and Construction Management





Students advised on building a reputable brand

On Thursday, October, 31, 2019, the Career and Skills Development Centre organized a Guest lecture to guide students in their second year of study on how to effectively prepare themselves for the competitive job. The Director, Ms. Maureen Tweyongyere said that, through the Guest Lectures the Centre engages professionals in the different fields, to talk to students about what goes on across the various sectors of the

economy. "We want to enhance our partnership with the private sector so that we learn from each other and make the world and Uganda a better place," she said.

Talking to students, Mrs. Flavia Lwanga, the Human Resource Director of Airtel Uganda, encouraged students to always find a niche in the competitive market and to acquire skills that would go beyond their academic qualification. "Attain skills that will support your getting and keeping the job and build your personal brands in the employment environment. You must have your own brand, if you don't, it will be very difficult to be employed. Have skills that support you to create your own opportunities", she advised

Students' exposure visits to Uganda Industrial Research Institute

On November 29, 2019 over one hundred and ten (110) final year students had an exposure to the Uganda Industrial Research Institute. The visit was intended to enable students get an opportunity to gain practical experience in the manufacturing sector. The visit was arranged by the Career and Skills Development Centre under the Skills Development program.

The students visited various fields which included; The wood processing plant where wood is used for making different products like tables, chairs, bicycle, toothpicks and tables among others. They learnt how cow horns are used to make earrings, lamp holders,

cups and spoons etc. The textile processing plant and learnt how threads are joined to make blankets, scuffs, bed sheets, and doormats. The cosmetology processing where different chemicals are mixed to come up with the cosmetics, the paper processing plant, where banana fiber is mixed with cassava flour to make papers and the wastes are used to make charcoal brittles. The team also toured the milk processing plant where yoghurt milk, ice cream, Ghee, butter are processed. They toured also the juice processing plant, the bakery and the sausage processing plant.

MUBS students tipped on job ethics

MUBS final year students have been warned against having negative attitude towards jobs. This was during the Skills Development Program training which targets students in their final year at University. The students were trained in application and CV writing, networking, leadership skills, dating and home management, financial literacy among others. The Deputy Director Career and Skills Development, Dr. Ahmed Walugembe advised students to always be prepared when attending interviews. He also emphasized the importance integrity, honesty accountability, which employers always seek for.

Prospective Students advised on building careers

The Director Career and Skills Development Centre has advised high school students to focus on their future when building a reputable academic and career path.

Ms. Maureen Tweyongyere, was addressing students of Lugazi S.S and Namilyango College on November 5, 2019, at their career days.

The Centre conducts mentorship

and career guidance programs in which they engage students from secondary schools and the career masters on building a strong career path. The students were introduced to career development and realities for earlier career preparations.

Interacting with the students, Tweyongere urged students to have a self- awareness -assessment mechanism that will enable them understand themselves better and have a focused mind on their academics and objectives. According to him, for students to stay focused, they should have interest in what they are doing, be open to information access and having the ability to achieve their goals. He also advised students to apply for courses that are competitive in the job market.

Overcoming career disasters



11

Career success is determined broadly by two factors, the ability to perform a technical task and the behavior of an individual. It is usually the behavior that leads to career failure"

Life after university is normally looked upon with anticipation. This includes the living happily thereafter wish. It is a time to earn and realize your dream. For those who find jobs, the commencement is good. There is excitement of work and an income with prospects of a good family. For those who do not find jobs, they walk the streets for sometime, some do finally get the jobs and some do not. The job secured may be that fits into one's career. For many others the job may not be for those who find jobs that fit in their career, they wonder how

does it workout for them? What drives success? Well the individual may feel that they have a good job and they are able to achieve their life goal.

In the previous article, we looked at some of the recommendations made by Prof. Waswa Balunywa on how to live a successful career. The expectation is that one finds a job, works hard, progresses on the job to higher levels and possibly making it to the near top of an organization. The hard work in the workplace is however not all that is required to have career success. Abraham Maslow told us that after satisfying basic needs, one goes for safety needs, thereafter belongingness needs when those are satisfied, people go for esteem and self actualization. While Maslow's recommendations are not cast in stone, they are good indicators of what people follow to satisfy their needs. As an individual progresses through their career, he wants to own some property, get married and have children.

He wants to have good friends and becomes accepted as a responsible person in society. This is ideal but what actually happens? One or few undesirable habits may cause career disasters. This may be alcoholism, use of drugs, spending more than what one earns, domestic issues, personal conduct among other issues may cause career dysfunctional. Taking a few of those may explain why a career may fail. An individual may for instance take a lot of alcohol or something sparked off by other causes. These maybe challenges at home, lack of money to spend due financial indiscipline or debts incurred for one reason or the other.

