



# The MUBS NEWS LETTER

June Issue, 2019

## MUBS Commended For Contributing To Makerere's Brand



L-R: Mr. Richard Byarugaba NSSF MD, MUBS Principal Prof. Waswa Balunywa and MAK Vice Chancellor, Prof. Barnabas Nawangwe at the 14<sup>th</sup> MUBS Graduation on Friday May 31<sup>st</sup>, 2019

In exercising the authority vested in him under Section 31 (b) of the Universities and other Tertiary Institutions Act, the Vice Chancellor of Makerere University Prof. Barnabas Nawangwe presided and conferred Postgraduate Diplomas, Ordinary Diplomas and Certificates at the 14<sup>th</sup> MUBS Graduation Ceremony on Friday, May 31, 2019.

Prof. Nawangwe commended MUBS for contributing to Makerere

University's international ranking and the country's economic development through research and publication. He appealed to Government to give Universities more research funds emphasizing that, it would help in developing clear action plans and intervention programs directly connected to promoting economic growth and improving people's livelihoods.

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## Minister Commissions AfDB Building At MUBS

On May 31, 2019, the Minister of Education and Sports and First Lady Hon. Janet Museveni unveiled the African Development Bank, (AfDB) building, with the state of the art new face of the Faculty of Computing and Informatics, hosting lecture theaters and meeting facilities. The AfDB building has natural reading spaces and environment.

The First Lady was represented by the State Minister for Sports, Hon. Charles Bakabulindi, who commended MUBS for the quality of the Building constructed. He said that Government is expanding education and emphasis is put on science and technology and skills for acquisition of employment.

He also hailed Makerere University and MUBS management for promoting a good working relationship between the two institutions, which he said it shows academic maturity which nurtures discipline of their graduates.

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**Our Vision:** "The benchmark for Business and Management Education, Research and Training in the region."



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## 15th Operations Research Society of East Africa Annual International Conference

# CALL FOR PAPERS

Venue: **Imperial Resort Hotel, Entebbe**  
Dates: **October 16 - 17, 2019**

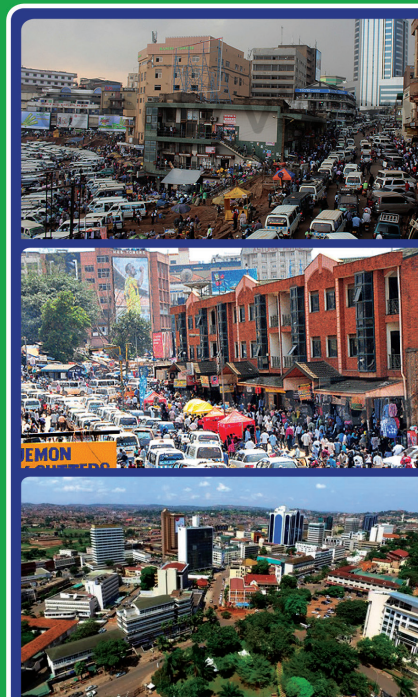
The Operations Research Society of Eastern Africa shall be holding its 15th Annual Conference on October 16 -17, 2019. To this end you are invited to submit papers for the conference under the themes specified below:

### Main Theme:

**“ Leveraging on Operations Research for Socio-Economic Transformation of East Africa.”**

### Subthemes

- Managing resources to foster innovation
- Application of OR to derive efficient transport systems key to addressing transportation challenges
- Opportimization of resource allocation for effective service delivery.
- Application of OR in human resource planning to enhance capacity development
- OR and technology diffusion and transfer
- OR and big data analytics for comprehensive decision making
- Optimization of value chains in the product and service industries.
- Total Quality Management emerging Issues
- Public and private procurement
- Project planning and management
- Tour route planning and utility maximization



For further information: Please contact Secretariat: Johnson Ssekakubo, [jssekakubo@mubs.ac.ug](mailto:jssekakubo@mubs.ac.ug) +256 783 695 550

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# How to answer interview question: what are your salary expectations

Much as this is one of the most dreaded questions during interviews, it may be the start of salary negotiations, if the employer is interested in the candidate. However, a wrong answer can result in a job offer with a salary that is too low or the end of a job opportunity if one stated a salary that is too high. While there may not be direct answers, there is a way to think about this question and get what you want

Naturally, employers want to pay as little as possible. They also want to pay in comparison with their competitors. So they ask about salary expectations to determine whether they can afford you or to determine how much one values themselves and the work that they do.

Therefore, candidates must do research about the company's salary structure in line with their competitors and what people in the same profession earn. This enables one to come up with a reasonable salary range. However, if the researched salary range is unreasonable to someone, it is advisable to follow their gut other than giving a range that is way too high or way too low. Another option would be willingness to negotiate the salary, which shows flexibility.

For example; *"My salary range is quite flexible. I would, like to be paid fairly for my twenty years experience in marketing and award-winning sales record. I am much willing to state the specific amount, once we have discussed in detail what my responsibilities at this company would be to determine a fair salary for the position.* This shows that the



candidate is well qualified for the job, but is also flexible regarding salary requirements. Also by asking for more information before committing to a specific salary figure is a good way to avoid mentioning the salary issue before the employer does.

