

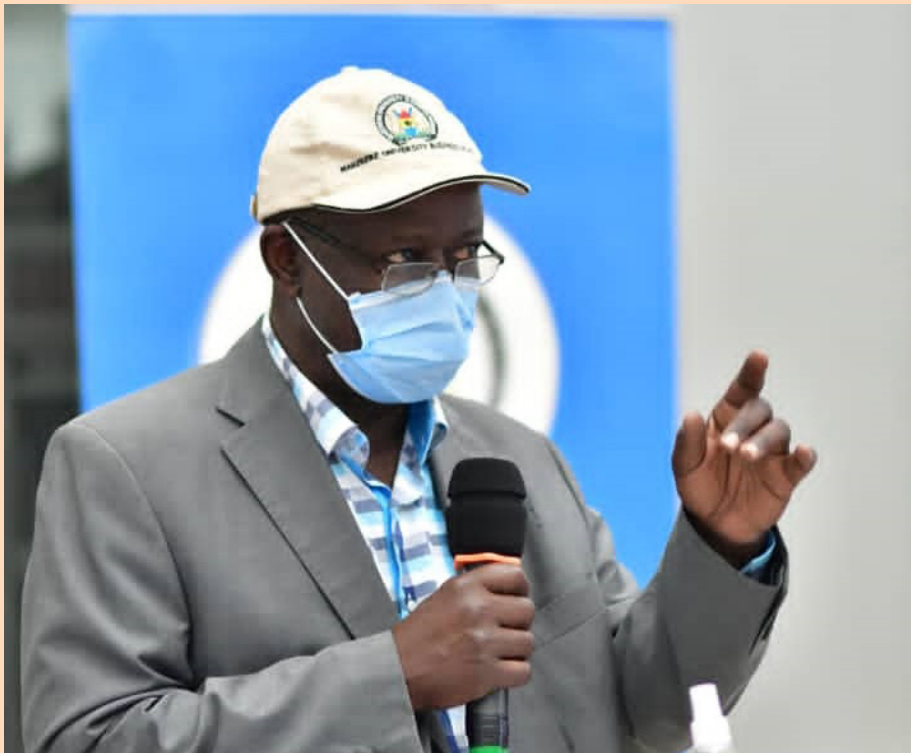


The

# MUBS NEWS LETTER

June Issue, 2021

## The virus is back with a Vengeance



**Prof. Waswa Balunywa- MUBS Principal**

Uganda did exceptionally well in managing the Coronavirus, until recently when the country was locked down in March 2020, there was a lot of fear among Ugandans because the virus was reported to kill within 14 days when not detected

and treated. The virus had been declared a pandemic in January 2020 by the World Health Organization. It is reported to have originated in China.

**Continued on page 6**

### End of semester exams postponed

MUBS postponed end of semester one examinations as a result of increased cases COVID-19 among students and staff.

In his communication made on Thursday, 4, 2021, The Principal Prof. Balunywa canceled the examinations which were scheduled to begin on June, 6, 2021 until further notice.

Prof. Balunywa made the decision to postpone the examinations after receiving information regarding numerous cases of the Coronavirus infections amongst students and staff. This was done to stop spreading the virus in the Institution.

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



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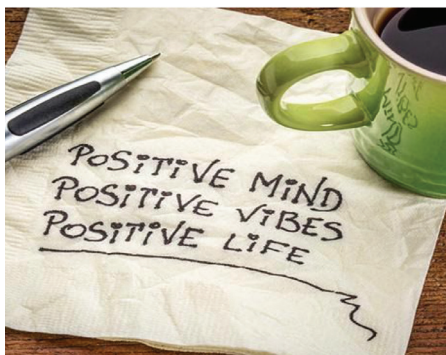
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**Erinah Najjingo** - Editor

**Dr. Dennis Nuwagaba**, Senior Lecturer- Department of Marketing and International Business

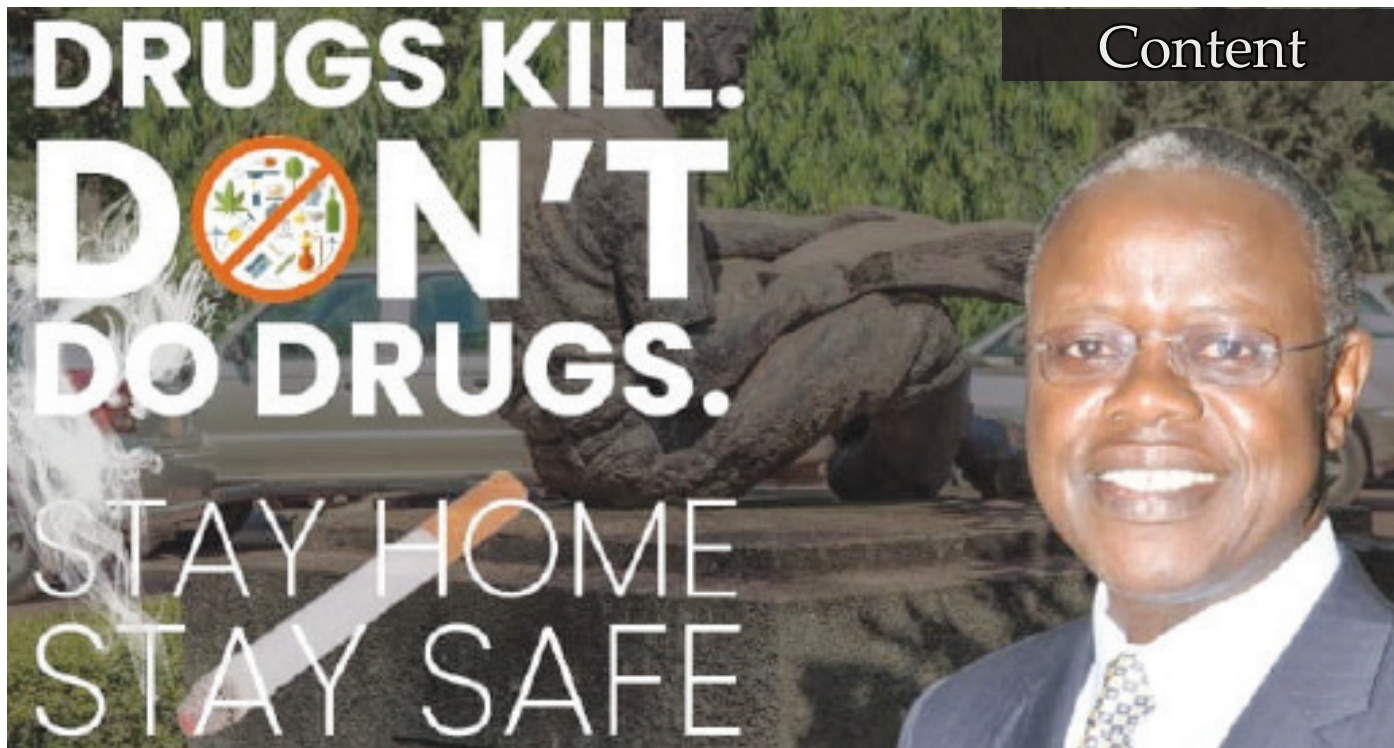
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## Ugandan Anthem

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 tuilende  
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 Determination  
We uphold your Splendour  
Enabling the future of your clients

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



## Overcoming anxiety caused by the Pandemic

With all schools and places of worship closed, crowds are not supposed to gather, visits put on hold, death string in your face, coupled with a lot of misinformation about COVID-19 treatment and vaccination on the social media, the panic spreading through the news, it can be tough to keep your head up straight.

