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MUBS NEWS

July 2016, A Publication of Makerere University Business School, P. O. Box 1337 Kampala, Uganda. Tel. 041338120

MUBS ANNOUNCES ITS 21ST AIMC 2016

On September 12-14, 2016, Makerere University Business School will be holding its 21st Annual International Management Conference. Under the theme, "African Business and Development in the Global Economy" will feature competitive paper sessions, plenary presentations, case studies, research-in progress and panel discussions.

The primary goal of this conference is to provide a unique international forum to facilitate the exchange of leading-edge ideas for effective advancement of knowledge in African business and development. Submission of papers that address the conference theme, as well as other areas of African business and development, are welcome.

This conference is a manifestation of the efforts of the then Faculty of Commerce, Makerere University in contributing to both knowledge in and solutions to business.

Annually, scholars, academicians, practitioners and researchers gather at MUBS to share ideas, knowledge, information and disseminate results of their work. Over the years, this conference has brought together different people to share ideas from different backgrounds, organizations and indeed countries. The synergy that has resulted from these meetings and



The Prime Minister of the Republic of Uganda, Ndungu, Ruhakana Rugunda (in a red tie) in a group photo with MUBS staff and Participants after opening the 20th Annual International Management Conference in September 2015.

explosion of different ideas is a wonderful opportunity for all participants to see things differently. In academic, the flourishing of different ideas is healthy and leads to break through in new knowledge. These ideas that result usually from research have been translated into products and services by business and non- business alike.



Dr. Moses Muhwezi
MUBS Deputy
Principal

MUBS AND THE NORWEGIAN UNIVERSITY OF LIFE SCIENCES TO IMPLEMENT THE NORHED PROJECT ON ENERGY ECONOMICS

In June 7-8, 2016, MUBS and NMBU participated in the NORHED Conference as a joint team that comprised of three members; Dr. Moses Muhwezi and Mr. Bosco Amerit (MUBS) and Dr. Olvar Bergland, the NMBU NORHED Project team member. The conference, aimed at

evaluating performance of participating projects, brought together 60 Universities in Africa, Asia and Latin America and 12 higher education institutions in Norway under the 46 NORHED projects that are currently supported by Norad.

Continuation on Page 3



MUBS Staff after the ADB_MUBS e-learning training



MUBS' Henry Ssali receiving his awards at the ICT University graduation ceremony in Cameroon

MUBS Mission: "To enable the future of clients through creation and provision of knowledge."

MUBS Vision: "The bench mark for Business and Management Education, research and training in the region"

INSIDE

MUBS announces its 21 st AIMC 2016.....	1
Collaboration.....	3
News.....	4
Management News.....	5
Faculty News.....	6
Department News.....	7
MUBS_Luzira Prisons Collaboration.....	8 & 9
Pictorial.....	10 & 11
Staff News.....	12 & 13
Outreach News.....	14
Health News.....	15
Alumni Connect.....	16 & 17
Students' News.....	18 & 19
Advert.....	20

Editorial Team

The MUBS Newsletter Editorial Team is responsible for Publishing the Monthly newsletters. The team gathers news and information from all the Faculties, Departments and Units in the School with the aim of providing accountability to the public.



Erina Najjingo

The MUBS Newsletter team plays the role of informing the public about what is taking place in MUBS. This information helps shape the people's values, beliefs, perception and behavior in various management and business aspects. These aspects include; leadership, entrepreneurship, management, academics, personal behavior among others.



Willy Gilles Okello



Sumaia Namuyingo

The information is obtained through a number of sources. These may include personal interviews with Deans of Faculties, Academic Heads of Departments, Heads of Administrative Units, Representatives of staff Associations, Students' Guild and attending events organized by the School.



Eric Wakanyasi

The Editorial Team also checks the accuracy of facts and obtains more detailed information before publishing the information. We also confer with the School Management to ensure that sensitive stories are not breaking any laws. When writing these articles, we add background to the original news story and prepare a piece that fits the length allocated by the editor. We therefore appeal to the MUBS Community to support these monthly publications through providing information and inviting us to your functions.

Sumaia Namuyingo

Asst. News Editor

MUBS AND THE NORWEGIAN UNIVERSITY OF LIFE SCIENCES TO IMPLEMENT THE NORHED PROJECT ON ENERGY ECONOMICS

Continuation from Page 1

Makerere University Business School (MUBS) and the Norwegian University of Life Sciences (NMBU) will soon be commencing the implementation of the NORHED Project on capacity development in energy economics at MUBS.

Two of the 46 projects were due to commence this year among which is the MUBS-NMBU NORHED Project, developed under the sub-programme of Economic and Democratic Governance. The other is a project from Southern Sudan, Juba whose implementation was distracted by the insurgency that existed in the country.

During the conference, MUBS made a presentation on the focus of the MUBS-NMBU NORHED revised project. The presentation specifically dealt with how the project would contribute to the global perspectives of governance and conflict resolution; how it would contribute to achieving the NORHED objectives; what strategies were in place to achieve the NORHED objectives as well as the sustainability of the

project activities. The MUBS' presentation was applauded as feasible and properly developed.

After the conference, MUBS and NMBU delegates held a joint meeting with Norad at their Head Office where they were introduced to their new Norad Advisor, Ms. Hilde Vaerdal who shall be directly handling the MUBS NMBU project. The meeting reviewed the Project implementation plan and made recommendations on the areas of further revision and this was done. The project life cycle is expected to run for 5 years ending June 2021.

Meanwhile, a team from NMBU is scheduled to visit MUBS between September 10th – 17th, 2016 to commence on the project activities. This team will be attending the MUBS Annual International Management Conference. During their visit, a number of joint meetings will be organized with the stakeholders as well as participating in the first Project Research Workshop.



Dr. Moses Muhwezi
MUBS Deputy Principal



Dr. Olvar Bergland
NMBU NORHED Project team Member



Mr. Bosco Amerit
Manager Grants, MUBS





MUBS Staff after the ADB_MUBS e-learning training

MUBS Principal addresses the academic staff

On the July 13, 2016, the Principal of MUBS, Prof. Waswa Balunywa called on the staff to know why they are at MUBS. He told the academic staff that they should abide by their duties towards the students, management and administrative staff. This was during the meeting with Academic Staff at the MUBS former Library.