Another response would be; *I would need to learn more about the specific duties required of this position, which I look forward to during this interview. However, positions similar to this one pay in the range of UGX 25M to UGX 35M. With my experience, skills and qualification, I would expect to earn in the range of UGX 25M-UGX 30M.*

In this response, the candidate lets the employer know that he or she is aware of what similar positions pay. It also mentions a range, which provides more room for negotiation than stating a set salary requirement.

**Erina Najjingo**  
Editor

## 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 neighbours 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 ulinde Jumuiya Afrika  
Mashariki Tuwereshe kuishi kwa amani  
Tutimize na malengo yetu.

**Chorus**  
Jumuiya Yetu sole tuiende Tuwajibike  
tuimarike Umoja wetuni nguzo yetu Idumu  
Jumuiya yete.

**Verse 2**  
Uzalendo pia mshikamano 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 Determina-  
tion  
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



# Makerere congratulates Prof. Balunywa upon his re-appointment



The Principal Prof. Waswa Balunywa and his Deputy Prof. Moses Muhwezi

While presiding over the 14<sup>th</sup> MUBS Graduation ceremony, Prof. Barnabas Nawangwe, the Vice Chancellor of Makerere University, congratulated Prof. Waswa Balunywa upon his re-appointment as the MUBS Principal. "I wish to congratulate Prof. Balunywa upon his re appointment, together we will move Makerere to greater heights. Congratulations", he said. Prof. Balunywa was re-appointed as MUBS Principal for another term on May 28, 2018.

Prof. Nawangwe also commended the School for promoting discipline, the quality of staff and students and service delivery in the institution.

## MUBS mourns the death of Prof. Nsibambi



Prof Apolo Nsibambi, (RIP)

MUBS joined the rest of the country to mourn the former Makerere University Chancellor Prof. Apolo Nsibambi, who passed away on Tuesday May, 28, 2019.

He joined Makerere University in the 1960s, served as Dean Faculty of Social Sciences for two terms, 1978

to 1983 and 1985 to 1987. He also served as the Head of Department of Political Science in 1987. In 1994 he was appointed the Director of the Makerere Institute of Social Research (MISR). In October 2003, he was appointed by the President of the Republic of Uganda as the first non-head of state chancellor of the University.

While eulogizing Nsibambi at the 14<sup>th</sup> MUBS Graduation Ceremony at the Nakawa Main Campus on Friday May 31, 2019, the Vice Chancellor Makerere University Prof. Barnabas Nawangwe, said Prof. Nsibambi was an outstanding scholar and he served Makerere University diligently as a professor of political science and as the first non head of state Chancellor. MUBS is affiliated to Makerere University for the award of degrees.

## MUBS dons to do industrial training

MUBS lecturers will need to undergo industrial training for hands on experience and expertise. The move is intended to ensure that lecturers have the necessary skills to teach in their respective fields. This was recommended at the MUBS Management Committee Meeting retreat which took place at CiSand Hotel in Jinja between June 12-14 2019.

The move is also intended to facilitate integration of knowledge and skills . It will further create linkages between the industry and institutions. Members suggested that lecturers need to enroll for industrial training during holidays to obtain the expertise required for them to teach well. This is yet to be decided on by Management.

## MUBS - Orient Bank partner to skill small business owners

MUBS is to train over thirty (30) small business owners in financial literacy and business management skills, under the Orient Business Academy. The training is intended to equip them with practical skills to grow their businesses beyond the first generation. This is the third year MUBS will be training these people. The ten (10) weeks training program will involve a business plan competition where the five (5) best outstanding performers will win a cash prize of UGX 20,000,000 to finance their businesses.

Speaking at the launch of the program, MUBS Principal, Prof. Waswa Balunywa noted that such programs are key in eradicating poverty and unemployment in the country. He asked the Bank and other corporate institutions to take similar trainings to other parts of



*L-R: Ms. Rehma Namutangula, Focal Person in charge of Incubation at MUBS, the MUBS Prof. Waswa Balunywa, the CEO Orient Bank, Mr Julius Kakeeto, and Mr. Emmanuel Njuki, Head of Corporate Communications and Marketing Orient Bank launching the 3<sup>rd</sup> Orient Business Academy.*

the country for purposes of inclusion.

Meanwhile the CEO Orient Bank, Mr. Julius Kakeeto added that, businesses need a strong backbone in order to survive. This explains why the Academy was started so that we can equip as many brilliant business men and women as possible to enable them grow and maintain their businesses and put Uganda's flag high someday.

## African ICT scholars meet for the ICT conference

MUBS in Collaboration with ICT University Cameroon held a two day International Conference and Workshop on Governance, Entrepreneurship and ICT For Africa. The conference took place at MUBS Bugolobi Annex from May 27-28, 2019. It attracted researchers, scholars and practitioners to discuss the importance of ICT in economic development, offering an opportunity for cross-continental debate in ICT innovations.