As the coronavirus spreads, there are so many unanswered questions that make us feel vulnerable or fearful. While anxiety is a normal and expected reaction to the pandemic, too much anxiety is harmful.

Yes, there is national anxiety at the moment, a kind of shared stress and we are all in a state of extreme uncertainty, but the more you stress, the more vulnerable you can become to the virus, because stress can reduce your immune response. So, what do we need to do in such a situation?

Take little breaks and give yourself a fresh perspective and remind yourself that no matter how dark things are, there is still some

little light at the end of the tunnel. Tell yourself you are not going to worry about the virus in your body for at least an hour, yes, it will still be there at the end of the hour, but go and do something enjoyable.

It is important to be in the know, but you do not need to obsess over the news. What makes the news, are the worst stories or cases. For example, we do not hear much about the majority of people who are recovering in the news. Therefore, focusing on sad stories like thousands of people dying in a day, fake vaccines, vaccines being associated with triple “666” etc fuels anxiety and fear which affects one’s immunity. Keep yourself informed, but check for factual updates on the virus from trusted sources and refrain from obsessive Googling. You could spend all day and night reading headlines, news alerts or tweets but this does not change your risk of getting coronavirus.

Know the facts, COVID-19 is a pandemic, but we do not need to panic. A pandemic does not describe the deadliness of an illness, but how widespread it is. COVID-19 is thought to be a droplet disease, it spreads from person to person via respiratory droplets, when someone coughs or sneezes. Constructive precautions to take include staying away from large crowds, wear your mask properly in the public, disinfecting surfaces, and washing your hands frequently. In addition, forego hugging, hand-shakes, and replace these with the elbow bump.

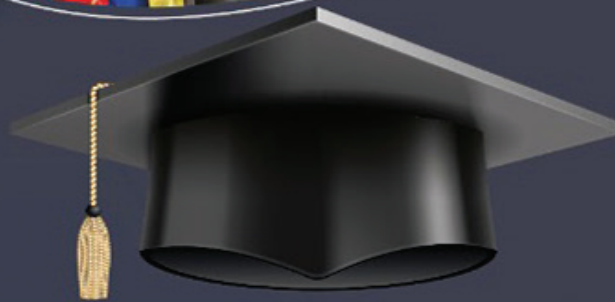
When an infectious disease hits a community, there is only so much anyone can do. You can’t sterilize your entire environment. But taking a few preventative actions will help reduce your risk and hopefully relieve your anxiety.

**Erina Najjingo**  
Editor





**MAKERERE UNIVERSITY BUSINESS SCHOOL**



**ANNOUNCES**  
**THE POSTPONEMENT OF ITS**  
**THE 15th GRADUATION**  
**CEREMONY 2021**  
**OWING TO THE PREVAILING GLOBAL**  
**COVID19**  
**PANDEMIC.**

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# The virus is back with a Vengeance

“Uganda did exceptionally well in managing the Coronavirus, named COVID-19, until recently. When the country was locked down in March 2020, there was a lot of fear among Ugandans because the virus was reported to kill within 14 days when not detected and treated”

The virus had been declared a pandemic in January 2020 by the World Health



Prof. Waswa Balunywa

Organization. It is reported to have originated in China.

It had started killing people everywhere globally, so

lockdowns were supposed to slow and deter infection as other solutions were found. The numbers of deaths reported in Uganda a year later were very small, less than 400 and the number of people who were infected were also relatively small, less than 45,000 people. These were small compared to the figures that we were seeing in the developed countries, where numbers of deaths, in some countries were more than 4,000 per day!

Today, reports indicate that over a 173 million people were infected, and 3.73 million have died of COVID-19 world-wide. It was with God's grace, I believe, that Uganda and indeed many African countries did not get the serious challenge that was seen in developed countries. The fact that the health system in Africa is poor, the people themselves are poor, and the onslaught of the virus as it did in those other countries would have been devastating until now.

Thanks to President Museveni who took leadership in managing the crisis. The country has been in a lockdown which, has

THE REPUBLIC OF UGANDA  
MINISTRY OF HEALTH

## FACE MASKS – The DON'Ts

- DO **NOT** PICK MASKS THAT HAVE BEEN DISPOSED
- DO **NOT** SHARE MASKS WITH ANYONE
- DO **NOT** BORROW MASKS
- DO **NOT** WEAR A MASK WHEN EXERCISING

#StayHomeStaySafe



never been lifted fully more than a year later on! Life has been returning to normal as many Ugandans, have now been walking around without masks, shaking hands and going about their work freely.

There are some areas where the lockdown has never been lifted, I guess this includes bars, and in some areas, there has been limitations for instance, in prayer places and indeed the general assembly of people.

We had a general election in January this year. Campaigns began several months before and people interacted carelessly despite the presence of COVID-19. But the number of infections and deaths continued to be low. The interaction of people during the election was extremely high. You could actually think that people simply neglected the Standard Operating Procedures (SOPs), which had been recommended by the Ministry of Health to Ugandans. We expected to see many new infections, somehow it didn't come to pass

The infections that came into the country appeared to have come either through the heavy Lorry drivers who came through the various

borders into the country or a few people who came into the country through air travel. They found a country that was alert, ready and locked down. I believe that this could have been the reason why this infection rate was low. Both these were controlled.

The spread of course, came from people interacting with others especially in heavily populated places like burials and other functions. But indeed, the country did not experience that huge crisis that was expected which was taking place in the developed countries. We were alert and aware that we did not have the medical facilities to treat people if they fell sick in large numbers. The government opened up Namboole Stadium to prepare for that crisis which never took place until now!

In the last 10 days, the virus

is back, with vengeance! At Makerere University Business School, we have received reports from our students that many were not feeling well and many had signs of Covid-19. We were alarmed, contacting the Government officials were able to get a testing centre. In the one day testing 45, students 30% of them were found positive! This is very alarming, and this means that there need for the country to take care. This is a war footing! What next. How should we manage this if we are to win? That is, among 45 people, 15 of them are positive! This is huge. This definitely is an indicator of what the situation is in urban areas and the fact that the country cannot manage to hospitalize that kind of numbers.

**To be continued in part 2...**

**Practice Social Distancing.  
Stay at Home,  
Wash your Hands.  
Stay at Home  
While the Storm Lasts.**



Prof. Waswa Balunywa





## Government agreed to pay Shs.4.9bn to the Person-To-Holder staff

The Principal Prof. Waswa Balunywa said the Government of Uganda has agreed to pay Shs.4.9bn to the Person-To-Holder staff according to a communication they made in their letter of September 1, 2020. "I would like to thank Makerere University Business School Academic Staff Association, (MUBASA) Executive for the effort they have put into this struggle", he commended.