Prof. Balunywa requested the Graduate Assistants to study and complete their master's program so as to be promoted to Teaching Assistant. "The Auditor general does not recognise Graduate Assistants, therefore, there is need to study and complete your studies to be promoted to Teaching Assistant," said Prof. Balunywa.

He also said that last year there was a slowed down on the recruitment of academic staff simply because of lack of money. "We went ahead and accepted to increase the salaries but didn't increase on the number of students. We even suspended the staffs loans and retirement benefits," noted Prof. Balunywa. There has been a lag in government salary which has affected the Graduate Assistants because government has never recognized them. The new system also got people in the pipe-line. "I want to tell you that there is no pay from the government; it is MUBS that is paying. With all these escalating problems, we would have said no more recruitment. When we converted Graduate Assistants to Teaching Assistants, salaries also increased. Varieties of things have been happening by using the top up in order to increase the salaries

of those ones that are not in the government pay roll. There has been increment of salaries of those recruited by MUBS," added the Principal.

Lately, Administrative Staff have crossed to Academics. This cross over is aimed at improving the student-lecturer level in a way that is beneficial to the student community and MUBS at large. MUBS is benefiting in such a manner that there is no need for fresh recruitments because there are administrative staff who have got first class and second upper degrees with a passion to teach.

Prof. Balunywa appealed to academic staff to work harder and deliver what is expected of them. He said that before the end of July 2016, Teaching Assistants and Lecturers salaries will be enhanced. "Your government salary is in the destiny of the government. But with

MUBS, it created itself and it was not a government plan to see what it is today. Government has been giving us only 4.7 billion shillings against 17,000 students right now. Remember, we are the only institution with research funds. The money we generate from students is the one they use to pay us in salaries," explained Prof Balunywa.

The Chairman of MUBASA, Dr. Arthur Ahimbisibwe, appreciated the Principal's effort to meet and elaborate issues to the academic fraternity of MUBS and promised to work with the rest of the MUBS community to see MUBS grow to greater heights.

MUBS staff graduate at ICT University in Cameroon

Graduation ceremony was at ICTU University in Cameroon. MUBS has been working with ICTU for sometime now and because of this close collaboration and support, MUBS has received a lot from ICT University for over time.

In July 2016, MUBS Principal, Prof. Waswa Balunywa, attended the ICT University graduation ceremony in Yaounde Cameroon. Prof Victor Mbarika, an endowed Professor in the US has been at the lead of this effort in bringing ICT education to Africa.

MUBS staff, Henry Ssali graduated from this institution that uses online teaching methods as a key method of instruction. Numerous Professors from Nigeria and the United States attended the colourful ceremony. In May 2016 MUBS saw fourteen (14) staff graduate from the ICT University.

ADB trains MUBS staff on e-learning

The African Development Bank-MUBS trained 40 members of staff from about 30 different academic departments on how to incorporate e-learning in its teaching system.

The staff were taken through various sections of e-learning like video conferencing. Staff had a wonderful time learning new concepts which will be incorporated when disseminating knowledge to the students. MUBS has shifted to e-learning to create a better learning environment.

MUBS Management Retreat to Review School Performance



Some Members of the Management Committee who attended the retreat in Jinja

Annually, Members of Management Committee take time off to review performance of various faculties, Departments and Units in the School and devise ways of improving service delivery.

The three day retreat held between July 7-9, 2016, at CI- Sands Hotel attended by the Deans of Faculties, Heads of Departments and Units was organized by the Principal's Office. The Office of Principal is required to coordinate implementation of School programmes and policies across faculties, Departments, Units and report to Management.

In his opening remarks, the Deputy Principal Dr. Moses Muhwezi welcomed members to the retreat organized to provide a forum to discuss issues critical to ensuring good governance in the operations of the School. He challenged the Management team to have a positive attitude towards the institution and work towards developing it. He noted that it is the duty of all staff to love MUBS and support its growth, if the Institution is to survive

The retreat was also organized to take stock of the School performance. It was intended to ensure that the bottlenecks standing in the way of delivering services to MUBS students, staff and clients are promptly identified and resolved so that MUBS clients receive the services they so much deserve.

The annual performance reviews were introduced by the School Management as part of broader School reforms to strengthen management of School services and to respond to concerns of weak service delivery mechanisms in the School.

The retreat had an engaging presentation from six groups which focused on the MUBS legal status, implementation of the shift system in the School, Medical Insurance Policy, Retirement Benefits Scheme, Academic Code of Ethics, Dissatisfaction of Academic Staff, Future of the MUBS' Out-Reach Centres, Ways to generate revenue for the School, and Structures in MUBS. During this interaction, the members of Management Committee observed that there was an urgent need to finalize the legal status of MUBS. The Principal, Prof. Waswa Balunywa noted that three years ago the National Council for Higher Education recommended that MUBS be given degree awarding Institute status.

During this retreat Management's position as per the status, was that MUBS accepts the Degree awarding status minus changing the name.



Staff took time off to visit the source of the Nile; Deputy Principal Dr. Moses Muhwezi touring the cultural exhibition at the Source of the Nile



Staff took time off during the retreat, to work out: The Principal, Prof. Waswa Balunywa, (in Red T-shirt) took the team through the Yoga session while George Sserungunda, a.k.a (in white and black) Juncture did his usual thing, aerobics



The Katuikiro of Busoga, Dr. Joseph Muvawala shaking hands with Mr. Michael Ruhingwa took time off to visit MUBS while in Jinja

The Faculty of Marketing and International Business



Assoc. Prof. Geoffrey Bakunda
Dean; Faculty of Marketing & International Business

The Faculty is a centre of excellence in Marketing, Hospitality, Leisure, Tourism and International Business in Uganda and the East African region. It has two Departments;

- Marketing
- Leisure and Hospitality

Vision

To enhance performance and competitiveness of our students and clients by providing a professional academic environment for Marketing and International Business, Leisure and Hospitality as well as Travel and Tourism.

Mission

The leading provider of education, research and business training through competence development in Marketing and International business, Leisure, and Hospitality, Travel and Tourism .