The event focused on Computer Governance and ICT for Africa, Entrepreneurship and ICT for Africa, Good Governance and ICT



*MUBS Principal Prof. Waswa Balunywa ( 4th from the left) in a group photo with the conference participants*

for Africa, Agripreneurship and ICT for Africa, ICT development in Africa, ICT and contemporary teaching in Africa, Artificial Intelligence: for Africa, E-Governance and E- Democracy in Africa.

## MUBS- Drake students' exchange program

Every year in May, students from Drake University (USA) and MUBS meet in Uganda for a three (3) weeks joint sustainable development programme, which enables them to think about what sustainable development means, especially to a developing country. The involves attending lectures and meetings on sustainable development in Uganda. MUBS has a collaboration with Drake University and a team of twelve (12) students and staff were in the country from May 20<sup>th</sup> - June 10<sup>th</sup> 2019 for the student and staff exchange program. MUBS students were at Drake in February 2019 on the same program.





## MUBS embarks on process to formulate next 10 year Strategic Plan: Holds Strategic Planning Retreat



*MUBS management Retreat in Jinja*

MUBS has embarked on the process that will culminate in the formulation of the next three year Strategic Plan. The formulation of the new MUBS Strategic Plan incorporated views of different stakeholders including staff, alumni and students. MUBS has a three year rolling strategic plan and every year managements meets to review it.

To kick start the crucial process in the life of the institution, the MUBS Management Team held a three-day Strategic Planning Retreat on June 12-14, 2019 in Jinja bringing on board the Deans of Faculties, Heads of Departments and Units, Directors of Study Campuses and Out- Reach Centres.

The retreat officially opened by the Principal, Prof. Waswa Balunywa, attracted contributions form members towards shaping the direction of the School, focusing on the MUBS big picture and inclusive systems where every body in the institution, is involved for better

management of the School.

The discussions centered on the seven (7) major areas in the School which are teaching and learning, research and publication, staffing, student affairs, support systems, infrastructure and out- reach Centres.

Basing on the seven key areas, the Principal tasked management to analyze where MUBS is now, where to should be in future and also to

access what has been achieved.

He emphasized that, “we have built a very strong culture which has defined us and created a great institution in the public where very many people would wish to work and this must be maintained”.

He thanked the staff who are committed to research and publication which has greatly contributed to MUBS’ international rankings. He also tasked the Deans of Faculty to start a new programme every after three years, he however emphasized that the quality of the programmes and the integrity of the examinations must not be compromised.

The Principal also contended that for MUBS to stay relevant, technology and languages must be introduced across all programmes taught at MUBS. He said that every one in MUBS must learn a third language. Languages of necessity proposed included, Kiswahili, Arabic, Chinese, Spanish and French .



*MUBS and other managers during aerobics*





## URA To collect Tuition Fees



**Mr. Kenneth Mugambe**

All government agencies and departments including Universities will effective next financial year 2019/2020 stop collecting and spending their own revenue. They will wait for releases from the

consolidated fund.

This was revealed by the Director of Budget in the Ministry of Finance Mr. Kenneth Mugambe while speaking at the 21<sup>st</sup> MUBS Economics Forum that was held at Serena Hotel. The Forum was held to discuss the Budget. Mugambe said the move is meant to increase efficiency of the agencies. He explained that all the revenues will be collected by the Uganda Revenue Authority. Mr. Ramathan Ggoobi, the coordinator of the MUBS Economics Forum expressed skepticism about the proposal noting that the government faces

a major challenge of lack of trust. "One wonders who will enforce compliance? Universities had their ways of negotiating with parents, will URA accommodate them?", he wondered.

Speaking at the 14<sup>th</sup> MUBS graduation, the Vice Chancellor Makerere University Prof Bernabas Nawangwe said Makerere University is in support of the changes, however the Government through the Ministry of Finance should ensure that the funds to run the Universities are released on time for proper planning.

## MUBS Dons discuss How Budget 2019 can be Inclusive

On April 30<sup>th</sup> 2019, the MUBS Economic Forum in partnership with Friedrich-Ebert-Stiftung (FES) Uganda engaged the public at Serena Hotel, Kampala to discuss how Uganda's budget could be refocused to achieving economic transformation and social inclusion. The dialogue was organized under the "Budgeting for economic transformation and social inclusion" It came at a time when stakeholders are optimistic about the 2019/20 national budget themed "Industrialization for Job Creation and Shared Prosperity".

Mr. Ramathan Ggoobi, the Coordinator of the MUBS Economics Forum emphasized that proper economic transformation must be from agriculture to industries and not services as it is currently the case in Uganda.

One of the panelists Dr. Fred Muhumuza said the focus of the national budget has shifted from



**Mr. Ramathan Ggoobi**

growth sectors in operational terms even though the strategic focus appears to be on growth.

Hon. Stephen Mukitale, Member of Parliament for Bulisa said more funds should be allocated to the sectors such as education especially the technical and vocational institutions. In addition, Ms. Agnes Kirabo, a member of Civil Society Budget Advocacy Group (CSBAG) blamed parliamentarians and government institutions who claim not to have time to debate about

the budget allocations, which has left out key prioritizes that are very relevant for promoting economic transformation and social inclusion in Uganda.