Prof. Balunywa explained that; since last year, this money had been expected and unfortunately it had not come. Last month we were made aware that the Shs.4.9bn had been included in our next year's budget FY2021/22. However, about 10 days ago, we received

information that the Shs.4.9bn would be released for this financial year which ends on June 30, 2021 and last week on Thursday, the money was received on our account.

He further made it clear that, "on receipt of the information that the money will be in next years' financial budget, I requested the MUBASA Executive to work with the Human Resource Directorate on how the July salaries will look like taking into consideration the Shs.4.9bn. I believe that they had done this. However when the Shs.4.9bn appeared in this FY2020/21, it was clear that it was intended for arrears for this year. We have met with the MUBASA Executives and we have agreed on a number

of issues.

I am now writing to allay the fears and anxieties of staff which I have heard and noted in various staff correspondences about the distribution of Shs.4.9bn that has hit our account. As I write, I do not have the details of the final position and hence cannot communicate it. However, on Monday, June 7, 2021, I should be able to communicate the exact details.

I have noted that the Chairman has requested that I do the actual communication which I am doing and will do and take responsibility for too.

I wish to urge you to exercise restraint in making conclusions about the distribution of the money without the facts. Just know that the money is on our account and will be paid as arrears based on the analysis, recommendations and agreement of your leaders.

Again let me urge you to exercise restraints in the various comments that you make and wait for the communication early next week and the money to be on your accounts as soon as possible in the coming week once it has been processed.

# There is no dispute between MUBS and Makerere

At the just concluded Makerere University 71<sup>st</sup> Graduation ceremony, the Principal Prof. Waswa Balunywa assured the congregation and the general public that there is no dispute between Makerere University Business School and her parent Institution, Makerere University.

Speaking at the Makerere University graduation ceremony for the MUBS students which took place on Thursday, May 20, 2021, Prof. Balunywa said that in the past the two institutions of higher learning used to have disputes but ever since Prof Barnabas Nawangwe, the Makerere University Vice-Chancellor took leadership things are now okay.

*"As MUBS, we used to have disputes with Makerere but they are no more. I want to thank the Vice-Chancellor for the encouragement and making us part of this great University,"* he said.

The Chancellor, Prof. Ezra Suruma commended the MUBS leadership for the various training programs conducted both physically and virtually that mentored



Prof Barnabas Nawangwe and Prof. Waswa Balunywa

the graduates in leadership, creativity, entrepreneurship as well as building both public and private enterprise.

And the Vice Chancellor, Prof. Barnabas Nawangwe lauded the MUBS Management for their determination to improve the engagement of staff in research. MUBS staff secured grants for five projects under the Makerere University Research and Innovations Fund (Mak-RIF).

Prof. Nawangwe also congratulated the Principal, Prof. Waswa Balunywa and his Management for

ably steering the institution to its current level of success. *"I wish to assure all our stakeholders, that Makerere University and Makerere University Business School, one of the best schools of business, are united in purpose."*

While attending the MUBS graduation on May 25, 2018, Prof. Nawangwe said; "I congratulate Prof. Balunywa and the entire MUBS on the 13<sup>th</sup> Graduation of their students. Makerere University Business School has made Makerere great and proud.





# Makerere University Business School Academic Staff Association



## APPRECIATION

The Members of the Makerere University Business School Academic Staff Association (MUBASA) wish to thank the President of the Republic of Uganda, Gen. Yoweri Kaguta Museveni, The First Lady of Uganda and Minister of Education and Sports, Hon. Janet Kataha Museveni, The Former Speaker of Parliament, Rt. Hon. Rebecca Alitwala Kadaga, Minister of Public Service, Hon. Muruli Mukasa, Minister of Finance, Planning and Economic Development Hon. Matia Kasaija, Members of the 10<sup>th</sup> Parliament, MUBS Council and Management, FASPU Executive and the entire Team of Government Technocrats for harmonizing the salaries of the un-enhanced academic staff at MUBS.



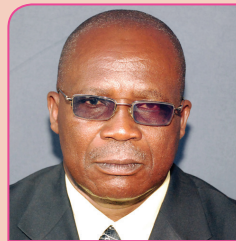
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President of the Republic of Uganda



**Hon. Janet Kataha Museveni**  
First Lady/Minister of Education and Sports



**Hon. Rebecca Alitwala Kadaga**  
1<sup>st</sup> Deputy Premier & Minister of East African Affairs



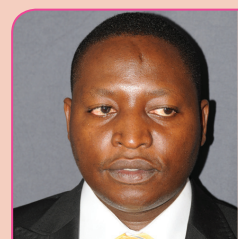
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**Hon. Micheal Timuzigu** - MP



**Hon. Ishiagi Patrick**-Former Vice  
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A.g Permanent Secretary/ST Ministry of Finance,  
Planning and Economic Development



**Prof. Waswa Balunywa**,  
Principal MUBS



**Eng. Isaac Mubarak Ngobya**-  
Chairperson MUBS Council



**Mrs. Jane Mwesiga**  
Commissioner Human Resource  
MOES



## End of semester exams postponed



The School postponed end of semester one examinations as a result of increasing cases COVID-19 infections among students. The examinations were scheduled to begin on Saturday June 5, 2021 until further notice. In his communication to the MUBS community, the Principal Prof. Waswa Balunywa said, early in the week I informed you that we were receiving reports of an increase in numbers of students who have been infected with the corona virus. We have been able to confirm that a certain number of students are not feeling well while others have signs of the virus, and there are some who have been confirmed to have the virus. As you are aware,

our examinations begin on Saturday, June 5, 2021 and I have received requests from students that we should put off the examinations because of the on going situation. The fear is that; There are those who may not have the virus but in the process of having examinations in rooms for three hours may be infected. There are those who may be infected and miss the examinations and that possibly the invigilators may either have the virus or may be infected by others as a result of associating with those who are infected. We are monitoring the situation very closely but since we have no control over the private hostels, we cannot establish the real numbers.

We are nonetheless working with the hostel owners on this. We wish to urge students and student leaders, if they learn of any case, to let us know. We are trying to see if we can have a testing and possibly a vaccination centre at the School. I would like to urge you to continue to be vigilant, to observe the Government of Uganda SOPs on the corona virus so that we can prevent infection and keep ourselves safe and alive. The decision to postpone the examinations was done to stop spreading the virus in the institution. This followed President's directive to have all schools and institutions of higher learning closed by Monday, June 7, 2021 and suspended inter-district movement, in the latest COVID-19 measures aimed at stemming the spread of the coronavirus, as Uganda deals with a second wave of the pandemic. The President in a televised address directed for the immediate closure of schools and institutions of higher learning for 42 days. He warned that the COVID-19 situation has drastically changed for the worse and that prevention is the key strategy.

