



The

MUBS NEWS LETTER

March Issue, 2021

A 13 year old asks Parents to get involved in raising their children



Ms. Myrah Karabo Muhwezi making her presentation during the International Women's Day celebrations at MUBS Main Campus, Nakawa

Uganda is one of the countries promoting the rights of women and girls.

Much as the government has put in place laws and policies to support girls to get education, jobs and live peacefully in the community, thirteen (13) year old Myrah Karabo Muhwezi, says parents must be involved in the lives of their children to help shape them and raise a happy and successful

child.

Karabo is a born to Prof. Moses Muhwezi, the Deputy Principal of Makerere University Business School and Mrs. Muhwezi.

The third born of four children, is a student at Kampala International School and a Human Rights Activist. Her dream is to use law to transform society but specifically children.

MAK Deputy Vice Chancellor acknowledges MUBS for Offering Quality Programmes

On March 4, 2021, a delegation from Makerere University led by the Deputy Vice Chancellor, Prof. Umar Kakumba visited MUBS.

The Delegation included Dr. Vincent Ssembatya, the Director Quality Assurance, Prof. Buyinza Mukadasi, Director, Directorate of Research and Graduate Training, Mr. Charles Ssentongo, Deputy Registrar Admissions, Mr. Stephen Mpirirwe Byanagwa, Systems Administrator-Quality Assurance, Mr. Gilbert Drikosi and Ms. Peace Buhwamatsiko Tumuheki.

They met with the MUBS team that comprised of the Principal, Prof. Waswa Balunywa, Deputy Principal Prof. Moses Muhwezi, the School Registrar, Ms. Eldred Kyomuhangi, the Dean Quality Assurance, Dr. Levi Kabagambe, Prof. Muhammad Ngoma, the Dean Faculty of Graduate Studies and Research, Prof. Ernest Abaho, Chairperson Course Review and Dr. Isaac Nkote, the Dean Faculty of Commerce.

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Our Mission: "To enable the future of our clients through creation and provision of knowledge

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

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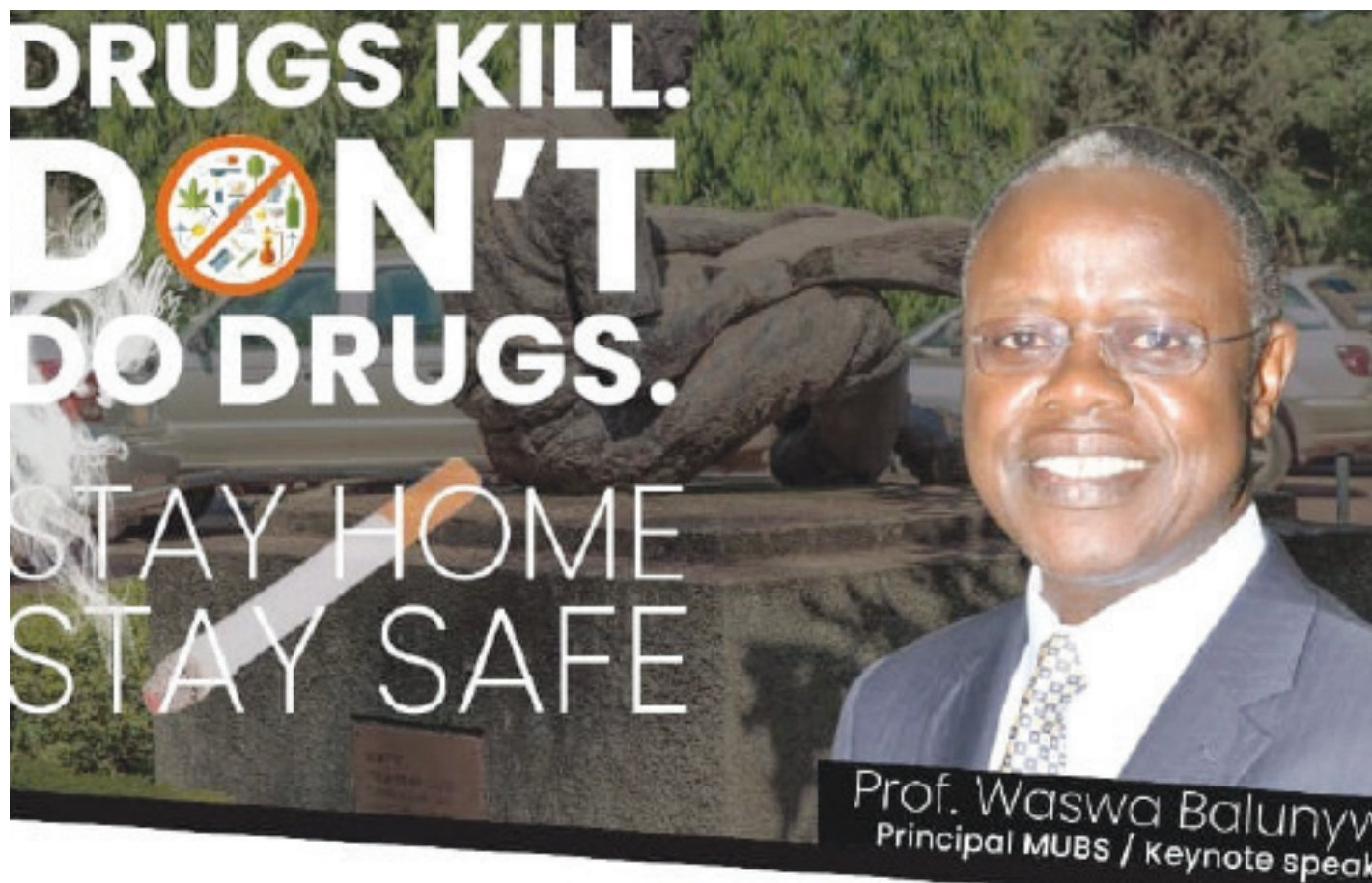
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As You Join University ; What Next !



Erina Najjingo
Editor

While most students know how they can succeed in their academics, perhaps the greatest joy is learning how to motivate yourself.

It is very common that some students succeed academically and others do not.

Students who do well in their coursework and examinations and get good grades share common characteristics.

For those wondering how they can succeed, here is the way to go.

Attend classes regularly; students who succeed in academics, attend

classes regularly and are always on time. Coming to class 2 hours late after the lesson, can set a student back 2 days or more from catching up.

If you miss a lesson, let the Lecturer know why, and the reason must be legitimate and reasonable. This will prompt assistance from the lecturer.

Also make sure to get all assignments missed and understand what is covered in class. A missed class also means wasted money used for tuition.

Pay Attention in Class, to some university students this seems a primary or secondary school character, but successful students are attentive in class.

They do not chat, read, text, surf the web, sleep or stare out the window when lessons are going on.

Such behavior can distract others from learning, therefore be respectful of the learning environment.

Academically, successful students participate in class discussions. They will always speak up in class and ask questions for clarity. You are at University to learn, so do not be afraid to ask for help from

the lecturer to make sure you understand the what she/ he is teaching.

It is important to complete class assignments and hand in on time. There are no exceptions to late handing in assignment; keep that in mind if you think about procrastinating.

Make summaries, this will not only keep you more engaged during class, but will also help you narrow down what you need to study during examination time. It is much easier to reread your summaries than to reread the entire notes.

Find a discussion group. Sitting down with a group of people who are learning the same things as you avoids confusion and helps prepare for course work or examinations. You can quiz, reteach each other and make sure that everyone is on the same page. Teaching someone else is the best way to learn.

All students should have the chance to succeed. As you prepare for success this academic year, be informed about the grading policy and use it as a tool to increase your success in class.

Ugandan Anthem

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

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

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

East African Anthem

1. Ee Mungu twaomba ulinde

Jumuiya Afrika Mashariki

Tuwezeshe kuishi kwa amani
Tutimize na malengo yetu.

Chorus

Jumuiya Yetu sote tuilinde
Tuwajibike tuimarike
Umoja wetu ni nguzo yetu
Idumu Jumuiya yetu.

2. Uzalendo pia mshikamano
Viwe msingi wa Umoja wetu
Natulinde Uhuru na Amani
Mila zetu na desturi zetu.

3. Viwandani na hata mashambani
Tufanye kazi sote kwa makini

Tujitoe kwa hali na mali
Tujenge 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

MAK Deputy Vice Chancellor acknowledges MUBS for Offering Quality programmes



L-R: MUBS Principal Prof. Waswa Balunywa, Makerere University Deputy Vice Chancellor, Prof. Umar Kakumba and MUBS Deputy Principal, Prof. Moses Muhwezi

From page 1

The team visited to share the concerns of Makerere University Council and Senate about restructuring MUBS' academic programmes.