PROGRAMMES OFFERED

No	Code	Programme
1	BIB	Bachelor of International Business
2	BLH	Bachelor of Leisure & Hospitality Management
3	BME	Bachelor of Science in Marketing
4	BTT	Bachelor of Travel & Tourism Management
5	BCHM	Bachelor of Catering & Hotel Management

Research

Research Completed;

1. Understanding Key Determinants of Brand Loyalty in Full Service Restaurants in Uganda: Samson Omuudu Otengei, George Changha, Francis Kasekende And Joseph Mpeera Ntayi; Advances in Hospitality and Tourism Research
2. Usages et fonctions des langues dans la région de la Communauté de l'Afrique de l'Est et la région des grands lacs : le cas de l'Uganda, Uses and functions of languages in the 'East African Community' and the 'Great Lakes Region': the case of Uganda Synergies Afrique des Grands Lacs n°4 – 2015 by Dr. Milburga Atcero
3. Strengthen Agribusiness Ethics, Quality Standards & ICT usage in Uganda's Value Chains (AGRI-Quest) by Katamba David
4. Community Involvement and Development; An intermarriage of ISO 26000 and Millennium Development Goals, International Journal Social Economics by Katamba David, Nkiko C, Tushabomwe-Kazooba, And Kemeza
5. Comparative Assessment of rural youth Entrepreneurs in Uganda and Kenya, Global Journal of Management and Business Research by Katongole. C, Mulira F, And Ahebwa M
6. Corporate Social responsibility Management in

award-winning companies; An insight in to their CSR implementation approaches by David Katamba

Note; The staff in the Faculty have not been in position to complete research given the financial constraints the institution is going through. We hope to complete ongoing research projects during FY2015/2016

Research On going;

- Organizational Inducement, a managed psychological contract and job immobility in the hotel sector In Uganda by Changha George
- Uganda-China trade evaluated from an export readiness perspective: Evidence from oil- seed exports by Ecel Aron, Atukunda Bonnet and Napakor Edwin
- Sales-force knowledge Domains, knowledge conversion and innovation performance by Moses Kanya and Samuel Musingire
- Product diversification and new product promotion; Implementation of tourism sustainability of Batwa trail in Mgahinga Gorilla National park by Geoffrey Bakunda and Waako Fred
- The vicarious experience of Indigenous Hospitality graduates in Uganda by Samson Otengei
- The influence of Hospitality graduate skill and personal attributes on employability in Uganda by Michelle Kiconco and Geoffrey Bakunda
- The influence of FDI spill overs on the performance of Domestic firms in Uganda's manufacturing sector by Grace Sojourner and Timothy Esemu
- Supply side constraints and Uganda's fish export performance by Nakabuye Zaina and Geoffrey Bakunda
- Marketing orientation and SME performance a case of selected SMEs in Uganda by Douglas Ssenoga .
- Fostering consumer satisfaction in Uganda's Telecommunication industry by Edwin Napakor and Timothy Esemu.



Dr. Timothy Esemu
HOD; Marketing



Dr. Milburga Atcero
HOD; Leisure & Hospitality Management



Mr. Ibrahim Kintu
Faculty Registrar



MUBS Hospitality Day, hosted by the Faculty of Marketing & International Business.

INTRODUCING THE MOBILE TEACHING & EVALUATION SYSTEM

EVATEA SYSTEM



Ms. Morgan Ritah Katusabe
Supervisor
Department of Business Computing



Mr. Robert Kyeyune
Head of Department
Business Computing



Mr. Yakubu Luwangula
Administrative Assistant
Department of Business Computing

The Department of Business Computing has developed a mobile teaching and course evaluation system, which is intended to rid off the paper based evaluation system currently used in evaluation of facilitators in MUBS.

The teaching and Course Evaluation System shall be a responsive online system that shall enable students to provide feedback about their courses and facilitators. A student shall only be able to evaluate instructors and courses that he/she is entitled to attend. This is to be achieved by requiring the student to log in with his/her MUBS registration number, which shall be used to send him/her an email verification request. The system will also ensure that each combination of course and facilitator is evaluated only once by each student. This shall be achieved by removing the facilitator/course combination from the list of available combinations for the student, once the student has completed evaluating that combination.

The results of the evaluation shall take form of instant charts and tables that will be generated on the fly online and will be instantly updated as the online questionnaires are being filled by the students. These shall include results aggregated for **individual lecturers, individual courses, departments, programmes and faculties**, all benchmarked against MUBS overall average scores. The student shall only be able to view results for lectures/courses that he/she has evaluated. Lecturers shall also be enabled to see results about themselves. HODs will be enabled to see only evaluations about their department. Deans Will be enabled to view evaluations about their faculty. **The Director Quality Assurance, Deputy Principal and Principal** will be in position to view the School wide teaching and course evaluation. The evaluation system will instantly rank performance as students enter their evaluations, and at the end of the evaluations it will be

able to identify the best performing lecturer, Department and Faculty.

This Teaching and Course Evaluation system has been developed by **Mr. Robert Kyeyune as the lead Developer in charge of the front end interface**, Assisted by **Mr. John Baptist Walugembe from the Algowriter Co. who developed the back end application**, **Assoc. Prof Musa Moya, who came up with the logical mathematical/statistical computations requirements of the system** and **Mr. Edward Miro who was in charge of Data compilation of all the MUBS courses, their Lecturers and Students offering the course units.**

It's hoped that this system will be rolled out throughout MUBS and the Campuses in academic year 2016/2017 Semester one.

The MUBS Teaching and Evaluation System was initially piloted in the Business Computing Department whereby all the students in the Department were able to evaluate their lecturers and courses. Thereafter, the evaluation shall be rolled out to the rest of the Faculty of Computing and Management Science and the rest of faculties and departments at all MUBS campuses in the country.

The success of the evaluation shall heavily hinge upon the quality of data obtained from the various departments. Ideally, the data should be provided in standardized formats so as to facilitate the data entry process.

It should be noted that this system has been able to reveal a lot of information previously not anticipated by the developers and its anticipated to be a game changer as we enable our clients and make MUBS a better place.

MUBS- LUZIRA PRISONS Collaborations

COMMENDATION FOR CONTINUED PATRONAGE TO THE POST SECONDARY SCHOOLS' EDUCATION IN UGANDA PRISONS SERVICE.

After successfully running certificate and diploma programmes at Luzira Upper Prison Inmates Study Centre, MUBS plans to start a degree programme.