# Stay and work from home; staff advised

On June 6, 2021, the Principal Prof. Waswa Balunywa advised all staff to stay at home except the essential staff, after receiving information that students were falling sick in their hostels.

The essential staff include; security officers, staff at the Health Centre, some staff from the Directorate of Human Resource and Bursar's Office.

This action came in before government announced the second lock down on June 7, 2021.

In his communication, Prof. Balunywa said, "we have reports of students falling sick in hostels and as you may note from Social Media. We have been to the hostels establishing what is on the ground. Right now as I write, a team is inspecting several hostels. We have agreed to

work with Hostel owners and the Guild to get facts and together find solutions. If it is established that there are COVID-19 cases, it would be out of our ability to handle. If there is no stabilization of the situation, we may have to delay the examinations so as to safeguard the health of both students and staff.

I urge you to stay home unless if you have to be at the Campus. All Heads of Units please ensure you are in touch with your staff to monitor our general health status. As a community, we must renew our vigilance in the fight to keep Covid-19 at bay.

Heads of Unit should indicate who should be in office as we observe the trend of the pandemic. The precautions were intended to ensure that Covid-19 does not over spread among the MUBS community. It is much better to prevent the disease than to suffer with its consequences. *"Please stay and work from home and do not visit the School premises unless it is inevitable. Avoid crowded places, but if you must do so, wear your face mask properly,"* he advised.

## Protect others from getting sick

Cover mouth and nose with tissue, sleeve or elbow when coughing or sneezing



Throw tissue into closed bin after use

Clean hands after coughing or sneezing and when caring for the sick



World Health Organization

# Staff advised to receive COVID-19 treatment from Government Hospitals



In a virtual meeting with the Administrative staff, held on Wednesday June 23, 2021 the Principal Prof. Waswa Balunywa advised staff who are COVID-19 patients to access treatment from government hospitals. " We need to go to government facilities. In case someone has covid-19, the Principal should be informed and the health center then we shall advise on how to proceed", he advised.

He said medical refund will be given to all staff who are receiving medication at government facilities on the advice of the health committee.

He also informed the staff that the MUBS Health Center facilities were extended to Kamya house

to improve services delivery and also to take care of some the covid-19 patients.

The extension is intended to serve as an isolation facility for staff with initial symptoms. He also urged staff to support each other in this trying moment as some were depressed and need support at home. The School has recruited services of more counselors to help staff who are going through difficulties. The Principal asked the Supervisors to check with their staff and identify those who need support.

He said staff should continue working from home instead of being idle. It is time to re evaluate if we need all the staff we have in the School, since some people have

not been productive at all since the outbreak of covid-19 in 2020.

He said technology has rendered some people redundant such as Accountants, therefore people needed to devise ways of staying relevant in the work place. About Administrative staff who have not been promoted for a long time, the Principal

explained that the School has no money to promote them and for some, no position.

He mentioned about the seventy (70) support staff who have graduated with bachelor's degrees, but no positions yet some were interviewed and passed the interviews. So he wondered if the staff development plan needs to be changed, otherwise people complain to him but his hands are tied. He mentioned someone in the library who has not been promoted for 10 years, attributing the incidence to poor performance or lack of a position.



# MUBS Community eulogize fallen Director



The MUBS community, staff and students of Jinja Campus have eulogised their deceased Director, Dr. Bumali Lubogoyi describing him as a mentor and social person.

On June 14, 2021 Hajji, Dr. Lubogoyi breathed his last breathe at Platinum Hospital. The news of his passing on shocked many people, especially his colleagues who described him not only as their boss but also their workmate who always corrected them whenever they made mistakes. He was prayed for at MUBS

**“We have lost a mentor, a friend, a parent, generous and jolly person who cannot be replaced.**

Main Campus mosque, Jinja Campus mosque and Iganga mosque before he was laid to rest at his ancestral home in Bulowoza Iganga district on June, 15, 2021.

According to Ms. Warda Saunders the Acting Campus Administrator, the late Dr. Lubogoyi was a father, who loved education more than anything else. He was always jolly and his presence could be recognized whenever he was at the Campus.

Lubogoyi was a good teacher whose classes were interactive and lively. He always asked me to pray for him, saying *“Saunders !!! please always wake-up and pray for me, I sincerely love my job, pray to Allah to keep it for me”*, I will never forget those words. We have lost a mentor who cannot be replaced.

Mr. Ronald Ssempijja an Office Aide in the Director’s Office described him as a friendly manager, parent who loved his subordinates so much without limits. My fond memory of him, is when

he told me that *“I loved you the first day I saw you” indeed it was heartwarming.*

Meanwhile, Mr. Ngobi Sadiki a Security Personnel, described Dr. Lubogoyi as someone who was jolly, generous who could wish all people to prosper, couldn’t show annoyance, respected every staff from top to bottom and above all some one who liked to be praised. The other thing I can’t forget about him, he allowed me to study.

While Ms. Harriet Tagwana attached to Quality Assurance Unit at MUBS Jinja Campus described him as someone who was social, non-discriminative and a free person, Mr. Bawa Faizo described him as a parent who had a ‘big heart’.

We thank God for the life and legacy of the fallen Director Dr. Lubogoyi and May His Soul Rest In Eternal Peace.

**“FARE THEE WELL  
DIRECTOR”**

# Home Office Rules 101

**“Like many things in this fast changing world, feel free to flex things around till you find what really works for you. Good luck”!**

**W**orking from home has become a way of life. It is a reality where employees working for the private and government sector are both staying home, while also striving to remain productive.

Notwithstanding the other occupants in the house including children, spouses, the house helps and extended family. Now more than ever, you have got to make the situation work in your favour.

Here are some tips on how:

## 1. Have a positive attitude

You could be there wondering why the sudden presidential directives. Why weren't you warned earlier? Why me? Stop it. You are right here, right now. Instead, appreciate the additional time with family and loved ones, flexible work schedule and that you are alive and healthy.

## 2. Use social media in moderation

There are so many social media sites out there and it is very tempting to spend all your time online. However, much as it boosts online business, research and social connections, it bears a lot

of negativity and wrong information which can cause depression. So, use it well.

## 3. Wake up early

Even in a lockdown, try to wake up early and prepare yourself. Clean yourself up, pray, make your bed, clean your room. Basically, wake up early with a purpose.

## 4. Dress the part

The positivity of your thoughts can be heightened by the way you dress. It's imperative that you dress smartly even when at home, so that you are pushed into the mood to work.

## 5. Create your own work space

Find somewhere within the confines of your home environment where you can isolate yourself to think, plan and work. It could be a corner in your bedroom, a shade in your garden or compound, or a desk in your kitchen. Make it comfortable and workable for you.



Hamidah Babirye, Nsereko-PhD  
Deputy Director, Office of the  
Principal

## Home Office Rules 101

### 6. Create a routine that works for you

You can do this by mirroring some aspects of your office routine. There some fixed aspects such as waking up, cleaning up, prayer and meals. Are you more productive during the morning hours, afternoon or night? In that case, you could dedicate 2-3 hours of uninterrupted time to work on planned office activities and assignments.

