

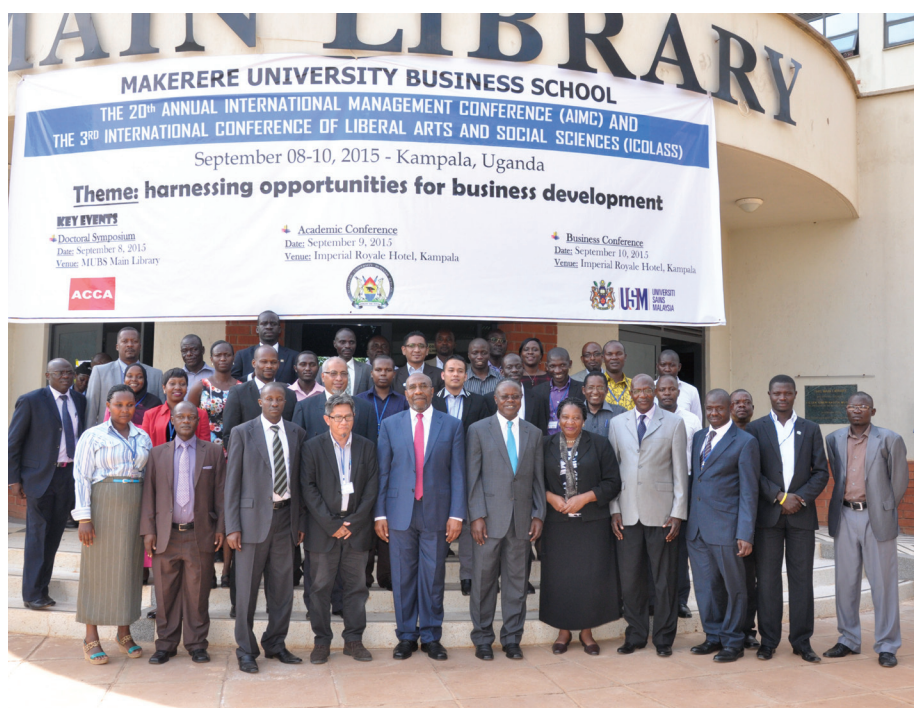


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# MUBS NEWS

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## PM LAUDS MUBS



The Prime Minister of Uganda Rt. Hon. Ruhakana Rugunda, Prof. Waswa Balunywa, Prof. Rainis Ruslan, Dr. Moses Muhwezi, Ms. Victoria Byoma, Mr. Kiyaga Nsubuga with participants of the 20<sup>th</sup> Annual International Management Conference.

The Prime Minister of Uganda Rt. Hon. Ruhakana Rugunda lauded MUBS on its continued academic excellence. He said this as he opened the 20<sup>th</sup> Annual International Management Conference on September 8, 2015 at the MUBS Main Library.

Rt. Hon. Rugunda said that in the beginning MUBS was devoid of PhDs and now there are trees of PhDs which is a great achievement for the School. "Due to this achievement, I appreciate Prof. Munene for the job well done. This is something that other universities and colleges have adopted."

He also appreciated Universiti Sains Malaysia for having agreed to partner with MUBS through this collaboration towards the organization of the conference.

The Prime Minister noted that the conference theme; **"harnessing opportunities for business development"** is vital for economic growth of the country." He added that there are more entrepreneurs in Uganda today than there was 10 years ago. This means that people are discovering business opportunities daily and that there is need for more trainings, seminars, workshops and conferences to help them discover the more and grow their ideas.

Dr. Rugunda however, requested MUBS to share its findings and discussion with Government to help improve on the economy of the country as well as the welfare of its citizens.

## Research: Gaps to Positive thinking



Dr. Muhammad Ngoma  
Dean: Faculty of  
Graduate Studies and  
Research

PhDs at MUBS have over the years improved in their quality. The Dean Faculty of Studies and Research, Dr. Muhammed Ngoma said that PhDs at MUBS have improved over the years. This was said during the doctoral symposium at the Annual International Management Conference.

He appreciated the various conference organizers for including the doctoral symposium at each conference. Dr. Ngoma said that during the symposium, PhD students are expected to show case what they are doing. This symposium nevertheless does not exclude the other staff with findings to present.