The Commissioner General of Uganda Prisons, Col. Dr. Johnson Byabashaija, has commended Makerere University Business School for its continued support of University Education in Ugandan prisons.

In his letter dated July, 4, 2016, addressed to the Principal, the Commissioner General expressed his sincere appreciation for the partnership with MUBS in the effort to rehabilitate inmates.

This year at its 11th graduation Ceremony, MUBS had a total of 46 inmates graduate with certificates and diplomas in Entrepreneurship and Small Business Management.

As part of its Corporate Social Responsibility, MUBS now conducts a certificate and diploma programme at Luzira Prisons. The effort started four years back as part of MUBS desire to contribute to those who find themselves in undesirable conditions.

The concept of locking up of people was for a long time seen as punishing people in society who broke the laws and rules of society and needed to be removed from circulation and put on their own. Prison has been for people who killed others, stole or committed some offence that society found offensive.

However with time, this has changed. All these practical courses are aimed at skilling the inmates. It is further intended that even while they are still in prisons, the inmate graduates will train other inmates.

The programme has greatly contributed to changing lives of inmates. Majority of Luzira inmates who have graduated under the MUBS Program have transformed from being society rejects to becoming useful citizens in the country.

According to MUBS Principal Prof. Waswa Balunywa, the program gives business knowledge focusing on startups and management of businesses.

Below is the Commissioner's letter in detail

On behalf of Uganda prisons service and on my own, I whole heartedly express our sincere appreciation to you, the school council and faculty of MUBS for this continued partnership in our efforts to rehabilitate inmates through access to formal education.

The Uganda Prisons recalls your initiative and foresight in pioneering University Education for inmate secondary school leavers, the first of its kind in the history of Uganda.

Special mention goes to the 11th Graduation Ceremony which was held on Friday 27th May, 2016, in which 23 Male inmates completed and successfully graduated with Diplomas in Entrepreneurship and another 23 Male inmates were awarded certificates in Entrepreneurship and small scale business management of Makerere University Business School.

We are grateful for the enthusiasm, determination and zeal with which you have undertaken this activity.

The Uganda Prisons service does commend you all for such continued patronage to the post-Secondary Education in Uganda Prisons, and still seeks for its furtherance to a higher level in the future.

Col .Dr. J.O.R. Byabashaija.

COMMISSIONER GENERAL OF PRISONS





MUBS GIVES NEW HOPE TO LUZIRA INMATES

Luzira inmates have commended MUBS for dedicating time in contributing to changing lives of the inmates. They also applauded the School for giving inmates hope of getting into a social economic mainstream with knowledge and skills after serving their terms.

We bring a detailed letter from the inmates addresses to the School.

RE: APPRECIATION FOR THE PRISONS EDUCATION SCHOLARSHIP EXTENDED BY MUBS TO INMATES IN UPPER PRISON LUZIRA

I thank you very much our principal together with your administrators, especially the dean faculty of vocational and distance education and entrepreneurship department, for your endless effort, struggle and support you have been extending to us while in upper prison, at Luzira, which among others includes; computers, scholastic materials, good lecturers who instilled Entrepreneurship skills and knowledge in us. The training that MUBS extends in the prison is a way of rehabilitating the prisoners or inmates.

I was a prisoner No UR368/2011; I spent 3 years in upper prison Luzira that is from 2011-2014.

During the year 2014, the undersigned former inmate was released from Luzira upper Prison. I had a rare opportunity to study while in prison, under scholarship provided by MUBS in conjunction with the Upper Prison Education Services.

In 2012, I joined "A" level in senior five (5) and in 2013, I was awarded a Uganda Advanced Certificate of Education (UACE)

In August 2012 I joined a certificate in Entrepreneurship and small Business Management, which I completed in 2013 while still in prison.

I joined a Diploma course in entrepreneurship and Small

Business Management (DESBM) while in Luzira, which I have just completed at MUBS main campus, at Nakawa, this June 2016 after my release. Attached on to this letter are some of photocopies of my academic documents that I attained while in prison.

I cannot stop thanking you for the kind gesture in giving me the most rare opportunity in life time.

Thank you very much.

I have seen and realized the importance of education in my life and I feel that without completing a bachelors degree, I won't leave my dreams complete. With this letter iam appealing to the principal and other MUBS administrators to continue supporting me to do at least a bachelors course in BESBM.

I don't want to appear like Oliver Twist, asking for more, but am seriously imploring you for further financial support to do atleast a bachelors program here in Makerere University Business School (MUBS)

I will be greatly appreciative if my humble request is met with favorable response. I also humbly request and pray that you continue structuring the prison Education program, to grow further and further to include education for inmates and well performed former inmates.

Therefore, with a lot of hope and faith for favorable response to my request, thank you again for the kind band rare opportunity you accorded me while still in Upper prisons Luzira.

Thank you, thank you very much.

Yours sincerely,

Okongo Julius- 0702934548/0778870910

CC: The Dean Faculty of Vocational and Distance Education.

CC; The Head of Entrepreneurship Department.



Pictorial



MUBS Principal, Prof. Waswa Balunywa at the ICT University graduation ceremony in Cameroon



MUBS' Henry Ssali receiving his awards at the ICT University graduation ceremony in Cameroon



MUBS Management team on July 9, 2016 during their retreat in Jinja.



MUBS staff after the ADB-MUBS e-learning training in Entebbe



Busoga Kingdom's Katikiro, Dr. Joseph Muvawala (in grey suit) with Prof. Waswa Balunywa (red), Mr. Bumaali Lubogoyi, Mr. Michael Ruhingwa and Mr. Peter Odoki in Jinja during the Management retreat.

Pictorial



Prof. Waswa Balunywa (red) and the Busoga Kingdom's Katikiro, Dr. Joseph Muvawala (in grey suit) in Jinja during the Management retreat.



Prof. Waswa Balunywa (red) leading the team through a yoga session in Jinja during the Management retreat.



Prof. Waswa Balunywa (cap) together with the MUBS Guild President, H.E Joram Matovu (Suit) and other Guild Executives in Iganga on July 5, 2016.



Prof. Waswa Balunywa (cap) with Guild Executive, AIESEC members and the Iganga community in a group photo after their Eid lunch in Iganga on July 5, 2016



Guild Executives embrace the dishes prepared for them in Iganga on July 5, 2016 at Prof. Waswa Balunywa's residence.