Prof. Balunywa welcomed the delegation and requested the Deputy Vice Chancellor Prof. Kakumba to chair the meeting. He explained that for some time, Makerere has been restructuring its academic programmes to reduce the duplications that had existed over the last years.

He informed the meeting that this concern was raised by His Excellency the President of Uganda, Yoweri Kaguta Museveni, who noted that there were duplications of Makerere University academic programmes especially in Humanities.

Prof. Kakumba further explained that Makerere University is moving gradually towards being a Graduate School and may get out of teaching Undergraduate

Programs.

Therefore, Makerere wants to concentrate on the Graduate Programmes and Research to enable it become a more research-based Institution.

According to Prof. Balunywa, looking back in the years, MUBS started with one degree programme, the Bachelors of Commerce and today it has about twenty (20) Undergraduate programmes, twelve (12) Masters Programmes and a doctoral programme.

The information shared in the meeting was that MUBS should be able to merge some of its programmes. However, Prof. Balunywa, informed the meeting that business courses have three elements, the core courses, the specialty courses and the integrating courses.

The core courses are those courses that should be known by every business student and the integrating courses should be

offered to every business student.

He noted that although, there appears to be a high degree of commonality in courses, this did not mean that the courses are the same.

The Principal further explained that MUBS programmes are unique and developed following the various professions that are coming up on the market.

For-instance, Accounting, Marketing, Procurement and Insurance, these courses may be similar at the start in terms of core, but are essentially different and serving different purposes.

The Deputy Vice Chancellor, Prof. Kakumba appreciated and acknowledged MUBS as one of the institutions in the country offering quality programmes.

The meeting ended with expectations that MUBS would continue to review its academic programmes and effect the changes that were necessary to ensure that there were no duplications.



Ms. Mercy Kainobwisho, the Registrar General of URSB receives her award from Dr. Joy Ruth Acheng as Dr. Isaac Ngobya, the Council Chairman, Ms. Maureen Tweyongere, Director MUBS Career and Skills Development Center and Prof. Moses Muhwezi, the Deputy Principal look on.

From Page 1

With her passion of becoming a Ugandan Judge at the International Court of Justice at the Hague, Netherlands, she has devoted all her effort to helping the academically weak students at her school to improve in their performance.

She made a presentation at the International Women's Day celebrations held at MUBS on March 8, 2021 under the theme, *"Choose to challenge"*.

She notes that, there is a parenting gap due to the fact that parents are busy with their careers thus not giving children enough time. Children are left with the house helps and televisions which has affected their character and behavior.

Karabo noticed the gap in the behavior of her friends at school. This motivated her to start working with some international organizations in charge of children to sensitize parents about the need to be involved in the upbringing of their children.

She says children have a right to proper parenting and should not be left unguided. "Parents should be involved in their children's upbringing by giving them guidance and love which prevents them from seeking love elsewhere, thus falling prey to dangerous decisions and behavior. "Communicating well with your the children is important if you want them to be happy and successful. This can be done by giving them your full attention whenever they speak to you", she advised.

The School through the MUBS Women of Distinction Awards, uses the International Women's Day celebration to recognize women leaders from the business sector and organizations that support the wellness and the diverse needs of the communities.

The women recognized included; Ms. Mercy Kainobwisho, the Registrar General of Uganda Registration Services Bureau (URSB) & Official Government Receiver and at the same time



Ms. Mercy Kainobwisho an Alumni of MUBS. She was recognized for excellent leadership. Ms. Ruth Namuyiga, a market



vendor at Nakawa Market. She is one of the founding members of Market Vendors Project of Nakawa, (MAVAP). The General Secretary of the Nakawa Market Vendors Development SACCO, The treasurer for Nakawa Market Joint Management Committee and the Vice-Chairperson of Uganda Markets and Allied Employees Union.

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Dr. Ronett Atukunda is a Senior Lecturer and the Head, Department of Economics in the Faculty of Energy, Economics and Management Science at Makerere University Business School. She was recognized as one of Female PhD graduates in MUBS. She graduated with a PhD in Economics from the University of Dar es Salaam, Tanzania in 2020.



Dr. Rebecca Isabella Kiconco, a Lecturer in the Department of Accounting was also recognized for beating all odds as a woman and wife and graduated with a

PhD. In January 2021, Rebecca was awarded a Doctor of Philosophy from the Eindhoven University of Technology in the Netherlands. Her doctoral work focused on the role cognitive resources, particularly skills, play in mobile financial services used in developing countries.

Other MUBS Female PhD graduates who were recognized in absentia were; Dr. Sumaya M. Kagoya, a Lecturer in the Faculty of Computing and Informatics, Department of Applied Computing and IT. She is the first person to get a four years PhD in Operations Research in Africa and East Africa in record time of three years. She graduated on February 17, 2021 from the University of Dar es Salam.

Dr. Joy Galaige, Lecturer in the Department of Applied Computing and IT. She graduated from Griffith University with a PhD in Information and Communication Technology, majoring in Information Systems. During her PhD candidature, she was awarded the Jeffrey Blee Memorial prize in 2019 for her



outstanding performance.

Ms. Shakilah Nagujja was also recognized for spear heading e-learning in MUBS. She is the Manager of the MUBS

e-Learning Centre and a Lecturer in the Department of Business Administration.



Ms. Regina Nakayenga, a former Lecturer in entrepreneurship at Kyambogo University, was among the business women who were recognized for transforming society. She started Rena Beverage Solutions as her retirement plan when she turned 50. She produces highly nutritious beverages and powders from organically grown hibiscus flowers and seeds, palm seeds, okra and rosemary.

While appreciating MUBS for supporting women in leadership, Ms. Mercy Kainobwiso said, "I will continue to strive to be the best and provide the ultimate example for my fellow women in leadership"

The Principal, Prof. Waswa Balunywa called for an end to the marginalization of women in rural areas. He says women in rural areas are marginalized despite their efforts into transforming society.

Uganda's Ambassador to Canada, Cuba and Bahamas Hon. Joy Ruth Acheng, who was the Guest of Honor, asked women to speak out if they are facing challenges in order to get assistance.

A delegation from Turkey visits MUBS

On March 4, 2021, a delegation from Tokat Gaziosmanpasa University, Turkey visited MUBS. The delegation was led by the Rector of the University Prof. Kubilay Ozyer, accompanied by the Director for students' exchange programme Mr. Gor. A. Serhat.

The meeting that was held in the Principal's Office was attended by Makerere University Deputy Vice Chancellor Prof. Umar Kakumba, who was also visiting MUBS.

Prof. Balunywa welcomed the delegation and appreciated them for visiting Uganda.

Prof. Ozyer was happy to meet both Prof. Balunywa and Prof. Kakumba together.



L-R: Prof. Umar Kakumba, Prof. Kubilay Ozyer and Prof. Waswa Balunywa

The purpose of their trip was to visit leading institutions in Uganda and explore the possibility of establishing collaborations with

them.

He suggested that they could collaborate in the areas of student and staff exchanges and publications and research. He said Tokat University was one of the leading Public Universities in Turkey. They agreed that a Memorandum of Understanding would be exchanged and signed to establish the collaboration. Prof. Moses Muhwezi the Deputy Principal, Prof. Ngoma Mohammad the Dean Faculty of Graduate Studies and Research and Mr. Peter Odoki the Public Relations Officer attended the meeting.



COVID-19 Vaccination sites in Kampala Capital City

"Know your Vaccination Center in Kampala Capital City"

Makindye Division

- Kiruddu National Referral Hospital
- Kisugu Health Center III
- St. Francis Nsambya Hospital
- Kibuli Hospital

Central Division

- Kisenyi Health Center IV
- Vine Medical Center
- City Hall Clinic
- Kamwokya Christian Caring Centre

Lubaga Division

- Lubaga Hospital
- Mengo Hospital
- Kawaala Health Center III
- Kitebi Health Center III

Kawempe Division

- Komamboga Health Center III
- Kisaasi Church of Uganda MC
- St. Stephen Mpererwe Hospital
- Kawempe National Referral Hospital

Nakawa Division

- Butabiika Hospital
- Kiswa Health Center III
- China-Uganda Friendship Hospital, Naguru
- UMC Victoria Hospital, Bukoto

In all other districts, COVID-19 Vaccination is taking place at designated health center III, IV, General Hospital and Regional Referral Hospitals.