"A lot of work has been done by the PhD students and staff, platforms like these are aimed at also having the professors in the audience to guide our students in what they are doing. We hope to have informative debates and guidance of what our students are doing" said Dr. Ngoma.

Continued on pg 3



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

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

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## **OFFERED AT MUBS: BACHELOR OF ENTREPRENEURSHIP AND SMALL BUSINESS MANAGEMENT**

The graduate of the Bachelor of Entrepreneurship and Small Business Management has many opportunities in life.



### **CAREER OPPORTUNITIES**

- Business Development Manager
- General Manager
- Loan Manager
- Entrepreneur
- Business Development Consultant
- Business Manager

### **BENEFITS OF A BACHELOR OF ENTREPRENEURSHIP AND SMALL BUSINESS MANAGEMENT**

This program will provide you with practical skills necessary to feel confident in your ability to start and successfully run a small business.

# **C O N T E N T**





(L-R) Ms. Victoria Byoma, Rt. Hon. Ruhakana Rugunda, Prof. Waswa Balunywa and Mr. Kiyaga Nsubuga at the 20<sup>th</sup> Annual International Management Conference.



Prof. J. C. Munene hands the Prime Minister of Uganda Rt. Hon. Ruhakana Rugunda a gift as Ms. Victoria Byoma looks on.



Prof. Abdulhamid Hussein and Dr. Muhammad Ngoma at the 20<sup>th</sup> Annual International Management Conference.



The Deputy Principal Dr. Moses Muhwezi, Hassan Bashir and Prof. J.C. Munene at the opening of the 20<sup>th</sup> Annual International Management Conference.

## MUBS PhDs aim higher

"As MUBS marks 20 yrs of dissemination of information through conferences, today, we are looking back at what we have done to be able to evaluate our efforts," said Prof. Waswa Balunywa during the 20<sup>th</sup> Annual International Management Conference.

Prof. Balunywa said that at the time MUBS held its first AIMC, many of the staff did not have PhDs by then however, many have finished and others are doing their PhDs. He said that the doctoral programme focuses primarily on the complexity of issues. This simply means that whenever there is a

problem, decisions are complex thus academicians put effort into finding the solutions to the problem.

Prof. Balunywa appreciated the Universiti Sains Malaysia for having merged the 20<sup>th</sup> AIMC with the The 3rd International Conference of Liberal Arts and Social Sciences (ICOLASS). He said that it is through such collaborations that have helped MUBS move further.

Due to this partnership, the Universiti Sains Malaysia and MUBS signed an MOU to further and strengthen their collaboration in PhDs.

## Research: Gaps to Positive thinking

From pg 1

The theme for the symposium was, **"Complexity and Positivity Thinking in Management."** This comes after the transformation of research to complexity and positive thinking. This is a global transformation that saw MUBS facilitate Prof. J.C. Munene the Director PhDs at MUBS for trainings to help guide students towards this path. MUBS is privileged to jump onto the train just as it has started.

The Director of PhD at MUBS Prof. JC Munene,

said that complexity and management thinking in positive research was established to clear academic walls and go over some of the new things. This research looks at what is a good theory and accept things as they exist.

"Before, research was about gaps but now it is whether or not research can explain existence. It is aimed at what academics can do in terms of helping practitioners," noted Prof. Munene.

## MUBS signs MOU with Universiti Sains Malaysia

A team from Malaysia met the Deputy Principal Dr. Moses Muhwezi on September 8, 2015. The team from the University of Science was led by Prof. Rainis Ruslan (PhD), the Director, Centre for Research Initiatives in Liberal Arts & Social Sciences (CRI-LASS), Universiti Sains Malaysia, was at MUBS 20<sup>th</sup> Annual International Management Conference.

The two institutions discussed future collaborations in the areas of research and publications, students

and staff exchange programmes, co-hosting a n d organizing the MUBS Annual international conferences a m o n g

others.

Prof. Rainis Ruslan appreciated the hospitality that MUBS extended to them. He said that the University is looking forward to achieve from the collaboration and that the university was attracted towards this collaboration due to the brand and reputation that MUBS holds within and outside Uganda.

The Universiti Sains Malaysia was holding its 3<sup>rd</sup> International Conference of Liberal Arts and Social Sciences (ICOLASS).