More still, Dr. Patrick Birungi, the Executive Director of Uganda Development Corporation (UDC) said that economic transformation will only occur if budgeting goes into enhancing productivity of citizens in the country.

While Mr. Aga Sekalaala Jr, who represented the private sector advocated for building the capacity of the private sector players in order to lobby for incentives and also participate more closely in the country's budgeting process.

Mr. Kenneth Mugambe, the director of budget with Ministry of Finance, Planning and Economic Development called upon the stakeholders to critically analyze the 2019/2020 National Budget.







# Prof. Nawangwe Lauds MUBS For Contributing To Makerere's Brand

Continued from Page 1



The Principal Prof. Waswa Balunywa and the State Minister for Sports Hon, Charles Bakabulindi arriving for the graduation

Prof. Nawangwe further commended MUBS for equipping the students with entrepreneurial and innovative skills to empower them create jobs.

Over 1,286 students graduated from the MUBS with certificates, diplomas in various disciplines.

The Principal Prof. Waswa Balunywa, appealed to sister universities to start teaching students courses designed to end unemployment caused by technology disruption which is likely to worsen in the next five to ten years. "We are worried that in the next five to ten years, unemployment is going to double because of jobs which will be taken over by machines. We should start training our students in data mining," he said.

He also appealed to government to harmonize salaries of the academic staff in MUBS. He noted that Government enhanced

salaries of academic staff of all public Universities but despite the announcement salaries of over 230 academic staff of MUBS have not been enhanced.

The Principal further explained that these lecturers have never been put on government pay roll and thus called upon government to find money to pay these academic staff before the situation gets out of hand. Responding to his request, the



Mr. Richard Byarugaba,

State Minister for Sports, Hon. Charles Bakabundi advised the lecturers to remain calm adding that government will soon have the issue addressed.

Meanwhile, the Managing Director National Social Security Fund Mr. Richard Byarugaba, delivered a Commencement speech and emphasized that in this era of technology, students must embrace technology, innovation and creativity so as to increase their employability and remain competitive. He said that the number one skill employers want today is creativity. Byarugaba emphasized that employers nowadays look out for employees who have skills that computers don't have.

He further advised the graduands to be flexible. "No matter the career path you choose, be dynamic and be flexible with the environment around you. Work is no longer confined to a desk, city or country," he advised.



## Nakawa councilors undergo leadership training



Director Leadership Centre Ms. Regis Namuddu, addressing councilors at the training

The MUBS Annual International Leadership conference kicked off successfully on June, 18, 2019 at the MUBS Leadership Centre, Bugolobi Annex, with the training of the Nakawa Division Councilors in Leadership and Governance skills.

Held under theme “Economic Development: Does Governance Matter”, the Principal Prof. Waswa Balunywa emphasized that a leader is someone who has the ability to influence, direct and inspire others. He urged the councilors to imitate Mahatma Gandhi and Martin

Luther King Jr. the liberating power of Non-violence who portrayed true virtues of a good leader.

He emphasized that both Martin Luther King Jr. and Gandhi gained tremendous inspiration through the implementation of non-violence. “Today, as a culturally diverse society, we can imbibe their spirit and carry forward their legacy. We can accomplish this by becoming more compassionate in dealing with the people around us,” said Balunywa.

## Kivejinja commends MUBS for empowering local leaders



MUBS Council Chairman Eng Isaac Ngobya and the 2<sup>nd</sup> Deputy Prime Minister Hon. Kirunda Kivejinja arriving for the opening of the AILC 2019

The Second Deputy prime Minister Rt. Hon Kirunda Kivejinja commended the School management and Council for training the Nakawa Local Leaders through the Leadership Center.

He encouraged the local leaders to focus on economic development in the country and to also help Government identify the gaps that hinder development. Hon.

Kirunda also encouraged people to embrace their cultures and understand them because currently people are over embracing technological advancement and forgetting their origin. He made the remarks at the opening of the 9th Annual International Leadership Conference on Tuesday, June 17, 2019 at the MUBS Annex, Bugolobi.

## Foreigners will not solve Africa’s economic development problems



Prof. J. C. Munene at the Annual International Leadership Conference

“Economic development is no longer about the Gross Domestic product, (GDP) but inclusive development” said Prof. JC Munene at the second day of the MUBS Annual International Leadership Conference in Entebbe, on Wednesday, May 19, 2019.

Prof. Munene who is the Director of Doctoral Programmes at the Faculty of Research and Graduate Studies, was addressing participants during the Academic Session.

“Unless we pay attention to the concepts that matter in our lives as Africans the way white people and Asians do, Africans will continue to suffer neocolonialism,” he noted.

He further emphasized that foreign investors will not solve Africa’s economic development problems but Africans themselves, advising that Africans must stop blaming the white man for their current economic problems, but rather find the solution to their problems.





## MUBS teaches students how to fill JAB forms



Dr. Ahmed Walugembe in a group photo with students of Alliance SS Nansana

Many bright students have been denied a chance to join the university simply because they make wrong subject choices.