School to increase research fund

On March 29, 2021, the Principal Prof. Waswa Balunywa met with Professors and Associate Professors in the School and applauded them for teaching online. He also encouraged them to publish more in their areas of specialization. He said management intends to increase the research fund at faculty level to promote practical research from MUBS and its relevancy needs to be felt. Prof. Balunywa urged Professors to desist from giving notes to postgraduate students but rather give them reference points to help them read and research more.

On the same note, he called upon Professors to mentor the young lecturers and encouraged them to be up to date with content before teaching students.

The Principal noted that online teaching is the way to go and that MUBS needs to take the lead. He emphasized that teaching for the first year students will be 75% done online and 25% will be face to face.

The meeting was attended by the Deputy Principal Prof. Moses Muhwezi and the Human Resource Director, Ms. Evace Nyakoojo,

Staff asked to adopt modern technology

In a meeting with the Administrative staff, the Principal Prof. Waswa Balunywa challenged them to adopt modern technology given the digital transition and the changes caused by the COVID-19 era.

The meeting took place on March, 30, 2021 at the MUBS Main Campus, Nakawa.

He noted that with the COVID-19 challenges, there is less need for face to face interactions with the students. There is need avoid students from crowding in the

offices and this can only be done online. Prof. Balunywa emphasized that as the world is changing, MUBS must not only change with it but also become the technology change leader. He urged for more training of staff in Information Technologies to enable them work online.

He applauded the administrators for systematically handling students' affairs and encouraged them to continue being effective and efficient.

Your bench mark must be a PhD

The Principal Prof. Waswa Balunywa challenged the Administrative staff to direct their mind towards doctoral studies to be able to fit into the University system at a higher level. He also called for change in the way they work if they are stay competitive in the job market.

He also said that the School was in the process of establishing a Registrar's Office, Dean of Students' Office and Chaplaincy in its Regional Campuses and

called upon the staff to support and respond to this call positively when the time comes.

The Deputy Principal Prof. Moses Muhwezi, appreciated the staff for observing the Standard Operating Procedures and encouraged them to continue being more careful with COVID-19.

The Human Resource Director, Ms. Evace Nyakoojo, said the directorate is in the process of digitizing all its operations to ease service delivery.

Meet the only Female security personnel who worked during the lockdown

As we remember a year ago when businesses in the country came to a standstill due to the COVID 19 lockdown in March 18, 2021, Miria Amentono, a Security Guard at the MUBS Main Campus, Nakawa, was the only female security personnel who was deployed at work during that period.

Amentono said, "I am the only female security guard who worked during the lockdown and it was so challenging because I had to walk to work every morning and evening therefore I would always reach home late and tired".

Much as it was a very challenging period for, it was a blessing to her, as she narrates; " During the lockdown period my husband lost his job. Since I was the only female guard working then, I was given some allowance which enabled me handle the family responsibilities". Does she regret having been singled out to work, while all the other staff were sent home?

I don't regret because during that period I was also able to physically interact with the School top management, the Deans of Faculties and Heads of Department and Units.

What was her greatest lesson during the lockdown? It is not advisable to rely on a single job. I advise fellow staff especially the women to have side income generating activities and reduce dependency on their husbands or relatives.

Women should also learn to be hardworking and love their jobs because it leads to more opportunities.

Nkutu, Ntamu and Mutebi awarded PhD's

MUBS has invested resources into the staff development scheme which has seen more academic staff graduate with PhD's.

We congratulate, Dr. Geoffrey Nkutu, Dr. Henry Mutebi and Dr. Diana Nandagire Ntamu, who successfully defended their PhD thesis in March 2021, and were recommended for the award of a PhD from Makerere University.

We caught up with, Dr. Nkutu and he had this to say; I defended my final PhD thesis on March 05, 2021 and was recommended for the award of a Doctor of Philosophy. My study was set out to investigate Risk Management Performance (RMP) among Financial Institutions (FIs) in Uganda using

a multi-theoretical approach. With use of a sequential explanatory cross sectional design, the study established that board governance quality, intellectual capital and risk disclosure compliance do matter in risk management performance among Financial Institutions (FIs). It was further established that board governance quality can only enhance risk management performance through risk disclosure compliance.

The study recommends FIs to continuously upgrade their human resources and structural systems to match with risk management performance dynamics. Additionally, the study recommends FIs to

develop effective risk disclosure instruments that call for more holistic compliance with risk disclosure requirements.

From the policy perspective, the study calls on regulators to redesign specific intellectual capital mix standards to match with RMP requirements.

Furthermore, policy makers ought to review and strengthen existing risk disclosure compliance instruments to match RMP dynamics. The study was supervised by Prof. Joseph M. Ntayi and Dr. Isaac N. Nkote and funded by Makerere University Business School under the Staff Development Scholarship.

MUBSASA elects new leaders



Mr. Frederick Rwakyaka

The General Assembly of Makerere University Business School Senior Administrative Staff Association (MUBSASA), elected Mr. Frederick Rwakyaka as their new Chairperson.

Mr. Rwakyaka, an Administrator in the Transcripts Unit, in the School Registrar's Office won the tight elections with 95 votes, while Mr. David Ochari was elected Vice Chairperson with 77 votes.

MUBSASA went to polls on Friday March 19, 2021, to elect their new Executive Committee Members.

The elections were conducted for the positions of Chairperson and Vice Chairperson which attracted more than one candidate.

Mr. Rwakyaka was the Vice Chairperson of the outgoing Executive Committee. Speaking after he was declared winner, he said his election is a confirmation that whatever he was doing on behalf of staff was merited.

Other committee members include; Mr. Daniel Agellu, General Secretary, Ms. Valentine Kataike, Welfare Secretary

Ms. Susan Nalubega Daphane, Finance Secretary

Hajji. Twaha Busomba Disciplinary Secretary and

Mr. Rashid Kasule is a member on the Staff Tribunal Committee

Congratulations Ms. Kamazima

Our very own, Ms. Suzan Kamazima, has been elected Council member of the Institute of Procurement Professionals of Uganda (IPPU).

Ms. Kamazima is the Manager of the MUBS Procurement and Disposal Unit.

IPPU is a professional body that was established to bring together both the public and private sector procurement and supply chain professionals in Uganda.

The idea to form IPPU was because of the growing concern to have in place an institutional self-regulating framework, which could ensure that procurement professionals and practitioners in Uganda conducted themselves professionally and maintained best procurement practices in carrying out their work.

Msgr. Dr. Ssemusu celebrates 40 years in service



It was all joy and thanksgiving at Nakawuka on February 7, 2021, when Msgr. Dr. Lawrence L. Ssemusu, celebrated his 40th Anniversary in serving God. Msgr. Ssemusu is the Chaplain of St. Charles Lwanga MUBS Catholic Community, where he has served for seventeen (17) years.

The celebrations took place at his home Parish; St. Matia Mulumba in Nakawuka. As part of the celebrations, Msgr Ssemusu led the fundraising which raised Ugx. 30,000,000 cash and 30,000,000 in pledges towards the completion of St. Matia Mulumba church.

The MUBS Catholic Community is grateful to the School for their unending support in this journey that Monsignor has walked.

MUBS St. James Chapel in final touches



The School embarked on the construction of St. James Chapel for the Anglican community two years ago.

The Contractor, TRANDIT is up at the task which is near completion. The roof is on, walls painted, the floor polished, shutters both the doors and windows are fixed.

The compound has been graded awaiting directing run – off water

from the chapel compound and paving. The verandah has been worked on with access ramps for those disabled differently.

Meanwhile, the contractor is doing final touches and then hand over to the School, then the Chapel will be opened to use by the community.

The furnishing of the altar is near complete, with the altar table in place complete with stone finishing on the surface, the cross already fixed on the front wall, the major chairs have been secured, remaining a few and then for the congregation. The current plan is procurement of works on the chapel garden with walk ways and possibly a café and a public address system.

Principal visits Muslim community Centre construction site



On March 4, 2021, the Principal Prof. Waswa Balunywa visited the Muslim Community Centre construction site.

He thanked the Imam, Sheikh Muhammad Ali Waiswa and the entire Muslim community for the work well done and appreciated the engineers for exhibiting great skills of construction. The center is in its final stages. It has two floors with a Conference hall on the last floor, library on the first floor, and the Office of the Imam and banking facilities.

Why Leadership training every weekend

Every weekend the MUBS Principal Prof. Waswa Balunywa conducts leadership trainings which are free to the general public.

The virtual trainings which have so far attracted over three hundred (300) national and international participants is organized by MUBS Leadership Centre.