Prof. Waswa Balunywa (cap) sharing a talk with Guild Executive, AIESEC members and the Iganga community in Iganga on July 5, 2016

MUBS WARNS STAFF TEACHING ON COMPETITIVE PROGRAMMES



Prof. Waswa Balunywa
MUBS Principal

The Principal of Makerere University Business School, Prof. Waswa Balunywa has warned staff teaching on competing programmes in Makerere University. It is believed that this has been done on a part-time basis. Prof. Balunywa wishes to inform staff as follows;

a) All government employees should not earn two salaries in two government institutions. If a staff is found doing so, he is automatically dismissed and is requested to fund the money for that period. He therefore hopes that you will not be involved in such an activity.

b) There is no known restriction for somebody to engage in other activities though there are some regulations about moonlighting. He requests that you study these

and ensure that you are within the law.

c) He is aware that many members of staff teach in other universities on a part time basis. He assumes that since there is no specific provision preventing one from doing so, he advises that you study your appointment letters which require you to study 40hrs a week and that for you to be able to go and work elsewhere you need to ensure that you have discharged your responsibilities in MUBS appropriately and adequately.

d) That staff go and teach on programmes that compete with MUBS. He believes that this kind of activity enhances your teaching ability however that your actions should not unnecessarily give due advantage to a competing institution. If such an institution gets an advantage over MUBS, this he says, threatens the success of MUBS programmes

He advises that while there is no regulation preventing staff from teaching on programmes that compete with MUBS, they should practice good organisational citizenship behaviour by protecting MUBS programmes, MUBS students and MUBS integrity. The psychological contract the staff have with MUBS, demands that staff keep their part of the bargain.

MUBS gets another female PhD



Dr. Rachael Mindra K.
Lecturer
Finance Department

Johannesburg, South Africa.

S c h o o l Management, Academic and the Administrative staff Congratulated Dr. Mindra Rachael K. upon her great achievement in the line of academics.

"We await your full participation in the activities of the Faculty of Graduate Studies and Research (FGSR) and the school at large. We also congratulate you and well come you to the Doctoral platform," said Dr. Muhammad Ngoma, Dean FGSR.

In June 2016, Ms. Rachael Mindra K. completed her PhD. Ms. Mindra's PhD thesis was approved and passed with minor revisions by the Graduate Students Committee of University of Witwatersrand,

In need of a helping hand

Makerere University Business School staff, Ms. Monica Gimbo Okello is in need of financial assistance to treat her mother. As an institution and family, fellow staff and management are called upon to help see the situation of Ms. Okello's mother become better.

Below is her message to her fellow staff;

Dear Colleagues,

I am Mrs. Monica Gimbo Okello, a Teaching Assistant in the Department of Marketing & International Business, Faculty of Marketing & Hospitality Management. I am informing you of my mother's sickness that needs an urgent attention. She has got Rheumatic heart disease with severe mitral stenosis, mitral regurgitation, aortic regurgitation and signs of heart failure.

She has been urgently referred to India for an open heart surgery that will cost her 20,000 dollars. I am therefore kindly requesting for financial assistance from you members to have her operated. For details, see attached documents.

Any contribution can be channelled to the Account number below:-

A/C. NAME : GIMBO MONICA

A/C NO : 4420002521

BANK NAME : CENTENARY BANK

MOBILE MONEY CONTACTS: GIMBO MONICA- 0700-389829/0775041120.

Report on Human Resource matters

No	Name	Designation	Department/Unit
Staff who have resigned from School Service			
	Dr. Flavian Zeija (PhD)	Senior Lecturer/HOD	Business Law
	Mr. Patrick Onziga	Security Guard	Security Section
Termination from School Service			
	Dr. Lydia Nanjula	Locum Doctor	Health Centre
	Mr. Rennie Nsamba	Security Guard	Security Section
Suspension from School Service			
	Mr. Yusuf Waiswa	Lecturer	Leadership and Governance
	Ms. Susan Nandi	Security guard	Security Section
	Mr. Charles Osia	Senior Aide	Faculty of Computing and Management Science

Obituary

No	Name	Designation	Department/Unit	Name of Deceased
	Mr. Joseph Kasango	Teaching Assistant	MUBS Regional Campus- Jinja	Mrs. Florence Kasango - Mother
	Ms. Tino Ann Margret	Security Guard	MUBS Regional Campus - Arua	Mr. David Okwir Kanuti - Father
	Mr. Francis Aruo	Lecturer	MUBS Regional Campus - Jinja	Mrs. Janet Alupo - mother
	Ms Jalia Namanda	Teaching Assistant	MUBS Regional Campus -Arua	Baby Rehima Mohammed - daughter
	Ms Miria Nakamya	Lecturer	Finance	Mr Aaron Ngirebisa - father
	Ms. Janet Namuddu Katende	Lecturer	Business Law	Ms. Hellen Wamala - mother

MUBS losses staff to Cancer



Mr. Micheal Ruteganda (RIP)

On July 5, 2016, MUBS Mbarara Campus and the entire MUBS Community woke up to the sad news of the passing of Mr. Micheal Ruteganda a Lecturer in the Department of Accounting and Finance, Mbarara Regional Campus.

Mr. Ruteganda was born on 10/10/1972. He survived by two children Patricia Birungi and Jadie Jordan. He studied at Buganda Road P.S, Ntare School. Readings University for undergraduate, masters and was about to complete his PhD at the same University (Readings University). He was first recruited to MUBS Mbarara campus as a part-time academic staff for two years and later was appointed a full-time staff in October

2015 in the department of Accounting and Finance.

"Mr. Ruteganda had filled a gap in teaching finance related courses that had given the Campus hard time. He has died at an early age with the wealth of knowledge that had not yet been fully tapped. We will greatly miss him and may his soul rest in eternal Peace, said Mr. Pontius Byarugaba, Director, MUBS Mbarara Campus.

The late Ruteganda was diagnosed with cancer. He went for treatment in India and UK but did not survive it.

The MUBS ICT Centre

Vision of the ICT Centre

The benchmark for ICT Research, Training and Consultancy in Uganda and the region.