To address this challenge, Makerere University Business School through the Career Guidance and Skills Development Centre has a special

outreach program, where they advise teachers and students in secondary schools on what subjects to apply for when they make their applications..

This month the Centre visited Schools in Kampala and Wakiso districts advising students on

their career choices. The Deputy Manager Career and Skills Development Centre Dr. Ahmed Walugembe explained that career guidance should not only be about ability but also about interest in the subject matter so that students are encouraged to join a profession they are most interested in.

When asked why they teach the teachers about careers he answered, "it is one thing for a teacher to ask students to make the right choices, but if the teacher is not equipped, it can be a difficult task," he said. He made presentations on the courses offered at MUBS, the subject combinations that would place students at an advantage in the admission process and how to fill out the Joint Admissions Board application.

## Alumni Office participates at Budget Week



In Charge Alumni Office Ms. Mary Mirembe 2<sup>nd</sup> from the right in a group photo with staff and students who participated in the exhibition.

The MUBS Alumni office participated at the National Budget Exhibition week at Kololo Independence Grounds that run from Jun 5-7, 2019.

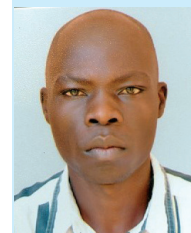
The 3-day Exhibition was organised by Ministry of Finance, Uganda Revenue Authority and Civil Society Budget Advocacy Group.

The exhibition was aimed at engaging the Citizens in National Budgeting process and sensitising them on accountability of resources allocated to Ministries, Departments and Agencies.

The theme was "Industrialisation and Job Creation", the

Alumni office exhibited the MUBS' academic programmes, Out-reach centres and the annual conferences as part of the various achievements of MUBS, which Government supported financially. The Exhibition was aimed at engaging Citizens to participate in National Budgeting process.

## Career mismatch is a big challenge



Disio Abiriga

One of the biggest challenges that affects our country is mismatch in the deployment of human resources that cannot lead to proper talent management. Our education needs to not only equip students with employable skills but also provide career guidance and help students navigate the linkage between their studies and their future career paths. Teachers need to be enabled to deliver this guidance, and employers or professionals need to provide mentorship to assist young people in developing career pathways.







MUBS Deputy Principal (R) Prof. Moses Muhwezi with other staff at the 9<sup>th</sup> Annual International Leadership Conference at Entebbe.



MUBS Management Team Retreat in Jinja



MUBS' Quiin Abenakyo who is also Miss World Africa was among the outstanding personalities who were recognized by Isebantu Kyabazinga wa Busoga William Gabula Nadiope at the Royal Banquet .



Drake University and MUBS students planting a trees at the Principal's country Home in Iganga. The Prof. Waswa Balunywa hosted the students to his ancestral home.



Some of the Women from Nigeria who presented papers at the ICT International conference and workshop on Governance, Entrepreneurship and ICT For Africa at MUBS Bugolobi Annex in May 2019.



MUBS Principal Prof. Waswa Balunywa joined Miss World Africa Quiin Abenakyo, who is an Alumni of MUBS and people from and in Busoga in the cleaning of Jinja town. Miss World Africa started a cleanliness campaign in Jinja Town on Friday June 21, 2019





Dr. Johnson Ssekakubo, Deputy Dean Faculty of Energy, Economics and Management Science, receiving his PhD from ICT- University



State Minister for Sports Hon. Charles Bakabulindi, commissioning the Faculty of Computing and Informatics building on behalf of the Minister for Education Hon. Janet Museveni.



Director MUBS Arua Campus, Dr. Sonny Nyeko receiving his PhD from ICT University.



TrackIt, a team of MUBS students, who won a cash prize of USD 1000 after they emerged winners at the MUBS ICT Challenge 2019. The group was recognized at the 14<sup>th</sup> MUBS graduation for being innovative. They came up with a Security Management and Monitoring App to solve the issue of theft at MUBS and other institutions.



Makerere University Registrar Mr. Masikye Namoah and MUBS Registrar Ms. Dinah Nahabwe at the MUBS 14<sup>th</sup> Graduation Ceremony



Mr. Ismail Kato, Mr. Patrick Emmanuel Mudidi and Ms. Hajara Ali Namuwaya, MUBS lecturers staff who were recognized for outstanding Academic performance at the 14<sup>th</sup> Graduation





# Faculty of Commerce represents MUBS in Rome



Mr. Fred Iga Luganda, MUBS Lecturer with other Delegates at the launch

On May 8, 2019, Makerere University Business School was represented by Mr. Fred Iga Luganda, a Lecturer, in the Finance Department, Faculty of Commerce in Rome, Italy where the three United Nations Rome-based Agencies, the Food and Agriculture Organization (FAO), the

International Fund for Agricultural Development (IFAD), and the World Food Programme (WFP) reinforced their commitments to step up efforts to invest in the capacities of rural women as key agents of change in building a world without hunger.