We asked the Principal why he conducts the training, this is what he had to say, the Leadership Centre and other MUBS Outreach Centres prior to the lock down had seminars for both students and outsiders.

When the Government announced



Prof. Waswa Balunywa

the lockdown in March 2020, there was a vacuum of activities to be done. The Out-reach Centers and Faculties decided to start online training programs. Faculties ran them for about two months and some of them stopped.

Prof. Balunywa further explained that the MUBS Leadership Centre used to invite people from different fields to speak to the participants, but the participants wanted something specific and they wanted to learn.

As a result we decided to have free leadership training which has taken people through what leadership is, their skills and it is attracting almost 300 people every weekend.

Talking about his expectations for the weekend leadership sessions, Prof. Balunywa says, "my expectations have been met and I think the turn up is what is indicating the success of these sessions".

You could be just like me wondering whether these trainings will continue after COVID-19!

The Principal says the trainings will carry on even after COVID-19 but will change a bit. Once we finish teaching leadership, we shall change the topics.

For instance we are now teaching teams, a topic I would teach in only two hours, I am doing it in four sessions. Online is different, and nobody wants to listen to you for one hour.

Besides the training, people are now asking for mentorship in leadership. The demand is high among politicians, newly elected members, of Parliament, and those who expect to be elected.



Bonjour.

Club Français de MUBS
accueille tou les étudiants de
première année.

Activités

- Séance de lecture.
- Jeu de scrabble.
- Visites d'école.
- Le cinema chaque.

Nous avons réunion chaque Lundi
de 17:30 et chaque Samedi de 14h à
15:30.

MUBS French Club
welcomes all first year
students.

Activities

- Reading Sessions.
- Scrabble Games.
- School Visits
- Movie Screening.

We invite you to join us every Monday
at 5:30pm & Thursdays from
2:00pm to 3:30pm.

Pour plus d'information,
contactez Président
+256 753 756014

Email - frenchclubmubs@gmail.com
Facebook - MUBS French Club
Twitter: @FrenchClubMUBS

REV. Francis Osire clinches rotary vocational service award



“
Rev. Francis Osire has immensely contributed to the fight against substance abuse and other addictions among young people in post-secondary level of education. He has taken the crusade against drugs to many secondary schools and Universities
”

Rev. Francis Osire receiving a plaque from the Chief Guest DGN Mike Sebalu as President Lilian Nkwenge looks on.

Rev. Francis Osire, the Deputy Chaplain MUBS St. James Chapel was awarded Vocational Service Award by the Rotary Club of Makindye on Tuesday February 23, 2021 evening at a colourful ceremony held at Fair way Hotel Kampala.

The Scientific award ceremony was presided over by District Governor Nominee (DGN) DG 9213 (Uganda) 2022/23 Mike Sebalu in the presence of the President Rotary Club of Makindye, Rotarian Lilian Nkwenge accompanied by few members.

Most members of the club attended on zoom. The award ceremony coincided with celebrations to mark 116 years since Rotary movement was born.

The Chief Guest lauded Rev. Francis for his timely contribution

which he described as being in line with the Rotary Four Way Test, thus;

Is it the TRUTH? Is it FAIR to all concerned? Will it build GOODWILL and BETTER FRIENDSHIPS? Will it be BENEFICIAL to all concerned?

He also thanked Rev. Francis for being an exemplary servant because he moved with the whole family.

In his acceptance remarks Rev. Francis thanked Rotary for their dedicated service and sacrifice to transform lives and communities.

He thanked Rotary Club of Makindye for singling him out and the Chief Guest for sparing time out his very busy schedule to come and preside over the ceremony.

He also thanked Kizungu Buddies for taking the lead in the

preparations.

The award was in recognition of Rev. Francis Osire's dedicated service to the community, post-secondary institutions, families and young people in particular.

Most notable among his contributions is providing psycho social support or counseling on social issues, body changes, choice of a life partner, premarital and post marital counseling, career guidance.

Rev. Francis Osire has immensely contributed to the fight against substance abuse and other addictions among young people in post-secondary level of education. He has taken the crusade against drugs to many secondary schools and Universities.

When pursuing a Master of Divinity degree at Uganda Christian

University 2010-2013 Rev. Francis' dissertation that was supervised by a Professor of Systematic Theology Rev. Christopher Byaruhanga was on; "Delinquent behaviour among adolescents of All Saints' Cathedral Kampala Diocese". The findings of his research tickled him to kick start a campaign against social ills that affect young people negatively like, alcohol, tobacco products, premarital sex, pornography and sports betting.

Rev. Francis picked interest in matters of reproductive health in 2017, since then he has been involved with Human Rights Awareness and Promotion Forum (HRAPF) carrying out dialogues on abortion in different Universities. In 2018, he was invited to attend an International Conference on Family Planning (ICFP) where he had an opportunity to meet a team from Belinda and Bill Gates Foundation.

Earlier on about 2005 Rev. Francis joined Prisons Fellowship where every year he was granted formal permission to access inmates in all the Prisons of Luzira. He has preached to them, offered counseling to some and encouraged reconciliation with families and the community for those who completed serving their sentences. Francis volunteered with Scripture Union in Eastern Uganda from



Mrs. Sarah Osire (in a gomesi), Rev Francis, DGN Mike Sebalu and some members of the Rotary Club of Makindye cut the cake

1989-1995, at the same time volunteered as a Lay reader for Bishop Wasike Memorial Church Namatala and Nkoma Centenary Church respectively, which hosted internally displaced people from different parts of Teso due to insurgency in that part of the country.

In 1999-2003 he worked as a Child Development Officer Uganda Women Concern Ministry, where he worked with and for over 300 children from families affected or infected by HIV/AIDS, providing counseling and career guidance,

medical help, scholastic materials, in some cases housing and income Generating Activities.

2003-2010 Rev. Francis served as a Youth Worker at All Saints' Cathedral from where he joined Uganda Christian University and in 2011 was posted to Nsambya Parish as curate in charge of St. Janan Luwum and as Chaplain St. Janan Luwum Secondary School Kabalagala. He served until 2015 when he was transferred to St. James Chapel Makerere University Business School up to date.



ASSOCIATION AFRICAINE DE COMPTABILITÉ ET DE FINANCE (AFRICAN ACCOUNTING AND FINANCE ASSOCIATION)

10^{ème} Conference (Virtuelle) Africaine en Comptabilité et Finance

Conférence : 2 et 3 Septembre 2021

Colloque des Doctorants : 1^{er} Septembre 2021



You need to excel while at University and specifically in year one

As a culture in MUBS, all first year students are oriented into the University. The program kicked off on Monday 1, March, 2021 and ended on Friday 5, March, 2021. The students met at their respective Faculties to be able to observe the required Standard Operating Procedures, intended to prevent the spread of COVID-19. The Faculty of Commerce which houses the Departments of Finance, Accounting and Business Law met their first year students on March 2, 2021.

The Dean, Dr. Isaac Nkote, welcomed the students and asked them to excel while at University and specifically in their first year of study because it's the basis for their success.

The students were also given detailed information about the different programmes and their respective career prospects.

This increases the likelihood of students choosing the most

suitable field for specialization and to increase the institution's ability to manage expectations from the outset of the student university experience.

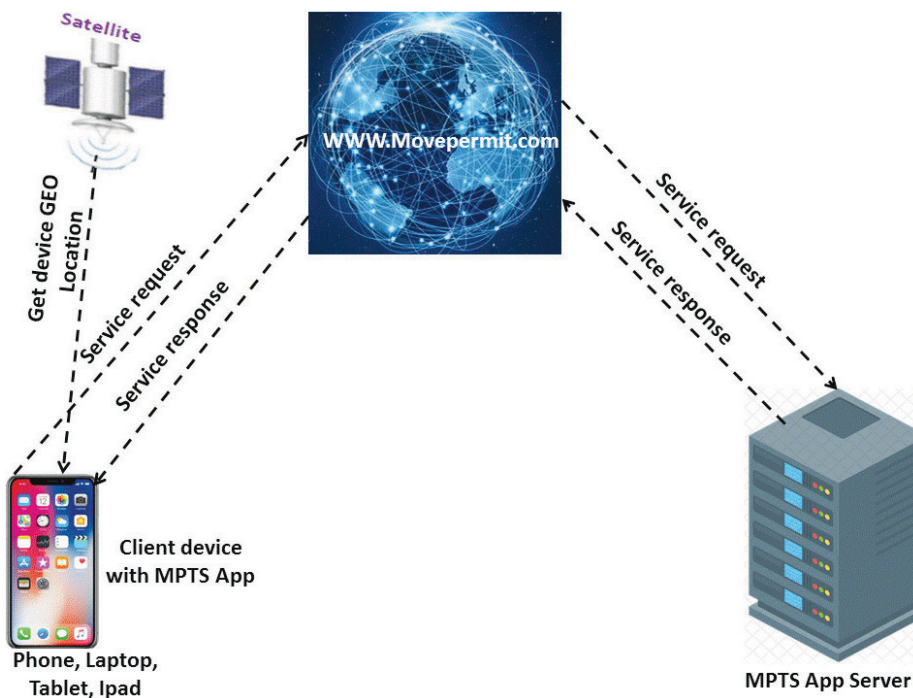
Meanwhile, Dr. Irene Nalukenge, the Deputy Dean advised the students about social and academic life while at school. She urged the students to balance between their outside university lives with academics.