An Individual may take to drinking and this may start affecting his work. It can result into reaching work late, poor performance and rebuke from the bosses about the habit. The other habit is borrowing money from colleagues including junior ones at work among other issues. There is a cause and effect among all these factors. While alcoholism may come from simply over indulgence, it may result into other career breakers. But it is also true that it can be as a result of other career breakers. For instance pressures from marriage may take the person to drinking. This may lead to other challenges at work and may lower one's productive capacity and hence interfere with ones career. Huge ego may also cause career failure. An individual may feel that he is superior to others he or she works with and in the process unleash hatred.

This hatred may result into low productivity and interfere with ones career. Career breakers are numerous and they are interrelated. Career success is determined broadly by two factors, the ability to perform a technical task and the behavior of an individual. It is usually the behavior that leads to career failure. It is in very rare cases that people do not know what to do but it is their conduct that affects career success. Alcoholism, drug abuse, huge egos and many others are behavioral aspects. If you want to succeed, watch your behavior.

Ms. Maureen Tweyongyere Director Career and Skills Development Centre

Feedback on the SKIDEP Programe

Nine years back the School started the Skills Development program, (SKIDEP) targeting students in their second and third years of study. The program is intended to quip the students with soft skills to help them to transit from university into the world of employment. The program is coordinated by MUBS Career and Skills Development Center and it trains students to develop work skills that can make them competitive. We caught up with some students who have attended the program and this is what they said.



My name is Ahimbisibwe June Mercy a third year student of Human Resource Management. Indeed I have benefited a lot from the Skills Development program, I have learnt how to manage my finances and the importance of saving, Home management and, dating, these are things we take for granted yet they are key in one's career. I can now ably market and brand myself using my CV. The personal experiences from the facilitators was a turning point in my life. I will never give up despite

the challenges. I also attended the Barclaysbank ready to work training program and obtain like money skills, entrepreneurship skills, Job searching skills and people skills. I attended the employee- employer Expo 2019 and was connected to National Water and Sewerage Corporation (NWSC). Therefore I urge all MUBS students to embrace the SKIDEP trainings because there is a lot to learn as well as real life experiences from the trainers.



I got interested in the SKIDEP training programme after it was announced in my class by the minister for information and the course leader. From the Leadership training,I realized that everybody has a calling or purpose in life. Leaders like Nelson Mandela, Mother Thereza and Mahaton Grandi, had a purpose in life, they lived it and they were able to succeed. So it is important that as we pursue our careers, we need to recognize our purpose in life, short of that, we are bound to

fail. Financial literacy was another exciting area, emphasis was put on how to use finances and determine the best alternative for investing. Finally we concluded with designing doormats and happy that I can start earning money by making doormats. These are things that aren't taught in class yet they are very important in life.

Yar Josephine Diploma in Business Administration



Through SKIDEP I learnt more things that are and must be applicable in life, for example self-confidence, servant leadership which calls for finding solutions to people's problems with all your passion and diligence. The doormat making session was a turning point for me. Just using a riddle and threads I can earn lots of money!!. I learnt how to be firm when giving a speech, to identify my weakness and strength but most important, turning my weaknesses

into strength. At least now I have personal goals to pursue and a dream to achieve in life. I gained confidence and I feel am able to lead others without fear and also to advice fellow students. I have not remained the same, the training has impacted on me positively. I am really grateful to the School Management for such a unique program.

Okalang Edwin Diploma in Finance

I got interested in SKIDEP after realizing I was short of skills that are key in the world of employment. SKIDEP opened my mind to things we take lightly, for example, even if one has a first-class degree and a relevant programme for the career they want, you will most likely be competing against others who have the same or similar academic qualifications. Therefore, it's your employability, the unique mix of skills, abilities and personal qualities that will make you stand out from the crowd.

SKIDEP has taught me to standout

I attended quite a number of sessions or training areas which included job searching skills, Dating and home management, Servant leadership, ICT week, Small scale manufacturing among others. During the small scale manufacturing, we were taught to make door mats using tapestry, threads and crochniddles. This was the most impactful area because i can now make doormats and earn a living. From the ICT Week I got basics for application development and hardware cleaning. session was impactful because am pursuing an ICT course and this will help me in pursuing my career. The other training area was home

The Programme aims at equipping students with both practical and non-practical skills that would help us in the outside world. I attended various sessions that include Dating and Home management, small scale management, ICT week and Job searching skills. The Dating and Home Management session the difference between dating and being in a relationship was clearly pointed out. ICT week we were

introduced to various software applications that could help in the day to day life. Job searching skills, basically focused on CV writing and

tall wherever i go. I also appreciated the need of developing technology expertise and how these build the future skills required to succeed in education and beyond.