### 7. Explain yourself

This is last, but definitely not least. Most grownups understand working from home and how important it is, but not children. Children need to be informed about why you should have 2 hours to yourself, in a corner away from them. They want to play with you, they want you near and they want to tell you about their feelings. So you need to explain yourself in a simple language that they understand. Tell them that they should respect your space and routine.

## MUBS Employer- Employee Engagement goes online

On June, 22, 2021, the MUBS Career and Skills Development Centre launched the online MUBS Employer- Employee Weekly Engagements with Ms. Shivan Karemera, the Human Capital Manager at Pricewater HouseCoopers Limited, talking to students about the employment skills for the 21<sup>st</sup> century workforce.

The weekly engagements where speakers from different organizations will be talking to the students are intended to connect the students with potential employers during the lockdown.

The Director MUBScareerand Skills Development Centre Ms. Maureen Tweyongyere said the engagements will enable students to prepare themselves for the future where more technology than human labour is required to do work. She appealed to students to be open-minded, think creatively and be innovative. "Innovation is a key now with the new normal where the COVID-19 pandemic has changed the way people work. The center arranges skills training in different areas to prepare students for the world after work.



### WE URGE ALL OUR STUDENTS AND STAFF TO



Keep your mask on



Get vaccinated



Wash your hands



Sanitize often



Keep social distance



Avoid crowds



Work from home



Avoid contacts



# What Next After University?

**"It is incredibly easy to get caught up in an activity trap, in the busyness of life, work harder and harder at climbing the ladder of success only to discover that its leaning against a wrong wall" Steve Covey.**

As we commence school right away from childhood, everybody ideally thinks that must journey from primary school to secondary school then to an institution of higher learning and thereafter get a job and start living life. Majority of the parents have to spend almost all their incomes at times sell some pieces of land all to ensure the child's future is secured through education. They all anticipate that after graduation their children must find a job, make a contribution to society and earn a living. But what exactly happens after



Ms. Maureen Tweyongyere,  
Director MUBS Career and Skills  
Development Centre

graduation?

This question never goes away because every year we have new people who complete and they only realize that they must answer this question when they are the victims. The word "victims" mean that they are the ones who must find a solution "to what next" after the university.

To answer this question, many ways are available to do so. First and foremost, who do you know to find you a job. Indeed a small section of people ride on this social network to be able to find jobs and this of course is

for those who have relatives, parents who are well placed, who can easily get you into a job. However, this is a very small number.

There are those who struggle to look for jobs genuinely. They make applications possibly one hundred of them and of course some of them seek and get jobs that way. At times it is surprising to meet somebody and ask what are you doing now and they say I am in Stanbic Bank and you ask how did you get there and the persons says it was an interview. There are that type of people who really get their jobs after they have worked very hard on interviews, done applications and walked the street.

There are those who never find a job. They continue to lament year in year out and they start getting worried and demotivated that they have nothing to do. This group is increasing becoming bigger and becoming more desperate.

Then there are those who you meet ask a similar question and they will say they are doing nothing but



an accountant in a small business somewhere as I wait for a job of my choice

Then there are those who straight away go and find money and do certain things. After the university people have many ways in which they want to satisfy their dreams but is that the right dream that one wanted. We normally assume that your career will depend on your abilities, knowledge and skills in that particular area that one wishes to pursue. But is this your passion? Did you get into that degree of your choice or you got into that degree because you were simply given the degree or your parents, friends, former

“  
**But what is the ideal? The ideal is as we grow up, parents should be able to expose their children to various professions if possible so that they can monitor and find out if these children are interested in a certain career”**

teachers influenced you into getting it.

This is not an easy thing because there are lots of things that people must think about before they actually get into employment. Some people say follow your passion. Yes you may get a degree, maybe in accounting, medicine, law but you want to do something different.

You may want to go into Diplomacy, in the army or to trade, these kinds of thoughts exist. What does the public think about you, they may think you are crazy; how you can be a medical doctor and go to trade. Many may think you are wasting your time.

# What Next After University?

Hence after University, people take many decisions and of course what is very important immediately is get a job especially for those who come from poor families, they are the bread winners and yet they have to struggle to study and also find the bread that their family members will eat. They also have a burden possibly of educating their own siblings who have no school fees.

But, what is the ideal? The ideal is as we grow up, parents should be able to expose their children to various professions if possible so

that they can monitor and find out if these children are interested in a certain career. Is the child oriented to Mathematics, literature, music, engineering? Let us establish this early, encourage the child to get into to study that, get to understand the profession better. As a parent you must harness the child's talents to ensure that the child is able to build skills in that area.

Related to this is passion; you may have talent in singing or debating but you may not have the passion for it. The combination of talent

and passion is going to be the most ideal career one is going to pursue. As parents, we need to support our children in enabling them to focus on their careers and we should be able to enable them harness and become good at what they want to do and build passion in them by telling them how good their profession of choice is. If we do not do that, we will have a very big challenge that our children may end up in careers which they did not like, very desperate just because they had to find something to do and earn a living.

As we think about this, you are already fixed because you have a degree so to a great extent, your career path is formed. However, is that your passion, if it is not what are you passionate about? I would wish to encourage you to rethink and pursue a career that you are most passionate about. But then is there money to do that? These are some of the challenges one goes through after university; career or survival. Remember life is a race against disappearing time.



**The MUBS  
Career & Skills Development  
Centre**

*Envisioning your Career!*



# Climate change is a concern to everybody



The Principal Prof. Waswa Balunywa has called upon the Government of Uganda and oil companies to allocate more research funds to universities to carry out research on alternative sources of energy in the country and Africa at large. As the country generates more electricity, there is also need to have alternative sources of power.

Prof. Balunywa says climate change is a concern to everybody but unfortunately in Uganda not much effort has been put to it. There is a lot of destruction of swamps and forests due to construction of roads and industries which is dangerous.

Another threat to the environment that could exacerbate the problem is the damage caused by two deficiencies including the

lack of electricity that leads to populations destroying the biomass in search of fuel for cooking and the lack of industrialization that causes overcrowding of the people into subsistence and primitive agriculture.

This overcrowding into agriculture compels people to invade forests and wetlands in search of new agricultural lands having misused long cultivated portions of the land.

It is projected that in the next 10 years, there will be an increase in slum development, where there shall be less people who use gas but more of charcoal and firewood and therefore there is need for the country to look at charcoal as one of the energy sources and establish whether it is sustainable or not which calls for a policy

on the development of charcoal and trees.

The Principal was on May 25, 2021 addressing the two day Climate Change Summit, was organized by the MUBS' Faculty of Graduate Research and Studies in conjunction with National Forestry Authority, Norad, National Environmental Management Authority and the Parliament of Uganda.

The summit intended to inform society about the impact of climate change and the different activities that mitigate the impact on the environment.

Prof. Balunywa discouraged deforestation and called for a policy on cutting down trees. He thanked the organizers for nurturing students to come out to discuss topical issues about the country.