Meanwhile, the Head of Department Finance Dr. Racheal Mindra Katoroogo guided the students about the career prospects in the respective disciplines and urged them to join students association such as Makerere University Finance Students' Association-MUBS Chapter (MUFISA), Accounting Students Association of Makerere University, (ASAMU) and Makerere University Real Estates Students Association (MURESAS).

among others which are housed in their Faculty.

She said these associations guide students on the career paths to take and also help connect them to future employers. Dr. Mindra however cautioned the students to avoid bad habits and behavior such as use of drugs, examination malpractices and peer groups but rather to spend their quality time in seminars organized by the department which help them grow their investment knowledge.

Movement Permit and Tracking System Developed



access tokens where other quicker methods are not working.

As people move, their movement will be registered and recorded by a GPS service. At the check points, the traffic officials will be able to scan the QR code to verify the movement permit.

With GPS tracking, potential corruption at checkpoints will be checked.

The user can either request for a permit or check the permit. When movement permit request is selected, a permit request form, is presented to the user.

On this interface, the user fills in a permit request form providing details such as the name, email address, national identification number (NIN), vehicle registration number, places they want to go to and the reason for travel. The completed form is submitted for approval.

This Movement Permit and Tracking System has been designed, developed and is functional. It is very efficient; a user can easily use this application.

Anyone can apply for a movement permit and authorities can go through the application details and decide either to approve and issue a movement permit or reject the application.

The application is freely available on <https://movepermit.info/mps> and does not need any extra devices.

With this App, users will reap big using our application.

Faculty Of Computing and Informatics, at MUBS and staff from Makerere University have come up with a Movement Permit and Tracking System which can be effectively used in periods of Lockdown to grant permission and monitor the movement of people.

The MUBS team include; Dr. Robert Kyeyune, the Head of Department Computing and Applied IT, Dr. Kasule Abdallah, Dr. Samali Mlay, Mr. Miir Edward all of which are lecturers in the department of Computing and Applied IT.

And the Makerere University team has Dr. Ssembatya Vincent, Ms Joyce Adikin and Mr. John Baptist Walugembe

The system can also be used for granting permission for cattle movements from one region to

another, can also be used for troop movements from one area to another. With a slight modification the Application can be used for managing parking space in a given place.

The Movement Permit and Tracking System is made up of three main modules namely, Permission Request interface where those who want to travel can apply for move permits, specifying their destinations and reason for travel;

Permission Approval interface; which can be centralized or distributed to enable quick response

Permission Check interface; where security officials can verify move permits by scanning QR codes printed or displayed on phones, or by manually entering move permit

Ogwang elected MUBS Guild President 2020/2021



H.E. Ogwang Robinson Apunyo, a third year student of Business

Administration secured 1009 votes to become the MUBS Guild President 2020/2021.

He competed with Hillary Tumusiime who got 713 votes and Julia Muhumuza, who walked away with 501 votes for the top most students' position in the School

Ogwang who awaits swearing in was declared winner of the MUBS Guild Presidential race on

Thursday 25, March, 2021, by the MUBS Electoral Commission.

He takes over from H.E. Romulus Tusingwire.

The School holds Guild elections every year, but it was impossible to organize the elections in 2020 due to the outbreak of COVID-19, which resulted into lockdown.

Five (5) candidates had applied for this post, however, only three (3) fulfilled the requirements.

3 contesting for Jinja Campus Prime Minister position

Three (3) candidates have been successfully nominated to run for the Guild Prime Minister, Office for MUBS Jinja campus 2020/2021.

Mr. Kevin Arinda BBA III (Independent), Mr. Mubarak Waiswa BBA III (NUP), and Mr. Collines Nyingaling BBA III (NRM), fulfilled the Electoral Commission requirements.

The three were nominated on 13, March, 2021 by the Jinja Campus, Electoral Commission chairperson Ms. Mary Ameede.

She encouraged all the candidates to abide by the commission rules and follow the SOPs.

In the face of embracing the new normal and modern technologies, all the nomination process was conducted on online.

According to Electoral Commission Chairperson Ms. Ameede, first years are not eligible to vote. It will be only second and third years students to vote. Election will be held on 12, April, 2021

Face to face classes for 2nd and 3rd year students

On April, 1, 2021, all 3rd year students will report back to campus for their face to face lectures for semester one Academic Year 2020/2021, while the Second years will started their face to face lectures on April 6, 2021, as the school continues to implement the staggered face to face teaching arrangements for semester one AY 2020/2021.

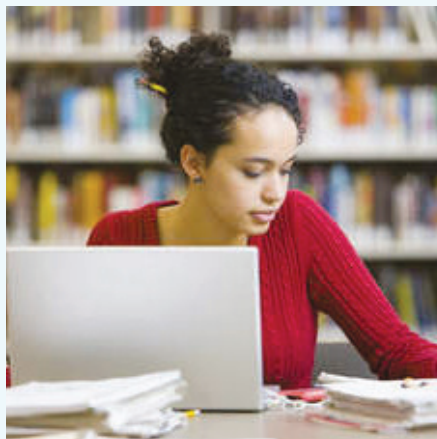
As students report back, they are also supposed to prepare for course work one tests which will begin on Saturday 10, April, 2021

Provisional graduation lists released

Following Makerere University announcing the 71st graduation ceremony that, will run from May 17-20, 2021, Makerere University Business School (MUBS) has released provisional graduation lists for the finalists.

Different Faculties at the School of Business have released last semester's results and pinned them on notice boards around Campus. The results are also uploaded on the E-learning students portal.

The administration is calling upon students to check for their results and raise any queries.



The results were released on March 1, 2021, on the same day,

the School kicked off the Freshers Orientation.

MUBS' undergraduate, Masters and PhD graduands graduate from Makerere University.

MUBS will graduate more than 12,000 students. PhD students and students for different awards will attend physically and the rest online due to Covid-19 restrictions. Among the 12,000 graduands include, PhD, Masters and Undergraduate students who were admitted by Makerere but studied and examined by Makerere University Business School.

Academic life is all about research



Dean Faculty of Graduate Studies and Research Prof. Muhammad Ngoma in a group photo with the research team

MUBS Jinja Campus organized a three day research workshop for their lecturers and masters' students. The workshop took place from March 18-20, 2021, at Jinja campus.

Explaining the purpose for the workshop, the Dean Faculty of Graduate Studies and Research Prof. Muhammad Ngoma said that, "the Principal, Prof. Waswa Balunywa was concerned about the continued delay of masters students to graduate because of research".

It is therefore upon such a background that the principal

directed us to come and guide the masters students on how to conduct research so that they graduate on time".

Prof. Ngoma and Dr. Wanyenya Willy a Lecturer at MUBS Jinja Campus both commended to management to continue arranging research workshops and include them on the school calendar.

The Deputy Dean Faculty of Graduate Studies and Research, Prof. Vincent Bagire emphasized the importance of research in the university. "Academic life is all about research, identify a problem and find out solutions to it, that's

research,"

He appreciated the positive response exhibited by the lecturers and students. He also thanked the Campus administration for mobilizing the lecturers and masters students to attend the workshop.

Prof. Bagire also commended the Catering Unit at the Jinja Campus which he called superb and fits the 21st century catering students.

Meanwhile, Prof. Twaha Kasule appreciated the maturity exhibited by the masters students, "the students were quite active especially during the one on one sessions and really they seem to know what they are doing".

Prof. Kasule appealed to Management to think about expansion at the Jinja Campus in the near future to cater for the increased enrollment. Since Jinja is now a city, it will attract so many people.

MUBS Jinja Campus excited about free internet

There was a lot of excitement at the MUBS Jinja campus following the installation of internet (WI-FI) by NITA-U Staffs and students can now access free internet for research and personal work.