I also learnt the importance of being creative, this was through thee small scale manufacturing training where I leant the skills of making doormats. I commend the School for having set up such a motivational and inspiring program that has impacted on my life.



management and dating I learnt that a home is more than a house but what you do inside. I also got to know that before marriage, one has to go through a process of dating were you get to know about your partner well. The other session was job searching skills, where being confident during job interviews was emphasized. I also learnt how to behave and answer interview questions. The training about servant leadership, being a leader one should serve others and not to be served.. After all the sessions I attended I am able to start up a small business. I would to thank the Career and Skills Development Centre for the Skilling program.

preparing for interviews process. We were advised to be prepared as opportunity could arise anytime. Confidence was emphasized as key in all we were going to do. The Small scale management was a practical The most session. impactful session for me was the dating and home management, because these the youth make a lot of mistakes because they lack guidance in this area. I have also learnt to be patient as everything takes time. I thank the School for this opportunity.

Sharon Vivian Tumuhaise BBC.



Ndagire Oliver BBC



Drugs in Schools



MUBS launched the campaign to stop drugs among university students in March 2019

A few months ago I had a relative who lost a job because of drugs. Effort was made to help the lad recover from the addiction but there was no success. From that time, I picked interest in the subject. Been asking around to determine (casually) extent of the problem and what others are doing about it - perhaps I could find a solution for my relative.

My results are shocking! Smoking of opium and other illicit drugs is extremely rampant among young people and these are tomorrow's leaders.

The practice begins in secondary schools. The reasons are many. In part it is because of the extreme pressure that children are exerted to, for example waking up as early as 4:00am and returning to bed as late as 11:00pm, eventually sleeping past midnight! It begins with a few people trying the "weed" to keep alert and vibrant all day. Then they share with the friends and the network grows. Eventually, suppliers emerge and it is big

business!

It is also evident that the numbers in schools are barely manageable from a sociological point of view. Recently I had a meeting with matrons and patrons from over 60 schools. One matron (or patron) will be in charge of over 400 teenagers, expected to impart morals, counseling and playing the grooming role that a mother would play.

If just three kids can give a mother headache at home, what about 400 teenagers vs one underpaid, stressed and despised matron? So, children end up learning all sorts of things, including weed. And the consumption increases as they grow. When they eventually make it to university, consumption simply increases. There's a lot of freedom and supply chains are well developed. My casual inquiry revealed that suppliers deliver anywhere, on campus, in hostels and everywhere. Do you think that the consumption stops here? The answer is no. Those who never make

it to campus go with the weed to communities, in taxis, boda bodas, brick making, markets, politics, and everywhere. After campus, definitely they go to work places. It appears that this undercover industry is barely regulated, from production to distribution through to consumption. Now why some people do unthinkable things such as...

In the end, I am yet to find a solution for my relative. It seems I am the only one who was never aware! But if you are a parent, planning to leave your child to a matron, living with 300 others, be ready to deal with addiction at some stage in the child's life! All of the above is based on my casual inquiry and I have no claim over its reliability. I could be entirely inaccurate. What's your view? Let's share!

Dr. Celestine Katongole, Lecturer- Department of Leisure and Hospitality management MUBS

Students dismissed from University over cheating

By Priscilla Lamwaka

Two students have been dismissed from Makerere University after being found guilty Examination Malpractices the Makerere University bv Business School **Examinations** Irregularities Committee. letter dated November 21, 2019, the Makerere University Senate Policy and Appeals Committee upheld MUBS' decision to dismiss Kathleen Ann Namiiro a student of Business Administration and Joseph Walusimbi pursing Bachelor of Science in Accounting. The two contravened with Rule 3 (d) of the University Rules and Examination Malpractices Irregularities which states " It shall be an offense for any student in an examination involved to carry out a conversation or any other communication with another student/ candidate once the examination has commenced " Walusimbi was found guilty for

communicating with Tungason Tumwebaze during the Human Management Resource Paper and also for copying from his booklet, while Namiiro is guilty for communicating with Joshua Kamba during the Elements of Taxation exam and for also copying from his booklet. Whereas Namiiro and Walusimbi denied having communicated during the exam, Tumwebaze and Kamba confessed to have aided them with their answer booklets to copy from.