Mission of the ICT Centre

A Centre that exists to generate ICT solutions through research, training and consultancy.

Internship/Industrial training: The Centre kicked off the 2016 internship/ program for students from institutions within the country. The program commenced on June 20th, 2016 and is expected to continue running.

Participants are being mentored in Computer networks, Graphics Design and Website Development & Maintenance among others.



Mr. Charles Olupot
Director
MUBS ICT Centre

Development

- Certificate in Graphics Design
- Certificate in Online Marketing and Sales
- Certificate in Systems and Network Administration
- Certificate in Microsoft Project Planning and management
- Certificate in Human Resource Information Systems
- Certificate in Graduate Research Data Analysis using SPSS
- Tailor-made programs

Corporate Courses

- Project Management Professional Exam Preparatory Boot Camps.
- Prince2

ICT Centre Training Programmes for the public

Short Certificate Courses

- Certificate in Computer Applications
- Certificate in Computerised Accounting
- Certificate in Website Design
- Certificate in Business Applications

No.	Short Course Name	Fees (UGX)
1	Cert. in Graphics Design	300,000
2	Cert. in Graduate Research Data Analysis	500,000
3	Cert. in Systems & Network Administration	300,000
4	Cert. in Computerised Accounting Applications	300,000
5	Cert. in Online Marketing & Sales	300,000
6	Cert. in Computer Applications	200,000

ICT Certification Courses (In partnership with Techno Brain Ltd)

- CompTIA A+
- CompTIA N+
- M C S E - Windows Server 2012
- M C S A - Widows Server 2012
- Diploma in System Administration

English Proficiency Tests Prep.

- TOEFL
- IELTS



Ms. Diana Ntamu
Director
MUBS Entrepreneurship Centre

The MUBS Entrepreneurship Centre Breakfast Meeting

The MUBS Entrepreneurship Centre organises a Breakfast Meeting Every month. The Centre holds breakfast meetings under the Business and Entrepreneurship Network. At the meeting, ideas are shared and topical issues in business are discussed with a purpose of enabling startups and supporting running businesses.

Besides, the meeting is a great networking opportunity with entrepreneurs in different sectors. This month's Breakfast meeting was held on July 19, 2016 at the MUBS Entrepreneurship Centre. The theme was: "how to finance your business without money" and it attracted over thirty (30) participants.

The Director, MUBS Entrepreneurship Centre, Ms. Diana Ntamu said that the Centre realised there was need for such meetings. "After we carried out research in the different businesses, we found out that Ugandans have a passion for business but lack proper guidance and how to see these businesses succeed and go beyond five years of existence. With that and more of what we found, the MUBS Entrepreneurship Centre decided to hold Breakfast Meeting monthly and invite those in business to come and share ideas and experiences as well as have facilitators to take them through different things," said Ms. Ntamu.

Top 10 Lifestyle Diseases at a glance.

With the increasing rate of death due to "common" diseases, the MUBS Health Centre has come up this July to enlighten about these disease that attack us

due to our lifestyle. Below is a list and explanation in regard to these diseases.

No	Name	Comments
1	Alzheimer's Disease: a form of brain disease.	No one knows the exact cause, but a real breakdown of the cells of the brain does occur. There is no treatment, but good nutrition may slow the progress of this lifestyle disease, which lasts about seven years in most people who have it.
2	Arteriosclerosis: A generic term for several diseases in which the arterial wall becomes thicken and loses elasticity. Atherosclerosis is the most common and serious vascular disease.	Plaques (atheromas) deposited in the walls of arteries are major causes of heart disease, chest pain (angina pectoris), heart attacks, and other disorders of the circulation. In atherosclerosis yellowish plaques of cholesterol, fats, and other remains are deposited in the walls of large and medium-sized arteries. Atherosclerosis usually occurs with aging. It is linked to overweight, high blood pressure, and diabetes.
3	Cancer: Diseases characterized by uncontrolled, abnormal growth of cells.	Cancer has been the number two cause of death since 1938, But, at the turn of the 20th century, it was only 8. Cancer is definitely considered the number one Disease of Civilization. There are more than 150 different kinds of cancer and many different causes. Top 5 Cancers MEN Prostate (40%) Lung (18%) Colorectal (12%) Urinary Bladder (08%) Skin (05%) WOMEN Breast (40%) Lung (17%) Colorectal (12%) Uterus (08%) Thyroid (05%)
4	Chronic Liver Disease/ Cirrhosis: Any of a group of liver disorders.	Characteristics of liver disease are jaundice, loss of appetite, liver enlargement, fluid accumulation, and impaired consciousness.
5	Chronic Obstructive Pulmonary Disease (COPD): A disease characterized by slowly progressing, irreversible airway obstruction.	The symptoms are problems in breathing while exercising, difficulty in breathing in or out deeply, and sometimes a long-term cough. The condition may result from chronic bronchitis, emphysema, asthma, or chronic bronchiolitis. Cigarette smoking and air pollution make it worse.
6	Essential Hypertension is the form of hypertension that conventional medicine claims has no identifiable cause.	Hypertension, or high blood pressure is when a person's blood pressure is at least 140 mmHg systolic (i.e., number on top) or 90 mmHg diastolic. Systolic refers to blood pressure when the heart beats while pumping blood. Diastolic refers to blood pressure when the heart is at rest between beats.
7	Diabetes: a disease affecting sugars used by the body.	There are four main types of diabetes mellitus. Type I diabetes is also called insulin-dependent diabetes, juvenile-onset diabetes, brittle diabetes, or ketosis-prone diabetes. Type II diabetes is also called non-insulin-dependent diabetes, adult-onset diabetes, ketosis-resistant diabetes, or stable diabetes. Type II often develops in over weight adults. Type III, or gestational diabetes, occurs in some women during pregnancy. Type IV includes other types of diabetes are linked to disease of the pancreas, hormonal changes, side effects of drugs, or genetic defects.
8	Heart Disease: any of several abnormalities that affect the heart muscle or the blood vessels of the heart.	Heart disease has been the number one cause of mortality and morbidity for long. Today it's estimated to be 4th worldwide. There are a couple dozen forms of this lifestyle disease. Heart disease and other forms of cardiovascular disease can lead to congestive heart failure, a condition in which the heart cannot pump sufficient blood to meet the demands of the body. The various forms of heart disease may also cause disturbances in normal heartbeat, called arrhythmia.
9	Nephritis/CRF: Any disease of the kidney marked by swelling and abnormal function.	Characteristics of kidney disease are bloody urine, persistent protein in urine, pus in urine, edema, difficult urination, and pain in the back.
10	Stroke: A condition due to the lack of oxygen to the brain that may lead to reversible or irreversible paralysis.	Stroke is linked to advanced age, high blood pressure, previous attacks of poor circulation, cigarette smoking, heart disorders, embolism, family history of strokes, use of birth-control pills, diabetes mellitus, lack of exercise, overweight, high cholesterol, and hyperlipidemia.