The MUBS Jinja Campus Correspondent, Mr. Muhammad Busulwa said, "I have been personally facing a lot of challenges in sending information to the MUBS Publications Unit.

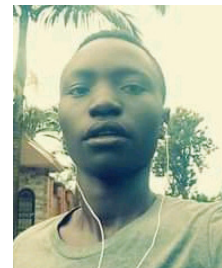
I have been moving to town looking for internet services". Indeed, internet is now the way to



go, every thing is digital and it's high time we embraced it. Thanks to the School Management for making work easy at the Campus.

BBA 2 student passes on

MUBS Jinja campus was filled with grief due to the sudden death of their student, David Mugoya Kato. He has been in his second year of



study pursuing a degree in Business Administration. Kato perished in a road accident on 10, 3, 2021 on his way from campus.

He has been described as a good, social and down to earth person. Rest In Peace Kato

Principal's Lecture to first year students

"You are coming into the University several months late, ordinarily our first years come in the month of August. This is now the month of March which is almost eight months late, this was because of the Coronavirus Pandemic"



MUBS Principal Prof. Waswa Balunywa

We want to thank you for choosing to study in Makerere University Business School (MUBS). This country has got about fifty (50) different Universities, you could have chosen to go there. We want to thank you for the confidence you put in us by choosing to study in our institution. MUBS as you know by now is the leading Management and Training Institution not only in the country, but also in the entire region. We offer a variety of programmes in this area and we are again unmatched by anybody. Therefore, we pride ourselves in being the best institution in

the region in the area of business education and management. So I would like to welcome you and thank you for coming, thank you for joining MUBS. I know that you do not regret the decision for having taken MUBS as your University of choice. MUBS is part of Makerere University which has got about Fifty Six Thousand (56,000) students and approximately Twenty Thousand (20,000) of them are in MUBS. This makes us a relatively large institution in the country after Makerere. Kyambogo has gotten the largest number with about Twenty Five

Thousand (25,000) students in different Campuses and in different programmes. So MUBS as such is a re-known institution for Business and Management education. We pride ourselves in being the benchmark for anybody who wants to do a business course and for anybody who wants to know what MUBS is doing.

We pride ourselves in having the right kind of staff who are able to deliver the programmes very well. We always think that our students go away as some of the best and indeed we have heard from employers say that "if it is a MUBS student he /she is good." So we want you to be part of that good student of MUBS. Our Mission is to enable your future. When students come to receive a diploma and want a successful future, our mission is then to ensure that they succeed in what they are doing in the years ahead. So we want your time here to be used meaningfully. In most cases the people you will be with, the social partners you have in your work life, are likely to come from the group of people you are going to interact with. Therefore, it is very important that you spend your time while at MUBS wisely. You are coming into the University several months late, ordinarily our first years come in the month of August and this is now the month of March which is almost eight months late because of



Dean Faculty of Commerce Dr. Isaac Nkote , Head of Department Finance in Red Dr. Rachel Mindra, Head of Department Accounting, Prof. Stephen Nkundabanyanga, in a group photo with First year students Academic Year 2020/2021 during the Faculty's orientation

the Coronavirus Pandemic. Around this time last year, His Excellency the President of the Republic of Uganda, Yoweri Kaguta Museveni decided to close the country. We found ourselves in a situation where we were just locked up, but we appreciate that the finalists completed their studies in October last year, after easing of the lockdown.

In December 2020 and January 2021, we were also able to get the first and second year students to complete their studies. This academic year, students have less time at the university than what they have had in the past, yet there is more work to be done, so this calls for hard work from students. School programmes are extremely tight, you have many course units unlike other courses in other universities. So it is very important that you are available, be sensitive to the challenges and requirements of such an abnormal Academic Year.

The corona virus is real, it has killed many of our loved ones and of course they say it takes more of the elderly than young people, but you need to be conscious about how you behave.

The Government of Uganda following the World Health Organization regulations put in place Standard Operating Procedures (SOP's) and that is how students should conduct themselves. The SOP's include; social distancing, frequent washing of hands and wearing a mask. "This is your life, we love you, you are our children, we want you alive, so please observe the SOP's, . MUBS is the leading institution in Business and Management Education. We have approximately 20,000 students and about 12,000 members of staff both in Administrative and Academic areas. The Administrative Units of the school include; the Principal's Office, School Registrar's Office, School Secretary's Office, School Bursar, Librarian, Dean of Students and the Quality Assurance. These Administrative Units ensure that students' interests while at the School are catered for.

As students, you are most likely to interact with them directly. Besides that we have a medical Centre where by in case of any health problem they support you. We also have the Academic organization, where we have a number of faculties which include; the Faculty of Management and Public Policy, Faculty of Computing and Informatics, Faculty of Marketing and Hospitality Management, Faculty of Commerce, Faculty of Graduate Research and Studies



**The MUBS
Career & Skills Development
Centre**

Envisioning your Career!



Deputy Dean Faculty of Energy, Economics and Management Science, Dr. Johnson Ssekakubo in blue, the Head of Department Management Science Dr. Suzan Watundu and the Faculty Registrar Ms. Fahima Muhammed in a group photo with the first year students in the Faculty during their orientation.

and the Faculty Vocational and Distance Education.

All the faculties are part of the academic administration of the institution. If you have any problem your first point of interaction is the Head of Department. Besides the Heads of Department, we have the Deans of Faculty who are the Chief Academic and Administrative officers of the Faculty. If you have any challenges at the University the Heads of departments and Deans will help you. We also have a total of six (6) Campuses, the Main Campus at Nakawa, where the main administrative functions and teaching take place, a Campus in Bugolobi, where postgraduate programmes are managed. Arua, Mbarara, Mbale and Jinja and these are the up country Campuses that have enabled us to increase access to business education to people outside Kampala. We also have centres of excellence

“
Drugs have emerged globally as one of the things that are major problems in the society. Africa has not had a large number of users of drugs but the numbers are increasing especially on the streets among the unemployed youth and musicians”

which include; the Leadership Centre, Entrepreneurship Innovation and Incubation Centre, Career and Skills Development Centre and the Disability Centre. Watch out for their programmes and feel free to visit the centres if you can. We offer a variety of degree programmes, ranging from PhD, graduate and undergraduate programmes and a variety of diploma courses. Therefore as a University, what

do we expect from you and what do you expect from us? You should expect us to teach you and you should demand to be taught. So please demand to be taught, every group has got a class representative who should be able to inform the Dean, Principal and Deputy Principal, in case any lecturer does not teach. We have course units which are quantitative, find out if they are being taught right. We want you to be able to get good degrees and we want you to take the benefit from us. We expect you to attend all lectures, this is very important, to hand in your coursework on time, be available and participate in the different activities of the School, engage in sports and in all the guild activities to exercise your rights. We expect you to be an active member of the institution and we advise you to form study groups because they help in understanding what was taught in class and discuss better.



we love you and we want you alive, we want you to succeed in your studies, we want to make sure that you complete your degree programmes and your family gets proud of you.

So please don't get involved in drugs, they kill and make you run mad and make you fall sick for a very long time. The third area is love and relationships. Love is natural and it gives a very good feeling however, love relationships that are not parental and brotherhood normally lead into sex. Sex is a very good thing but for you as young students, this is not the right thing to do and the time for you to get into sex. When you have sex, there are a number of things that may happen to you and there are chances that you may get Sexually transmitted diseases like HIV/AIDS which will bring you stigma for the rest of your life.

There are also chances that you may get pregnant, this is a challenge for the female student. So I would like to urge you that if you must have sex, have safe and protected sex using a condom, better still go and get tested for HIV and sickle cells.

We do not want you to finish your studies with a child in the University, find a way in which you keep safe and finish your studies. The pride of any parent is to have their children especially the girl child succeed and finish their degree without having pregnancy. In some cultures, it is embarrassing for a girl to get pregnant while in her parent's home.

Faculty of Computing and Informatics Orientation for their first year students

Africa has not had a large number of users of drugs but the numbers are increasing especially on the streets among the unemployed youth and musicians"

Having joined the University, you are going to have a lot of distractions. There are three major distractions and number one is alcohol. There is nothing bad with drinking alcohol and if you must drink it, but be modest, do not abuse alcohol and don't become alcoholic. To the female students, you must be conscious when taking alcohol, because alcohol makes you lose the ability to reason and understanding, hence exposing

you to the risk of being raped.