Mr. Luganda was among the panelists at the summit, where the European Union allocated 5 million euros to finance the four-year programme that seeks to trigger transformative changes to empower women and men, boys and girls in households, communities, and institutions in rural areas and beyond.

According to Luganda, the Ambassador and Permanent Representative of the EU, to Food and Agriculture Organization (FAO) H. E Jan Tombiński, highlighted that gender requires an approach that goes beyond agriculture and access to profit, it is about social equality and inclusiveness that are crucial to achieve a peaceful environment.

## Stakeholders consultative meeting



Head of Department, Dr. Milburga Atcero meeting the Stakeholders

On June 11, 2019, the Department of Leisure and Hospitality under the Faculty of Marketing and Hospitality Management held a one day Stakeholders' Consultative meeting to provide a discussion

forum for the major contributors to the School development process.

The one-day stakeholders meeting brought together representatives from government, external and internal development partners, the private sector, coordinators of the department's various programs, Administrators, Deans, Directors, and student. Held at the MUBS Main Campus, Nakawa, the meeting presented a timely forum where the department got feedback from the practitioners about what they expect from the Leisure and Hospitality graduates and the areas they think the School should improve.

## MUBS don inducted into Rotary



Dr. Rachel Mindra-Katoroogo being initiated

The Head of Department Finance Department in the Faculty of Commerce Dr. Rachel Mindra Katoroogo was recently inducted to a Rotarian- at Rotary Club Kampala East after completing the mentorship program. For the past 30 years, women have made a significant contribution in Rotary, contributing immensely to the development of our country. Congratulations Rtn. Rachel Mindra Katoroogo



# Dons scoop \$ 1000 from the ICT 2019 challenge

Aglowriters, a team of staff from the Faculty of Computing and Informatics bagged a cash prize of USD 1000 after they emerged second runner up of the MUBS ICT Challenge 2019. The team led is by the Head of Department of IT and Applied Computing, Dr. Robert Kyeyune and Kato Ismail, a Lecturer in the same department. They developed a Time tabling App to improve scheduling and monitoring of teaching and examinations in the School

The competition was the first of its kind to be organized by the Faculty of Computing and Informatics in conjunction with the MUBS



The Aglowriters team; Dr. Robert Kyeyune and Mr. Ismail Kato in a group photo with the Principal and Deputy Principal

Entrepreneurship, Innovation and Incubation Centre and the MUBS ICT Centre. The challenge was open to all MUBS students, staff and the general public who were

tasked to come up with creative and innovative ICT solutions that would address the challenges faced in MUBS.

## Staff recognized for outstanding performance

Four of MUBS Academic staff were recognized for outstanding performance at the just concluded 14<sup>th</sup> MUBS Graduation ceremony which took place on Friday May 31, 2019 at the MUBS main Campus, Nakawa.

Two lecturers were from the Faculty of Marketing and Hospitality Management, in the Department of Marketing and International Business, and these are; Mr.

Mudidi Patrick Emmanuel who obtained a CGPA of 4.88, and Ms. Kyomuhendo Brenda with a CGPA of 4.86. The two graduated with a Master of Science in Marketing at the 69<sup>th</sup> Makerere University Graduation in January 2019.

The other two were also from the Faculty of Computing and Informatics and they included;



Ms. Kyomuhendo Brenda with her parents

Mr. Kato Ismeal a Lecturer who graduated with Postgraduate Diploma in Business Education with a CGPA of 4.84, while Namuwaya Hajara Ali graduated with a Bachelor's Degree in Business Computing and obtained a CGPA of 4.94.

## Department gets scholarships



MUBS Staff in a group photo with the Switzerland delegation

The Department of Entrepreneurship and Business Administration hosted a delegation from Switzerland on Wednesday June 19, 2019. One of the issues discussed was to offer entrepreneurial scholarships to staff. Very soon, the faculty will be inviting interested staff to apply.

## MUBS dons asked to prepare for retirement

MUBS staff have been advised on sustainable investment ideas and viable options of securing retirement income. They were further advised to invest in areas that can sustain their post retirement period. They were also encouraged to have a plan on how they can make their retirement benefit useful. That they should be financially secure by looking at where their money goes, check their expenditures and always have a budget. This will help them to put their money into good use.

This was during the pre-retirement training organized by Human



Some of the staff who attended the training

Resource Directorate on Friday May, 24th, 2019, for Academic, Administrative, and Support staff. The well attended training was facilitated by professional

trainers from Imagine Me Africa. The Deputy Principal Prof. Moses Muhwezi who opened the training encouraged the staff to start saving and investing some of their salary, because the reality is that one day they will have to retire and that they need to prepare for it now.

It was emphasized that people should be ready for their retirement the moment they receive their first appointment letter other than thinking of retirement as a distant phenomenon.

## Embrace Islamic Banking; Sheikh Wiaswa



Sheikh Mohammed Ali Waiswa

MUBS Imam and the second Deputy Mufti Sheikh Mohammed Ali Waiswa has asked MUBS staff to take advantage of Islamic Banking, a system based on the Islamic economic guidelines.

He explained that under this system, the banks make profits through fair participation in that, the borrower gives the bank a share in their profits as opposed to paying interest like it is the case in conventional banking.