Ashiraf crowned Mr. Popularity Uganda 2019/20

November 30, 2019 was a glamorous day at Mr. Ideal Uganda Finals. On this day, Mr. Ashiraf Lubega a second year student pursing a Bachelor of International Business was crowned as the Mr. Popularity Uganda at a glamorous function at Golf Course Hotel.

Lubega is set to sign endorsement deals with partnering companies to the pageant as their Brand Ambassador. Mr. Ideal Uganda also shall fund all innovative projects of the winners.



Ashiraf Lubega

Procurement students visit logistics companies

Between November 7-9, 2019, Logistics and Procurement Students made a three days visit to different logistic and procurement companies among which was Bollore Transport and Logistics Uganda Limited and Global Trotters Ltd.

The visits were focused on ensuring that students attain the hands on approach and acquire practical training from the field such that by the time they graduate they are practically familiar with the working world. The students were led by the Head of Department Dr. Rogers Matama who helped them analyze the practical part of their course-units. Students were also shown the different documents such as financial documents. transactional reports, business reports, orders, delivery orders, Store documents and how they are used in the procurement of goods.



Dr. Rogers Matama explaining to the students

SICA students handover Instruments of power

The Students Information and Computing Association (SICA) executive members in a special way held their first handover ceremony. They joined the Principal Prof. Waswa Balunywa at his residence in Entebbe, Garuga on November 16, 2019 to celebrate the victory.

SICA is a young association that has spear headed the innovation of most apps such as kiko Online, Virtual tours weconnecti among others. It also brings together all students of Business Computing and all those interested in ICT. Despite that fact that it young, the association is growing tremendously with various great achievements in its first term of existence.



Prof. Peter Rosa handing over a certificate to Hope Asiimwe Amutuhaire the new President

25 students to benefit from the sports Tuition waiver



The MUBS Council has approved tuition waiver for over twenty five (25) outstanding sports personalities in the School for the academic year 2019/2020. The

Chairman Council Eng. Isaac Mubarak Ngobya approved the scheme on behalf of the School 's governing body. Hundreds of students have benefited from this scheme since its inception in 1995 at Makerere University.

According to the Sports Tutor, Mr. Richard Kawere, the scheme is intended to not only appreciate students who have represented the country in sports but also expose them to higher education and promote their talent.

Beach soccer team smashes opponents



MUBS beach soccer team

On December 8, 2019, the MUBS beach soccer team emerged victorious after they had defeated their opponents Kirengenti beach soccer club in an 8-5 goal thriller. Elvis Kasujja, Ben Ocen, Faisal Muwawu and Douglas Muganga were the goal scorers that saw

MUBS attain their third win in the league.

The Head coach Charles Ayiekoh Lukula believes the team has a long way to go and he revealed that the league is still in its early stages because their intension this time is to lift the beach soccer trophy since they have ever won it more than once. On the same note, MS Sand Lions club did not show up for their fixture against MUBS hence board decision awaits them. MUBS now sits in the 8th position on a 13 log table since they have managed to secure 3 wins and 2 losses out of the 5 games played.

SHE MUBS football club defeats Muteesa 1 Royal



SHE-MUBS football club

The MUBS Women football team (SHE-MUBS) are set to receive

free points after Muteesa 1 Royal women's football club failed to show up for a game at Islamic University in Uganda, Kabojja. It was a fixture that was supposed to be played on December 8, 2019 but the hosts failed to show up.

SHE-MUBS entered into the fixture after an impressive win against Kampala Queens that ended 2-1 courtesy of Favour Nambatya, Sharon Onyeboth.

MUBS' Alumni sparkling in Uganda's football



Peter Magambo

Our very own Alumni Peter Magambo a.k.a Machete, a former Student at Makerere University Business School who is awaiting graduation is reaping big in his soccer talent. Peter completed his Bachelor's degree in Real Estates management and now plies his trade at Kampala Capital City Authority Football Club (KCCA FC).

At the club, he was among the few players who managed to strike a balance between academics and football and have succeeded. He has managed to represent the club and country at the continental level in CECAFA, CAF Champions League and Confederation Cup among other tournaments.

We are proud of you Peter!



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LAUNCH

Date: JAN 22nd, 2020

Time: 10:00AM

RUN

Date: FEB, 16th, 2020

Time: 6:30AM