Rape causes stigma which will forever be a challenge to you. If your mind and body are weak towards alcohol, you should not use it. The second distraction is drugs. Drugs have emerged globally as one of the things that are major problems in the society. Africa has not had a large number of users of drugs but the numbers are increasing especially on the streets among the unemployed youth and musicians. People are increasingly using drugs and if not careful, drugs will kill you, or make you mad, and if you are very unlucky, they will make you fall sick for a very long time, please avoid drugs.

It is said that drugs give a very good feeling when you are injected or smoking it, but at MUBS we have a **"SAY NO TO DRUGS"** campaign run in the Dean of Students' office.

The campaign was started because

Similarity between trading and investing

When making money of constantly selling and buying different investments, we are trading. We invest in inventory of clothes, barrels of oil that we buy and sell regularly just like the way people do stocks, forex to mention a few. When we invest our money, it is a long term commitment. Investing means committing money in something for a long period of time. It is associated with risk. Committing money for the long term like five years is riskier than doing it for two years, hence more return. The reason for investing is to reach a financial goal which may be for retirement, children's University tuition, a home.

The similarity between trading and investing is that there is usually more return as compared to saving. When you save money, you are deferring consumption. Putting money away for future use. Sometimes savings can earn you a return which is usually to preserve the purchasing power because what inflation does to money is UGX 5,000 that buys you 1.25kgs of sugar as compared next year which it will buy us 1.18Kgs of sugar if we expect inflation to be at a rate of 5%.

You can save under your mattress in a ka box, one of the ways I save but that money will be the same next year when you physically count it but will not buy for you the same quantity of goods. If you do put it in say an insurance plans where you put in a certain amount of money and now what you are going to get out after a fixed period of time.

I have a plan with UAP/Old Mutual which I would not recommend to



Ms. Aminah Balunywa
Lecturer Department of Finance

a lot of people solely based on the fact that my interaction with them has not been professional. They do not have good customer service. Someone shouldn't make you plead to take your money.

This means you've gotta save to invest.

One place you can save your money is in treasury bills. I do purchase these and I will have one maturing some time June 2021. This is money I have lent to the government and it will always be paid and the rate of return you earn is usually referred to as the risk-free rate.

So you earn nominal interest which is the byproduct of the risk free rate and the rate you expect inflation to be in the period they are paying back this money to preserve your purchasing power. Saving is definite, investing is not in regard to return expectedly.

How much money you are willing to lose in an investment? This will indicate how much risk you can

Searching for where to study **HRM, Business Psychology, Leadership and Governance?**

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Bachelors, Ordinary Diplomas & Certificates, Postgraduate Diplomas, Masters and PhD Programmes in Human Resource Management, Business Psychology and Leadership and Governance.

These programmes are tenable at MUBS Main Campus at Nakawa, Bugolobi and at all our Regional Campuses in Jinja, Mbale, Mbarara and Arua cities



Makerere University Business School
The Benchmark for Research in the Region



Dr. Annet .K. Nabatanzi -Muyimba
Dean Faculty of Management and Public Policy

Similarity between trading and investing

take on. Risk and time are positively correlated because the longer you commit your money, the more uncertain you are about recovering it. So many things can go wrong in a period of 10 years as compared to 1 year. The sooner you need the money, the less risk you will be able to take on therefore less return.

So before you invest, you need to make sure that you do not have high interest debt for examples credit card debt, some of our loans of here in Uganda 17% p.a. God Bless Us All.

There is no investment that will pay a constant rate. This can be found in trading but at the end of the day, the high price attracts more people to the business and eventually, the price flattens out it becomes impossible to make high profits regularly.

The other thing is make sure you have an emergency fund so in case

something goes wrong, you have something to fall back onto instead of relying on the funds invested which will make you lose money because you will either get out of business or for more funds to invest which usually means borrowing. Consider what happened last year when we were locked down. Many people withdrew funds from their investments.

When deciding to invest, you should figure out whether you want to own the investment or just be a lender. The former gives you more control in the business, you have the ability to make decisions but this depends on the how many shareholders there are. Majority vote. I own small stake in Stanbic Holdings Uganda, CIPLA UG I bought stock commonly known as shares this can be in publicly traded company, in your own company, a friend's cause at the end of the

day, you are purchasing a stake in this business; commodities such as oil and gold Birkin bags, real estate. Alternative investments like derivatives, hedge funds, insurance plans, bitcoin. More things like art and NFTs.

The other way you can go is through lending money to the government, a corporation or your friend. This can be done on a short term or long term basis. All of these have their own markets in which they trade but they can possibly be traded on the financial markets as financial instruments.

Whenever you do decide to invest, make sure you get information about what you are investing in. seek reasonable risk for the amount of return you want. Do not wish for 20% return on a 5% risk ticket. Diversify your investments. As the saying goes, do not put all your money in one basket.

No. Vaccines against pneumonia, such as pneumococcal vaccine and Haemophilus influenza type B (Hib) vaccine, do not provide protection against the new coronavirus.

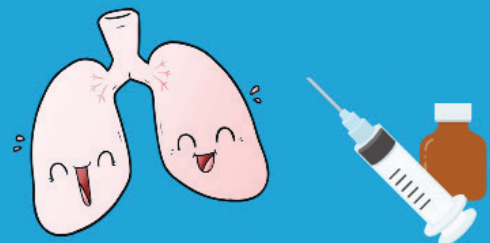
The virus is so new and different that it needs its own vaccine. Researchers are trying to develop a vaccine against 2019-nCoV, and WHO is supporting their efforts.

Although these vaccines are not effective against 2019-nCoV, vaccination against respiratory illnesses is highly recommended to protect your health.



#2019nCoV

Do vaccines against pneumonia protect you against the new coronavirus?



How you use your qualification to transform the lives of others



The secret in answering this question is in discovering the gifts endowed in you. It could be beauty, figure, energy, voice, height, smile, ability to think differently, agility, silence, calmness etc. That small thing could be your reason for creation!

Secondly ask yourself, how do I make work out of this gift? To answer this question, just know that what is abundant in you is scarce in others. Because the majority don't have what you have, and they need it, they will always buy it! Avoid in life looking for job, please look for WORK. This work lies in you and the job is in others.

When you work, you live your dream and when you do a job you live the dream of others, no matter your perceived level of growth and success. This could explain why majority of the people in the world grow wealth above 55 years of age. Again ask yourself, where do I start from? Start where you are, with what you have and in the simplest way possible. Small strides done passionately, create big changes. Once conceived, then it can be done unless you abandon it. We are all created with the same chances, but our imagination and action differentiate us. It is imagination and action that will make you different from others in this world. Just discover your dream and live it.

The illiterates of the 21st century are not those who can't read or write but those who are unable to learn, relearn and unlearn. It constantly takes a learning and unlearning mind to be able to adapt and adopt new methods and ways of work in a constantly changing world.

No matter what class of degree/diploma/certificate you have, you are not alone. There are thousands of others out there better/worse than you. Qualifications are good BUT what matters most is how you use them to transform the lives of others

and to put bread on your table. Don't be misled, it is NOT always about you alone, but Others and then you. This world has survived on the works of other people, and then raised you up. This world existed before you, continued with you while adding nothing and it will certainly continue to be a better place even if you die. Therefore the responsibility to make the world a better place is on you, so that the world can remember you even when you are long gone. Pick up your pieces now, regardless of your grades and ask yourself, what can I do ?

Mr. Asinansi Buyondo
Lecturer at MUBS

An E-government Readiness Assessment Framework for Ugandan Ministries



E-government has become a trend norm globally for countries to survive economically.

Most developed countries have made efforts to make their citizens aware and e-ready to adopt E-government and indeed have successfully reaped voluminous benefits from it.

On the contrary, numerous developing countries like Uganda in a scuffle to achieve e-government, have found themselves just copying and pasting e-government projects from developed world without making their citizens e-ready for adoption, hence resulting to massive failure of such projects.

Therefore, to reduce this knowledge vacuum, this study aimed at assessing e-government readiness in Ugandan Ministries and specifically proposing an e-government readiness assessment framework (EGRAF)

to increase citizens' awareness, e-government readiness hence adoption among other benefits.

This research developed an e-government readiness assessment framework for Ugandan Ministries government organizations in particular and Low Developed Countries in general. Unlike the previous e-government literature that focuses predominantly on technical issues and utilizes general e-government readiness framework (macro-level), this study contributes an organizational perspective at micro level for assessing e-government readiness that incorporates pertinent factors to an e-government context.