He made the appeal while addressing the Muslim Congregation during Edi prayers at the MUBS Mosque at Nakawa.

He noted that at the moment the economy of the country is struggling at a time when the debt burden is over 40 trillion shillings. He said that if Islamic financing is operationalized, the economy will develop.

He also asked the Muslims to always be peaceful and kind.

## 16 Staff Graduate From ICT- University

A total of sixteen (16) Academic and Administrative staff received PhDs, Masters, Bachelor's degrees and Diplomas at the ICT- University Cameroon 6th Graduation.

This took place at the Makerere University Business School, Main Campus alongside the MUBS 14<sup>th</sup>

Graduation Ceremony which was held Friday May 31st, 2019.

Their graduation ceremony was presided over by ICT University President, Dr. Victor Mbarika, who is also a visiting Professor at MUBS.

More than 100 students graduated

from the ICT University.

MUBS has a Memorandum of Understanding with ICT- University Cameroon, where MUBS benefit from ICT University's robust Ph.D, Masters, Bachelors and Diploma programs.





## Staff who graduated from ICT- University

NO	NAME	DEPARTMENT	DESIGNATION	AWARD
ICT UNIVERSITY				
1	Johnson Ssekakubo	Faculty of Economics, Energy and Management Science	Senior Lecturer/ Deputy Dean	PhD(BADS)
2	Nyeko Sonny	MUBS, Arua Campus	Director/ Lecturer	PhD(ICT)
3	Adeke Angella	MUBS Regional Campus, Mbale	Administrative Assistant	MSc IT
4	Joanita Amulen	School Library	Asst. Database Administrator	MSc IT
5	Justine Nekesa	MUBS Regional Campus, Mbale	Office Assistant	BBA
6	Christopher Luyinda	MIS Unit	ICT Technician	BIT
7	Gilbert Omutoj	MIS Unit	Laboratory Technician	BIT
8	Bright Amos	MIS Unit	ICT Technician	BIT
9	Brain Katende	MIS Unit	ICT Technician	BIT
10	Umar Musisi	MIS Unit	Website Assistant	BIT
12	Dickson Nakibi	MIS Unit	Laboratory Technician	BIT
13	Jacob Senabulya	MIS Unit	ICT Technician	BIT
14	Sulaiman Ismail Ssekitto	Quality Assurance Directorate	Senior Aide	BIT
15	SilvanNdizeye	Security Section	Security Guard	BIT
16	Juma Lubega	Security Section	Security Guard	BIT

## Staff graduate at the 14<sup>th</sup> MUBS Graduation

This year's 14th graduation saw MUBS staff graduate with Post Graduate Diplomas in Business Education and Ordinary Diplomas. This is a result of the Staff Development plan which supports staff to advance in their careers. Through the Staff development program, the School has been able to train a number of staff internally

and outside the country.

The graduands were challenged to be self-disciplined, have respect for self and others, love for their country and love for God if they are to succeed in life. The Vice Chancellor, Makerere University, Prof. Barnabas Nawangwe told the graduands that there are immense opportunities out there, but only

the disciplined will find them. They were also advised to always have a positive and all-encompassing approach towards work in order to make the desired difference in their communities.

Below is a list of the staff who graduated at the 14<sup>th</sup> MUBS Graduation ceremony.

1	Aisha Watsemba Namome	Applied Computing and Information Technology	Teaching Assistant	PGD. BE
2	Ismael Kato	Applied Computing and Information Technology	Lecturer	PGD. BE
3	Benjamin Musiita	MUBS, Mbarara Campus	Assistant Lecturer	PGD. BE
4	Bashir Mutebi	Applied Computing and Information Technology	Teaching Assistant	PGD. BE
5	Maureen Mukodha	Entrepreneurship	Entrepreneurship	PGD. BE
6	Fatuma Nakawoya	Applied Computing and Information Technology	Lecturer	PGD. BE
7	Sarah Nantongo	FEBA	Supervisor	PGD. BE
8	Catherine Nakuti	Regional Campus-Mbale	Security Guard	DBA
9	Peter Odongo	Regional Campus - Arua	Security Guard	DBA



## Tusingwire Swears in MUBS Guild President 2019/2020



**Romulus Tusingwire MUBS Guild President 2019/2020**

On Friday May 17, 2019, hundreds of people including MUBS staff, students, parents and well-wishers gathered at Bugolobi Silver Springs Hotel to witness the swearing in ceremony of the Guild President-elect H.E. Romulus Tusingwire.

Presided over by the Guild Legal Advisor Mr. Brian Kajuubi, the

ceremony was also witnessed by Council Member represented by Ms. Shifra Lukwago, the Principal Prof. Waswa Balunywa, the Deputy Principal Prof. Moses Muhwezi, Dean of Students, Ms. Juliet Kateega, the Manager Students' Relations Ms. Martha Abeja and Members of the 21<sup>st</sup> Guild cabinet led by outgoing President H.E. Julius Ntende.