Dr. Tom Okurut, the Executive Director of National Environmental Management Authority said it is a responsibility for every Ugandan to sustain the environment.

# The actual cost of wanting to impress society

When you have just graduated from university, the expectation is to find a job, get married and have some kids. There is already that pressure from society on you as a young adult. Aside from that, there is peer and social media pressure.

FOMO; the Fear of Missing Out on something. I have been a victim of these. 99.9% of the time these things involve money and if you do not have the will and power of saying no to yourself, friends and family when you know you cannot afford or even just do not want to, you are in big trouble.

Owning a car definitely creates some social pressure. A car is taken as a symbol of wealth especially for men with the on growing wave of women not wanting men with money. Take Luke for instance who has just graduated. Gets a job that earns him a decent salary of about UGX 1,600,000 a month. After a year, he has saved up enough to open up a side hustle that increases his total monthly income to UGX 1,750,000. This is not bad for a 24 year old. Luke lives by himself and runs a monthly surplus budget inclusive of entertainment and savings of UGX 1,460,000. Every month, he sends about UGX 150,000 back to the village to his mother and sometimes helps put with his younger sister's school fees of UGX 700,000.

The bank sends him an email through his job



**Ms. Amiina Balunywa**  
**Lecturer- Finance Department**

that he qualifies for a loan. Luke has everything he wants at this point except a car. He feels that with how far he has come, he shouldn't be riding on a boda-boda or taxis with everybody else. He applies for UGX 20,000,000 car loan and since he is on a 5-year contract, the bank gives him the log book knowing he will be able to pay back the loan without default. This loan is acquired at a fee of 19% per year for 2 years. This is interest he has to

pay back on the outstanding loan balance. For simple calculations, let us say that this spans over the 2 years and in total he will pay the bank UGX 3,800,000 in interest. This is the cost of the money. Again for simplicity, he has to pay about UGX 9920,000 a month. This increases his monthly budget to UGX 2,602,000 and he is now running a deficit. What he spends is way more than what he earns.

Fast forward, Luke has his car, his cost of living increases. He now has got to account for fuel, goes out more because he can leave whenever he wants. Due to the increased standards of living, he starts defaulting on loan payments

**continued to page 23**



# MUBS 15<sup>th</sup> Graduation Postponed

Makerere University Business School Management has postponed the 15<sup>th</sup> Graduation Ceremony that was slated to take place virtually on Friday, July 16, 2021.

According to the School calendar, the graduation was scheduled to take place in May 2020. However, the event did not take due to the Covid-19 lockdown and the School revised a date to July 16, 2021.

Ms. Eldred Kyomuhangi-Manyindo, the School Registrar, notes that the postponement was in compliance with the Presidential directives for curbing the spread of COVID-19, the ceremony has been postponed. A new date will be announced as shall be guided by Government on Covid-19 SOPs."

MUBS has two graduation ceremonies; the first one is where PhD, Master's and Bachelor students admitted by Makerere University, studying at MUBS and are presented to Makerere for graduation. This group graduated at the Makerere University 71<sup>st</sup> congregation in May 2021. The second



graduation is for MUBS postgraduate, Diploma and Certificate students and those from its affiliated institutions who graduate from MUBS.

In her communication, the School Registrar further noted that, "students that have fulfilled all graduation requirements for the academic years 2018/2019 and 2019/2020 on the listed programmes will be conferred with their respective academic awards. Students will be advised on

commencement of the Online registration for the virtual graduation."

Each graduand will be expected to pay graduation fees as categories for Ugandans and International students

Convocation and Alumni fees UGX 20,000 US\$ 20

Graduation and one booklet UGX 50,000 US\$ 62

Certificate UGX 20,000 US\$ 50

Transcript UGX 30,000 US\$ 50



# BUSINESS

# FINANCE

and money piles up. His little sister has to go to school but he doesn't have the money. So decides to go to a money lender and borrows UGX 1,000,000 at a cost of 20%. He pays the fees and decides to spend the other money to buy a phone. Business is not going well either. His side hustle doesn't bring in as much as it used to. He pays the money lender below the monthly minimum payment and he is eventually sued. Luke is forced to sell the car but it has depreciated and gets about UGX 14,500,000 from the sale as compared to the UGX 23,800,000 its cost

him (interest is always a part of the cost because you have to pay it back).

He finds himself depressed, he cannot help out his mother, he has to go back to using taxis and boda-bodas, his parents back in the village blame him for poor judgment, he has to pay legal costs and also has to find a more affordable house so he can be able to pay back both loans. These are some of the effects wanting to look rich, impressing people and poor financial planning. In most instances you end up in some type of financial ruin. Debt can work for you if used well.

Like using it to buy assets that appreciate in value like houses, land, a car for business and also education because acquiring skills may increase your ability to earn more. However debt has disadvantages. You commit to paying money for a period of time yet the future is uncertain. COVID-19 came in and there were people in situations like this and lost their jobs. The result is to refinance your loan which usually comes at a cost. So be careful when you are using debt, it's only for the RESPONSIBLE!



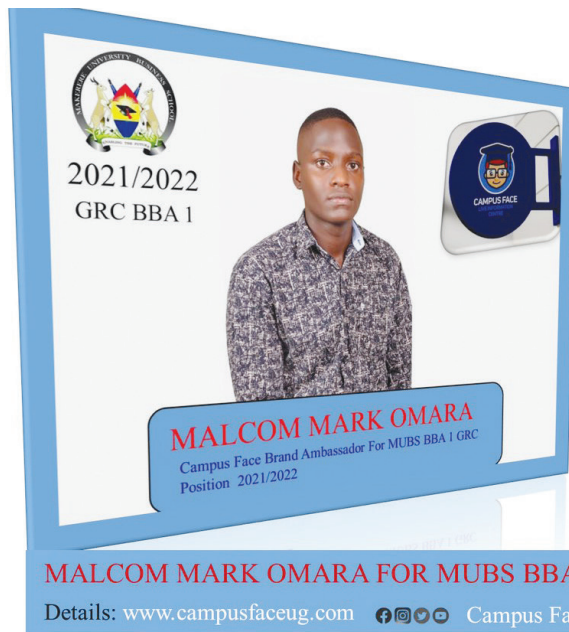
**Home to the MUBS Entrepreneurship Innovation and Incubation Centre, one of the HEST projects in MUBS a business incubation hab fostering entrepreneurship**

# Business start-ups flourish at MUBS

Makerere University Business School (MUBS) is one of the nine beneficiary universities of the Higher Education, Science and Technology (HEST) project.

HEST is focusing on building Uganda's human capital skills development capacity, particularly in education, science and technology, in order to respond to labour market demands and spur productivity.

It aims at improving equitable access, quality and relevance of skills training and research, leading to job creation and self-employment. All these objectives were aligned to Uganda's National Development Plan



## The Campus Online Notice Board



**MALCOM MARK OMARA FOR MUBS BBA Year one GRC Position**

Details: [www.campusfaceug.com](http://www.campusfaceug.com)     Campus FaceUg

## An online news platform start by MUBS computing students

(2010/2011-2014/2015), whose mandate is to make Uganda an industrialized economy by 2025, through the provision of higher-level skills.