MUBS ALUMNI RECONNECT CAMPAIGN



In an effort to reconnect with our alumni, the MUBS Alumni Office has launched an 'Alumni Reconnect' campaign to reach out to our MUBS graduates.

As part of the 'Alumni reconnect' campaign, the Alumni Office is endeavouring to gather as many contacts as possible of our former students to include in the Alumni database.

This is aimed at building a long-term relationship with alumni and keeping track of all MUBS Alumni. Therefore, if you have some contacts from our MUBS graduates that we can add to our database, please email us on, alumnioffice@mubs.ac.ug and we'll update their records accordingly.

Why you should join Makerere University Business School Alumni Association

The MUBS Alumni Association's aim is to "bring together as a family, all MUBS Alumni". The Association endeavours to foster a mutually beneficial relationship between MUBS and the members by building a network of friends, supporters, developing and enhancing the work of MUBS by utilizing any resources and expertise available to the Association.

Joining the MUBS Alumni Association is to sign up to be part of a new spirit of giving back to your alma mater. The alumni are invited to leave a lasting impression of their presence-footprints that will be seen by future generations.



The Principal Prof. Waswa Balunywa handing over certificates to MUBS- finalist Accounts students' at their finalist dinner at Sliver Springs Hotel Bugolobi



Meet some of the MUBS- finalist Accounts students' at their finalist dinner at Sliver Springs Hotel Bugolobi



You can benefit enormously by staying connected to Makerere University Business School through the Alumni Association. The Association provides an opportunity for members to participate in:

- a) A broad range of educational, social, athletic and cultural activities designed to promote the University, its programmes and students;
- b) To be part of a programme for mentoring and advising students;
- c) To get in contact with top students for future employment;
- d) Providing networking opportunities designed to

promote professional advancement;

- e) Provides avenues for financial support for the Makerere University Business School programmes and scholarships;
- f) Gives members an opportunity to improve the University curriculum through direct consultations with academic staff;
- g) Access to the University Library services network;
- h) Recognition in the form of corporate and individual branding on donated facilities; and
- i) Access to discounted rates on a number of services.

MUBS ALUMNI & FRIENDS

This column features a Q and A with a Makerere University Business School alumnus who graduated from the School within the last five years. For this issue please meet Nulu Naluyombya who graduated from Makerere University Business School in 2007 with a Bachelors degree in Procurement and Logistics Management. Today, Naluyombya is the founder and executive director of Success Chapter, a not-for-profit organisation that seeks to empower young people in Uganda, especially women.

1

WHAT WAS A KEY FACTOR IN YOUR

DECISION TO PURSUE A MUBS DEGREE

I passed my A-level and was admitted for a Bachelor of procurement degree at Makerere University Business School (MUBS) in 2007. This was the turning point in my life.

I credit my four mothers at Kawempe Muslim School for foresight in recognizing the benefit of developing business insight. They guided me in making course selections at A' level, no matter how my career plans would take shape. Building confidence in the language of business is critical to understanding not only the external market but also the internal dynamics within a firm. Makerere University Business School provided me with that foundation.

2

WHAT IS YOUR FONDEST MEMORY OF MUBS

At MUBS, my knack for fighting the odds was tickled by a Guild Presidential election in 2008 which did not have a female among the seven candidates. I was joking with my friends that, you guys, I am going to contest. We just need to have a woman representative.' I hadn't planned anything, I didn't even have the money, but I registered. Although I did not win, my daring attempt caught the eye of the University Administration. Upon my graduation in 2010, I was offered a job by MUBS at its Public Relations Office. What touched me even more was the response of my fellow students, who inspired the "turning point" in my life when they began to regard me as a role model. "After that election, my life changed. Some girls told me I inspired them. That is when I started the whole idea of doing something to inspire young women.

3

WHAT ADVICE DO YOU HAVE FOR MUBS' GRADUATES

Never give up on your dreams. After one-and-a-half years of employment at MUBS I



took another brave step. I quit my job and decided to focus all my time on nurturing Success Chapter. Quitting wasn't that easy, every one thought i was crazy! How could I think of quitting a job, In a country where there are no jobs! Those sentiments seemed to be validated when the first Success Chapter conference flopped, with only 40 out of an expected 300 attendees turning up. However, the ambitious girl in me did not give up on her dream, I continued to build on the Success Chapter dream. There are many time I have wanted to quit but what keeps me going is the results when you go and see these girls in school and you see the change that is happening. "Then you feel that the work you are

doing has meaning, has a purpose."

4

HOW ABOUT ADVICE TO FRESHMEN/ UNDERGRADS

If you can take a programme that will give you a new skill. Join university clubs that are not related to your area of study. Take advantage of the Career Guidance activities, more so the Skills Development Program, get mentors in the Deans of Faculties, Heads of Departments and even your lecturers. Do something productive during your holidays, get exposure if you have time and finances, and above all attend all your classes, sit all your coursework tests and examinations and aim at getting a good degree.

5

WHAT IS THE BEST THING ABOUT BEING A MUBS ALUMNI

There is something so wonderful about being a member of the MUBS community. We are part of this powerful network that steams from generations of comradeship, tradition and excellence built. I have found MUBS alumni everywhere around the world to senior executives in this country. I can directly tie my MUBS affiliations to my success today, which in turn has prepared me for the next generation.



GUIDELINES TO FIRST YEAR STUDENTS 2016-2017 ACADEMIC YEAR

First Year students (Freshers) are by tradition given an "acclimatization" period of normally one week which is referred to as the "Orientation Week". The Freshers report on Campus one week earlier than the Continuing students and during this week they are introduced to the key facilities in the University as well as other important aspects of life at the University.