Amidst applause and a chorus of cheers from the audience, H.E. Romulus Tusingwire took his oath and promised to promote good working relationships with the School Administration.

H.E. Tusingwire a second year Bachelor of Leadership and Governance student assured his peers of equality and diligent service in the Guild cabinet. He thanked the students for trusting him with the most top students' leadership position in the School.

The Principal Prof. Balunywa urged the new Guild President to ensure that students don't engage in malpractices and to attend lectures to be able to excel in their academics. He also advised him to work closely with the School management to promote unity between the student's body and the administration.

Meanwhile, the Guild Legal Advisor, Mr. Kajuubi appealed to the Guild to use the constitution as their strongest weapon to run the regime. The Dean of Students Ms. Juliet Kateega, appreciated the outgoing President and urged the new regime to pick a leaf from him so as to be successful.

It was a joyful moment as all the Guild members danced to nice music, enjoyed a wonderful buffet, cut cake and all sorts of drinks were at their disposal.

## School offers students internship opportunities

MUBS has this year offered internship placement to fifty nine (59) students who are working in various departments for a period of 10 Weeks, from 4th June – 4th August 2019. The students will be exposed to a working environment, hands-on assignments and project tasks to gain in-depth real world training, and acquisition of professional virtues and expertise.

The Human Resource Directorate placed the students to enable them acquire practical skills and experience to complement the theoretical knowledge acquired in class.

The Guild Minister for Social Affairs and Entertainment, and a student of

Leadership and Governance Hon. Arnold Ainebyona, who is one of the interns working at the MUBS Leadership Center said, this is a perfect match for him. He expects to attain employable skills and work experiences, network and be able to relate with people well.

The internship program is designed to provide learning and growth opportunities as well as professional experience to students. It also assist students in reaching their educational goals by giving them the opportunity to augment classroom training with exposure to the employment setting.

## Principal meets the new Guild

On June 11, 2019, the MUBS Principal Prof. Waswa Balunywa held a one day meeting with the new Guild Executive at Jinja Resort Hotel. The Guild Executive was led by His Excellency Romulus Tusingwiire.

The Principal briefed them about the School's Core objectives of teaching and learning, research and publication, staffing issues, student's body, support services, infrastructure and outreach centers. He asked them to work with management to ensure that the core objectives are achieved.

The Guild shared with the Principal the weaknesses in the mentioned areas and suggested solutions to them.





## Nakawa Mayor meets MUBS hostel owners over increased fees



Nakawa Division Mayor, Eng. Ronald Balimwezo Nsubuga

Most hostel owners in Nakawa have increased the hostel fees a head of the opening of the new Academic Year 2019/ 2020 which will commence in September 2019. However this did not go well with the students and through their guild executives, they complained to the Nakawa Division Mayor to intervene in the matter.

It is said that on May 10, 2019, the Mayor Eng. Ronald Balimwezo Nsubuga had a meeting with hostel owner at Kiswa Community Hall

which was attended by the MUBS Guild President H.E. Romulus Tusingwire to discuss the matter and find solutions to the challenge.

According to the Landlords, hostel fees were hiked due to the increase in the cost of utilities and taxes. The decision was taken to enable them serve the students better.

The meeting followed Tusingwire's request for help from the Mayor's office emphasizing that the fee increments were too high.

## MUBS recognizes Sports men and women

At a colorful ceremony held on Friday, June, 7, 2019, the School proudly recognized the MUBS Sports Men and Women for putting up an outstanding performance at the East African University Games in Dodoma, Tanzania in December 2018 and other university leagues.

This was during the MUBS Annual Sports Dinner organised by the Dean of Students Office and the Sports Tutor's Office.

The Sports team brought home a total of twelve (12) trophies from the East Africa University Games and the University League.

Twelve (12) people were awarded certificates of appreciation while the thirty two (32) received plaques and a handshake from the Council Chairman, Eng. Isaac Ngobya for their great work.

While addressing the gathering, Eng. Ngobya commended the Government of Uganda for supporting and promoting sports activities in universities in the country.

He also appreciated MUBS



Council Chairman, Eng. Isaac Ngobya

Management for promoting students' talents through Sports despite the financial challenges. He said that sports and games are key in the development of society and it is encouraging to see the youth taking part in this cause through sports and he pledged his support in taking sports to higher levels in the School.

"We are known for our good academic standards, research, management


and leadership skills but it is time now to add sports to the list. We as Council are here to assist in anyway we can. I pray that the new Student Leadership works hand in hand with Management towards this cause so that we come up with a plan on how to assist," he said.

Meanwhile the Principal, Prof. Waswa Balunywa appreciated the effort of the Federation of Uganda Football Associations (FUFA) towards university football. He also thanked the Sports Administrators Mr. Hilary Kimbugwe and Mr. Adam Kato for their dedication and endless effort towards the MUBS Sports department. "When you talk about sports in MUBS, the people that quickly come to mind are Kimbugwe and Kato, so thank you for your dedication towards sports in the school," he said

He further appreciated Mr. David Katumwa for sponsoring the School's sports activities, the sportsmen and women for promoting MUBS through sports.







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