Through the HEST project MUBS constructed a home for the Faculty of Computing and Informatics. The construction started in June



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Only @ 35,000 Full package

### Another online start-up by MUBS students

2015 and was completed in June 2016. Initially, the faculty was housed under another building. Under the same project, the building was furnished with one of the best facilities. For example, 350 computers were installed in the computer labs, while 21 LCD projectors were also fitted to help student during lectures and tutorials.

“Before the commencement of this project, the School had five computer labs, each with a maximum sitting capacity of 35 students. This meant that to have classes divided into shifts, which was hectic.

The establishment of a stand-alone, one-stop business

computing facility has led to the creation of more learning space for the increasing number of students. The new infrastructure has three computer laboratories, each with a sitting capacity of 80 students. The auditorium and multimedia studio.

The Faculty of Business Computing has four auditoriums and a multimedia studio housed in the same building. The auditoriums are multipurpose halls used for events, such as meetings and seminars, as opposed to hiring space in hotels as it used to be before.

The facility has public address

systems with 53 iPhones and 30 analogue microphones. These auditoriums have a sitting capacity of 300 people each, which gives a total of 1,200. The multimedia studio is soundproofed and fitted with modern equipment to facilitate the production of multimedia content for e-learning students. “The multimedia studio, too, has the capacity to produce high definition production, such as videos that advertise the university.

Business incubation hub, it’s construction began in August 2017 and was completed after six months. The centre has created a conducive learning environment for business start-ups. MUBS strives to create an environment where business startups can flourish. Therefore, Centre imparts knowledge to individuals with high value impacting business ideas and give life to their businesses through business clinics.

Staff scholarships, MUBS received a grant for capacity building, Consequently, 32 staff have benefited from scholarships to study Masters and PhDs and eight have graduated from various Universities within and outside the country.



# Business has taught me to think outside the box

Ms. Afsa Tumubwiine aka "T" a MUBS student pursuing a Bachelor's Degree in Business Administration. Tumubwiine and CEO of Body On Snatched By T, an online store dealing in solution wear, started her business during the Covid-19 lockdown in March 2020 as a desire to help fellow women feel confident. Her business is a solution wear oriented brand creating the next generation of shapewear and loungewear.

She has made an online brand as one of the most reliable sellers of waist trainers and other shapewear that have given women the ability to feel confident in their new fire bodies. "I was still playing it safe until the lockdown when I realized that I need to bring my dreams into reality. I started small, I am still small but we are growing.

While growing up, Tumubwiine has always wanted to help women feel confident and when the idea came through, she decided to put it into action.

"I have always loved solution wear. As a young girl, I



Ms. Afsa Tumubwiine

always searched for solution wear all the time. I asked myself how can I make my life comfortable? How can I feel confident in a cloth and of course my passion for self improvement," She said.

Tumubwiine, says the business has helped her to start thinking outside the box and to get more creative plans to grow and expand her brand internationally. I have learnt a number of life lessons on my journey to takeover the solution wear industry.

There are so many lessons

that come with a business but one of them is patience. It is a virtue in business, you have to be patient, you have to be consistent. Consistency is key in life, in relationships, in business and in every sector of life.

While running her fast growing business, Tumubwiine has met a number of challenges but they have not deterred her from focusing on the prize. The business-minded scholar is challenged by anxiety, negativity, as well as self sabotage.

# Students Innovate Egg Incubator

We sat and agreed that we have to be agents of change on that issue as educated youth, we mobilized the little funds we had and acquired some little loans and successfully constructed an incubator”



Nickson Baguma, a first year student of Bachelors of Office and Information Management says at the start of the lockdown, they came up with an idea of poultry keeping, after agreeing with each other, they set all the requirements for a poultry farm such as feed troughs, drinkers, mash among others, well knowing that

it was easy for them to acquire day old chicks (DOCs).

When everything was ready, they started the struggle to get DOCs which was so difficult in a way that they would order for chicks in July, 2020 and expect the

A group of students from Makerere University Business School, Kyambogo and Makerere University have innovated an Egg Incubator for their farm after failing to

have any access to chicks for rearing.

The students argue that the initial plan was to procure chicks however, this did not go according to their plans since they failed to have the access to chicks after several attempts.

## Students Innovate Egg Incubator

chicks in November, 2020.

We sat and agreed that we have to be agents of change on that issue as educated youth, we mobilized the little funds we had and acquired some little loans and successfully constructed an incubator.

Their machine was tested two times with the first testing, 12 eggs in the incubator, five hatched and 7 seven failed and they attribute this failure to shortage of power, unfertilized eggs and lack of knowledge for operating the incubator.

The Second testing had 12 eggs in the incubator, six hatched successfully. This means they registered an improvement of one egg from the previous testing.

A 400 capacity egg incubator is made of wood and the inside is coated with a blanket to keep warmth, it cost about shillings 1.2million. It has a hatching rate of 75%. The force-air incubator has a fan that spreads the warm air



all over the egg chamber.

Richie Atusasire Twiine another student says that this incubator took them over two months to have it in existence. He adds that they experienced a challenge in acquiring the thermostat and hygrometer which was so tiresome.

“So far we have used it to hatch the chicken eggs only but we are sure it can hatch even all the other types of eggs,” Atusasire explains.

The students include; Nickson Baguma, a first year student of Bachelors of Office and Information Man-

agement, Innocent Duhibaze, a second year student of Bachelors of Commerce, Osbert Natukunda, a first year student of Civil Engineering Kyambogo University, Hilda Nuwabiine, first year student of Bachelor of Business Administration, Shivan Asasira, first year student of Bachelors of Education and Richie Atusasire Twiine, a lab technician at Kyamakanda health centre in Rukungiri.

Most Universities and other higher institutions of learning are set to open for the first semester in this very month after being closed since March 2020.



## Students earning from making daddies

The closure of Universities during the COVID-19 lockdown has got a number of student to think innovative as they make handcrafts and other vocational skill business. Adongo, a finalist at MUBS and Apio, a third year student at Kyambogo University are making daddies and crocheting.

Around the beginning of June this year, our mother gave us some business ideas and capital," Apio, who is pursuing a Bachelors' Degree in Human Nutrition and Dietetics, says. *"We chose daddies because it was not new to us. We always did daddies for home consumption but not to the business standard. All we needed was to perfect the skill."* Apio added that their aunt enticed them with her delicious recipe. "With my knowledge of nutrition, I was able to advance this recipe to make our daddies tastier," she says. Adongo, who is pursuing a Bachelor's Degree in Commerce, narrates that towards the end of June this year, a new idea of crocheting also crossed her mind.

## Strange but true!!!

A family in Bukedea district isolated its own child and subjected him to bush self-isolation as a measures to prevent the spread of COVID-19.

On June 7, 2021, President Museveni closed all education institutions and ordered all students to go back to their homes for 42 days.