The proposed E-government Readiness Assessment Framework (EGRAF) encompasses nine parameters of e-government readiness assessment for government Ministries including

e-government strategy, government enablers, e-commerce experience (computer/ internet/ e-government experiences), socio-demographic information, environment, business process and information systems, ICT infrastructure, human resources, and ICT awareness.

The study equips key stakeholders with a framework that could be applied in performing regular assessment of e-government readiness to identify and provide suitable solutions.

ICT readiness will decrease difficulty associated with ineffective e-government strategies in the public sector through understanding the important e-government dimensions highlighted in the proposed framework.

Overall, this study empowers Uganda in particular and other LDC's government Ministries in broad-spectrum with ample resource pertaining to e-government organizational e-government readiness and provides a comprehensive assessment methodology to guide agencies self-assessments.

Government can enact policies to put pressures on individuals, which is already in place for the younger generations of people with the enactment of the educational policy to have ICT as a compulsory education in the curriculum and more so reduce the impact of intrinsic factors.

**Dr. Sumaya, M. Kagoya and
Maiga Gilbert**

Policy and Regulatory Compliance with Smart Grid Technologies in Uganda



Dr. Hassan Bashir
Head of Department Business
Administration

In a modern world, having a reliable, efficient, competitive and environmentally sustainable electricity system is a cornerstone for development. While the various electricity reforms aimed at achieving the mentioned targets, Uganda's electricity sector is still characterized by ageing infrastructure, high levels of carbon emissions, an inadequate energy mix, low levels of energy efficiency and inadequate policy and regulations that cause a challenge in achieving the targets. In an attempt to improve the sector and deal with some of the mentioned challenges, aspects of smart grid technology such as Supervisory Control and Data Acquisition (SCADA), Automated Meter Readers (AMR), Yaka meters and the like are used in the sector

as revealed by the study findings. However, absence of a clear policy and regulations to guide their operation in the energy sector has inhibited advancement in use of these technologies that would ably handle existing challenges. The study therefore, recommended that the government should prioritize Smart Grid Technologies in its development agenda, the energy policy should address the specific issues concerning smart grid technologies, the need for a multi-sector approach to achieving smart grid technologies and the regulator should consider setting up a Smart Grid Technologies forum that will handle all programmes that will be geared towards achieving SGT. Introduction /Rationale for Action on the Problem Uganda has an agenda for sustainable energy development comprising of reliable, affordable and clean energy that impact on economic growth, poverty reduction and social cultural transformation of the society as per the third National Development Plan. However, access to sustainable and reliable electricity is still low because of a number of existing challenges in the sector that hinder achievement of the set targets.

These challenges include a dilapidated network, unbalanced electricity demand and supply (supply excess of 528.64MW power capacity over demand at the end of 2019), power outages (due to technical errors that are not easily detectable) 16.4% registered

energy losses in FY 2018/2019 and poor performance in compliance with quality of service standards concerned with time taken to connect single phase customers by the electricity distributors. These challenges have resulted into costly generation, transmission and distribution of electricity which burden is passed on to the customers in terms of high tariffs. The high tariffs increase cost of operation for commercial and industrial consumers who also pass the burden down to their customers in terms of high prices. The outages interrupt production making it costly on the side of industries. This ripple effect thus hinders economic growth in the country. Overall, the study findings indicate that some smart grid technology applications are used in the electricity sector. These include metering technologies like Yaka for the domestic and commercial customers and Automated Meter Reading (AMR) for industries; Supervisory Control and Data Acquisition (SCADA) system (a network monitoring and control system that gathers and analyses real time data) and a Umeme App where customers can interface electronically with the operators to pay bills, buy Yaka, check their balance and keep up to date with planned outages. Despite the above, there is still a lot that remains to be done to support a smarter sector in mitigating the existing challenges as previously outlined. This can be through full adoption of Smart

Grid Technologies that reduces electricity losses and wastage through automatic billing, increases efficiency through faster detection of power theft and outages and has self-healing and net metering capabilities. The Smart Grid Technology (SGT) supports two-way communication between consumers and the different players and provides required information about real-time consumption, thus empowering customers to choose when to consume which increases reliability. However, research findings also indicate an absence of a clear policy and regulation to guide SGT operation. The existing electricity policies and regulation address electricity operations in general and thus intentional policies and regulations that support deployment and sustenance of these technologies on the network should be put in place. This therefore, calls for policy and regulatory framework compliance to support SGT in the country that will go a long way in easing the development and use of SGTs in the electricity sector.

Conclusion and Implication
The study revealed that the existing energy sector policy framework to a small extent guides the transition from the conventional electricity grid systems to Smart Grid Technologies. This means that there is a lot that still needs to be done to align policy to SGTs to ease their introduction. In addition the study findings showed that a few regulatory steps have been taken to adapt the current conventional electricity grid system to Smart Grid Technologies. This means that a lot more is yet to be done to ensure smooth transition and operation of SGTs. Although aspects of Smart Grid Technologies

exist, they cannot sufficiently stand on their own without support from clear policies and regulations. 38 Policy and Regulatory Compliance with Smart Grid Technologies; Post Electricity Sector Reform in Uganda Policy Recommendations. In order to successfully introduce smart grid technologies in the electricity sector, clear policies and regulations should be made. The energy policy should address the specific issues concerning smart grid technologies. These include smart metering, net metering, carbon emissions, energy security and the like. These should be introduced in a phased manner due to the huge financial implication to all the players. Initially generation should be completely smart, followed by transmission and then distribution by rolling out smart meters. When the sector is financially viable, then the sector can fully adopt smart grid. The government should prioritize Smart Grid Technologies in its development agenda. This is through funding the improvement of the grid infrastructure and system to smart level and in the long run the benefits will surpass by far the costs incurred. This is because having a fully-fledged Smart Grid means overhauling the whole system, such a huge investment can easily be handled by government. Achieving smart grid technologies requires a multi-sector approach. Energy sector needs to collaborate with the various key stake holders. Players like Uganda Communications Commission (UCC) and the entire telecommunication sector, Ministry of ICT and National Information Technology Authority (NITA) should have

clear roles to play collectively. The Electricity Regulatory Authority should consider setting up a Smart Grid technologies forum which could be charged with tasks of; identifying the SG champions, spearheading research and development on SG technologies through the introduction of “innovation licenses”, recommending performance standards for electricity consumer empowerment, providing guidance to resolve challenges associated with the adoption of SGs (technical, commercial and cultural changes), identifying and tapping into opportunities for SG technological transfer, providing guidance on the lobbying strategies towards SG technologies financing (at national, regional and international levels); planning for logistics, supply chains and gradual rollout of SGs; creating SGs literacy at all levels (benefits and possible challenges); guiding the political, regulatory and standardization framework of SG technologies. There is need for the government of Uganda to develop a “Strategic Electricity Technology Plan” that specifically focuses at enforcing the modernization of the electricity networks to ensure the integration of sustainable generation resources and the process growing electricity demand especially in light of increased growth potential arising from East African regional electricity markets.

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The 11th MUBS Annual International Youth *Virtual* Conference

Theme:

Beating Covid -19: The Youth Response

The year 2020 started off well with the usual New Year resolutions high expectations and good plans but in March, countries started closing down numerous activities as a result of the invasion of the world by the coronavirus. This turned into what is now the famous lockdown. Businesses were closed, employees were laid off as governments around the world told their people to stay home. The lockdown didn't leave anything unchanged, people's lives, organizations, governments were all affected. Probably the most affected were the youth as the active working population

Before the pandemic, youth around the world were battling with a problem of unemployment and its consequences. The business closures and employee layoffs fueled the youth unemployment problem. In countries like Uganda where unemployment benefits schemes don't exist, the youth were quickly back on

the streets to find something to do and/or eat. And for those who stayed at home especially in the poor families, depressions set in as youth were idle, those who come from families that can afford e-resources adapted e-learning as one of the coping mechanisms but a large number started coping with drugs, alcohol and violence

The lockdown is a great lesson to the world. Governments and parents, the need to prepare for the youth to be gainfully employed all the time, the need to find avenues for training youth in various vocations. The MUBS Leadership Centre in conjunction with the ICT, Career and Skills Development and the MUBS Entrepreneurship, Innovation and Incubation Centres announce the 11th Annual International Youth Virtual Conference under the theme *"Beating Covid -19: The Youth response"*



Sub themes:

- *New times, new skills for the youth*
- *Coping mechanisms for the young people for emergencies*
- *IT as a solution to youth challenges*
- *The news sources of employment for young people*
- *Culture and religion*

*The Conference will have a one day
Camp where mythical stories will be told*

Dates

April 8-10, 2021