Schedule of Semesters for Academic Year 2016/2017

Orientation Week:

Getting used to a new place can be pretty daunting, but that is what orientation week is all about; getting to know your surroundings, meeting students and staff members. This makes you feel comfortable enough to hit the ground running when the semester starts. It is a great chance for you to familiarize yourself with the University.

Saturday 6th August, 2016 to Friday 12th August, 2016 (7 Days) – Orientation Week

Semester One

Saturday 13th August, 2016 to Saturday 10th December, 2016 (17 Weeks)

Ceremony of Admission

Friday 19th September, 2016. Time: 2.30 p.m. in the Freedom Square (All Freshers are required to wear the undergraduate gown).

Semester One Vacation

Saturday 10th December, 2016 to Friday 20th January, 2017 (7 Weeks)

Semester Two

Saturday 21st January, 2017 to Saturday 20th May, 2017 (17 Weeks)

Semester Two Vacation

Saturday 20th May, 2017 to Saturday 29th July, 2017 (10 Weeks)

During this week, arrangements are made to enable the Freshers meet and be addressed by Key Officers, Wardens and Student Leaders who welcome the students.

Arrangements are also made to enable the Freshers acquaint themselves with such key facilities at the University like the Library, University Hospital, Games and Recreation Facilities etc. Freshers are expected to take advantage of the week to survey and acquaint themselves with the general Campus lay out. Another

major activity during the Orientation Week is Registration.

All Freshers must ensure that they are registered first centrally and then with each of their respective Colleges/Schools.

Orientation Events

Saturday 6th August, 2016

Resident Freshers report to their respective Halls of residence or private Hostels by 5.00 p.m. It is the responsibility of each student to make his/her own travel arrangements to the University or private hostel.

Registration

For a candidate to qualify to be a bonafide student of the University, he/she must be registered. Registration is a mandatory requirement of the University which must be done within the first two (2) weeks from the beginning of the semester by every student.

Registration will commence on Monday 8th August, 2016 starting at 9.00 a.m. each day.

Ensure that you complete all the required registration formalities within the prescribed time in order to avoid disappointments later.

Registration Requirements

For registration purposes, the originals of the following must be produced by each Fresher:

- Admission Letter, O'Level Certificate/Pass Slip (UCE or Equivalent), A'Level Certificate/Pass Slip (UACE or equivalent), ▪ Birth Certificate
- An Identity Card from the previous A'level School. The Diploma Holders must produce Identity Cards from their previous College. ▪ Three photocopies of each of the "O" and "A" Level Results Slips/Certificates, and Transcripts/Certificates from the awarding Institutions in case of Diploma Holders.
- Seven most recent passport-size photographs. (Current Likeness)
- Copies of the Pay-in/Deposit Slip acknowledging payment of the following fees for each government sponsored student to Makerere University Fees Collection Accounts:
 - a) University Rules Booklet - Shs.2,000/=
 - b) Undergraduate Gown - Shs.16,000/=
 - c) Identity Card - Shs.45,000/=



GUIDELINES TO FIRST YEAR STUDENTS 2016-2017 ACADEMIC YEAR



Ms. Juliet Kateega
School Counselor;

for Higher Education fees - Shs.20,000/=(Payable to the National Council for Higher Education Account)

- d) Guild Subscription fee - Shs.10,000/=
- e) Endowment fee - Shs.10,000/=
- f) Senior Common Room fee - Shs.5,000/=
- g) Sports Contribution fee - Shs.15,000/=
- h) National Council



Ms. Evace Nyakoojo
Dean of Students

may result in a change of College. Before students apply to change their programmes, Colleges and Subjects, they are encouraged to seek advice on the cut-off point(s) for programmes, requirements for specific subjects and possible subject combinations.



Ms. Alison Barugahare
Custodian, Berlin Hostel

Change of Programme/Subjects

(a) Change of Programme

Since selection for specific programmes was made according to each candidate's performance and order of programme choices, taking into account the available subject combinations and time-table limitations, there is normally little need to change the programme or subjects. However, some places become vacant when some of the students admitted do not take up the offers. Such places are filled through the change of programme/subjects.

Students who wish to change programmes first of all register according to the registration time-table for the programmes and subjects (where applicable) to which originally have been admitted. Each student who may wish to change his/her programme/subject is required to pay an application fee of Shs.6,000/= plus the bank charges to MUBS bank Accounts.

(b) Change of Subjects

Students in the College of Humanities and Social Sciences, Natural Sciences or the College of Education and External Studies may wish to change their subjects. Change of Subject will be done online on payment of Shs.6,000/=, to MUBS Bank Account

Students should be aware that changing one subject

Students are notified and warned about this Senate ruling that any one transferring to another subject or College without proper authority will be liable to discontinuation from the University.

A student who has been permitted to change his/her programme or subject(s) is issued with a letter stating so, and on receipt of such a letter that student should complete the ACCEPTANCE Part and return a copy of each to the Undergraduate Admissions and Records Office, the former and the new College/School.

The change of programme/subjects will be done online from Monday 8th August, 2016 to Friday 12th August, 2016 at Level 3, Senate Building.

N.B: It is advisable that only those students who meet the cut-off points for the desired programmes may apply.

Accommodation

Accommodation for only female government students and students with disabilities is available at Berlin Hostel at the main campus Nakawa.



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NOW**



MAKERERE UNIVERSITY BUSINESS SCHOOL

ICT CENTRE

Short Certificate Courses -Monthly Intakes

Cert. in Computerised Accounting Applications:	300,000/=
Cert. in Computer Applications:	200,000/=
Cert. in Website Design:	300,000/=
Cert. in Graphics Design:	300,000/=
Cert. in Online Marketing and Sales:	300,000/=
Cert. in Systems and Network Administration:	300,000/=
Cert. in Business Applications Development:	300,000/=
Cert. in MS Project Planning & Management:	300,000/=
Cert. in Graduate Research Data Analysis using SPSS:	500,000/=
Project Management Professional (PMP) Exam Prep:	\$1,000
PRINCE Exam Prep:	\$1,000
English Classes English Proficiency Tests Prep:	200,000/=
ICDL-Modules Training & Certification	

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MUBS ICT Centre



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