When a one Simon Odeke who happens to be a student at MUBS, returned to his family home, he faced it rough when he was refused to reach home and mixing with his relatives due to the fear of him having contracted the virus.

One of his family members who preferred anonymity said that the family decided to confine the suspect in the bush for fear of spreading the virus to other family members. When the family discovered that he had signs of the virus, they agreed to isolate him in the bush.

He also accepted since his body was not normal. He was being treated in the bush where he was provided with everything including food.

His test samples were later picked by the district task force to confirm whether he is negative or positive.

In the bush, the isolated student had already ventured into charcoal burning for fitness as he waited for COVID-19 results.

The residents of Odeke's village suggested that the Government would have tested students in the schools and isolated those who were found infected within the schools other than releasing infections to the communities which is now causing them problems.

Rendering to Mr. Geoffrey Okiswa, the Bukedea Resident District Commissioner (RDC) who also doubles as head of Bukedea COVID-19 task force, they lack an isolation center for suspected cases but they are working hard to reach out to people in the community to educate them on the dangers of the virus.

**Adopted from social Media**

# MUBS Council 2021 – 2025

No.	Name of Representative	Designation/Constituency
1.	Eng. Isaac Mubarak Ngobya, (Chairperson)	Business Sector
2.	Mr. James Mwesigye, (Vice Chairperson)	National Union for Disabled Persons of Uganda
3.	Prof. Waswa Balunywa	Principal
4.	Prof. Moses Muhwezi	Deputy Principal
5.	Hon. Lt. Col (Rtd) Dr. Bright K. Rwamirama	MUBS Convocation
6.	Dr. Annet Nabatanzi K. Muyimba	Academic Board
7.	Prof. Musa Moya Bukoma	Academic Board
8.	Mr. Samuel Eelu	Academic staff (MUBASA)
9.	Mr. Gonzaga Basulira	Academic staff (MUBASA)
10.	Mr. Frederick Rwakyaka	Senior Administrative staff (MUBSASA)
11.	Mr. Geoffrey Emong	Support staff (NUEI)
12.	Prof. John David Kabasa	Members of the Public (appointed by the Minister of Education & Sports)
13.	Dr. Michael Kansiime	Members of the Public (appointed by the Minister of Education & Sports)
14.	Mr. Edward Kiwanuka	Members of the Public (appointed by the Minister of Education & Sports)
15.	Mr. William Ndoleriire	Ministry of Finance, Planning and Economic Development (MoFPED)
16.	Mr. Timothy Ssejjoba	Ministry of Education and Sports (MoES) – Higher Education
17.	Ms. Shamim Awaali Namusisi	Kampala Capital City Authority (KCCA)
18.	Dr. Eria Hisali	Makerere University Senate
19.	Dr. Tom O. Okurut	Members of the Public (appointed by the Council)
20.	Hon. Beatrice Atim Anywar	Members of the Public (appointed by the Council)
21.	Ms. Shifrah Lukwago	Members of the Public (appointed by the Council)
22.	Ms. Goretti Byomire	Staff with Disabilities
23.	H.E, Robison Ogwang	Guild President

**STAFF WHO HAVE PASSED ON**

Eng. Sam Ssemuyaba from the Strategy and Projects Section.

Dr. Bumaali Lubogoyi, Lecturer/ Director at Jinja Regional Campus

**STAFF WHO LOST THEIR LOVED ONES**

Ms. Peninah Keitumire, mother to Mr. Arthur Akampa, an Administrative Assistant in the Leadership Centre,

Ms. Rose Nanfuka , Mother of Ms. Sarah Kyejjusa Bazibu a Senior Lecturer in the Department of Account

Ms. Hadijah Namukwaya Ddamba, Mother to Mr. Ddamba Abdu a Lecturer in the Department of Applied Computing and Information Technology

Mr. Lwabibi Lawrence, a former Staff in the Department of Procurement and Logistics Management and Husband to Ms. Edith Naigaga, a Part-Time Lecturer in the Department of Applied Computing and Information Technology

Unborn baby to Ms. Hajara Ndaide, an Administrator in the Faculty of Vocational and Distance Education

Dr. Abbas Kakembo, father to Ms Hajara Nagujja Ndaide, Administrator in the Faculty of Vocational and Distance Education

Hajji Kassim Kintu Lubowa, father to Dr. Saadah Nakyejwe Kimuli a Senior Lecturer in the Department of Entrepreneurship

Mr. Edmund Godfrey Segujja Munakisa, father to Rev. Aaron Godfrey Batte, Chaplain St. James Chapel,

Mr. Ssempala Lawrence father to Mr. Walusimbi Aloysius, an Office Aide in the Department of Business Administration

Mr. William Hosea Atu Nyakoojo, brother to Ms Evace Nyakoojo

Mr. Francis Bazongoza, father to Ms. Editah Ainembabazi an Office Aide in the School Bursar's Office.

Mrs. Milly Kyaligonza, mother to Ms. Lorna Kyaligonza an Administrative Assistant in the Strategy and Projects Section.

Mr. Constatino Kigonya Ssempe, father to Ms. Lynne Kigonya an Assistant Lecturer in the Department of Marketing and Management at Mbarara Regional Campus

Ms Mugabirwe Annah, mother to Mr. Darious Mugabe, a Teaching Assistant in the Department of Economics.

Mr. Jamil Ssendangire, a brother to Ms. Mariam Sumini Nankya, an Assistant Database Administrator in the Human Resource Directorate.

Mr. Juma Muyinda, father to Mr. Ibrahim Baisa, an Office Aide in the Examinations and Production Unit,

*We are reminded how short life really is, and how we are just passing through.  
So, all the people you haven't told you love lately, tell them, and live your days like  
you mean it.*

*May the departed souls Rest in Peace*



# MUBS Undergraduate Programmes

## BACHELORS PROGRAMMES

Bachelor of Commerce  
Bachelor of Science in Accounting  
Bachelor of Science in Finance  
Bachelor of Real estate management  
Bachelor of Business Administration  
Bachelor of Entrepreneurship & Small Business Management  
Bachelor of Human Resource Management  
Bachelor of Leadership & Governance  
Bachelor of Business Computing  
Bachelor of Office and Information Management  
Bachelor of Arts in Economics  
Bachelor of Business Statistics  
Bachelor of Transport & Logistics Management  
Bachelor of Procurement & Supply Chain Management  
Bachelor of International Business  
Bachelor of Science in Marketing  
Bachelor of Travel & Tourism Management  
Bachelor of Leisure & Hospitality Management  
Bachelor of Catering and Hotel Management

## DIPLOMA PROGRAMMES

Diploma in Business Administration  
Diploma in Accounting and Finance  
Diploma in Procurement and Logistics Management  
Diploma in Human Resource Management  
Diploma in Entrepreneurship and Small Business Management  
Diploma in Computer Science  
Diploma in Hotel and Restaurant Business Management  
Diploma in Business Computing

## CERTIFICATE PROGRAMME

Certificate in Business Administration