## University of Malawi and MUBS



**Dr. Muhammed Ngoma and Dr. Agnes Nasuuna listening to the team from University of Malawi**

The Dean Faculty of Graduate Studies and Research Dr. Muhammed Ngoma and the Assoc. Dean Dr. Agnes Nasuuna received a three man delegation from the University of Malawi, the Faculty of Commerce on September 21, 2015.

The team that was led by the Dean – Faculty of Commerce Mr. Steven Chimtengo, comprised of Prof. James Kamwachale Khomba (Department of Management Studies) and Mr. Bishop Ucizi Mughogho (Dean – Postgraduate Studies & Research).

This team was at MUBS for five (5) days to discuss the way forward towards their collaboration with the Faculty of Graduate Studies and Research (MUBS).

The areas to focus on include;

- Supporting our newly-established PhD Programmes in Strategic Management, Financial Management, and Entrepreneurship;
- Joint-supervision arrangements of the said PhD Programmes
- External examination of our PhD and MBA Programmes;
- Collaborating on Research and Publication Projects
- Staff exchange programmes on both PhD and MBA Programmes;
- Student exchange arrangements on both PhD and MBA Programmes;
- Collaborating on International conferences;
- Infrastructural development and sharing of academic facilities; and any
- Other initiatives that we may deem relevant.

## MUBS in partnership with KCCA for job placement



**Jennifer Musisi Semakula  
Executive Director  
Kampala City Council  
Authority**

MUBS Partners with Kampala City Council Authority (KCCA) to find job placements for its graduates. This partnership came through during the meeting that the Authority held with the Deputy Principal of MUBS Dr. Moses Muhwezi on September 3, 2015.

The meeting held with a delegation from KCCA Employment Service Bureau discussed possible ways on how the two institutions can collaborate towards finding job opportunities and marketing MUBS graduates to potential employers.

It was revealed that KCCA Employment Services Bureau in conjunction with the International Organization of Migrants is profiling employers in Kampala in respect of their job matching database (JMD). They explained that JMD is a tool that matches the skills and experiences of prospectus employees with potential employers and facilitates the preliminary selection process of job applications.



## Grant opportunities from the Bill & Melinda Gates Foundation

The Bill & Melinda Gates Foundation is inviting applications that address specific challenges defined in the grant programs below. For details and application instructions, please visit the new Grand Challenges website. Please note that descriptions of the challenges are available on the website in Chinese, French, Portuguese and Spanish.

1. Grand Challenges Explorations is seeking innovative global health and development solutions and is now accepting proposals for its latest application round. Applicants can be at any experience level; in any discipline; and from any organization, including colleges and universities, government laboratories, research institutions, non-profit organizations, and for-profit companies. Initial grants will be US \$100,000 each, and projects showing promise will have the opportunity to receive additional funding of up to US \$1 million.

Proposals are being accepted online until **November 11, 2015** for the following challenges:

Novel Approaches to Characterizing and Tracking the Global Burden of Antimicrobial Resistance  
Explore New Solutions in Global Health Priority Areas  
Addressing Newborn and Infant Gut Health Through Bacteriophage-Mediated Microbiome Engineering  
Explore New Ways to Measure Delivery and Use of Digital Financial Services Data

<http://aabschools.us6.list-manage.com/track/click?u=f077e3b492d7ad76fde583caa&id=5b5bf3d5fd&e=c6711411ee>

2. New Interventions for Global Health: Vaccine Manufacturing. This challenge focuses on innovations in vaccine manufacturing platforms designed to lower production cost for vaccines that target diseases of great global burden and that are among the most costly to produce with current technologies.

Letters of Intent will be accepted until **November 5, 2015**. Read more about this grant opportunity here - <http://aabschools.us6.list-manage2.com/track/click?u=f077e3b492d7ad76fde583caa&id=c8384f6e0f&e=c6711411ee>.

3. The Global Innovation Fund is accepting application on a rolling basis. Please visit the website for more information <http://aabschools.us6.list-manage.com/track/click?u=f077e3b492d7ad76fde583caa&id=00d4219595&e=c6711411ee>
4. An Interactive Biostatistics Course will be held from 16-20 November 2015 at the KwaZulu-Natal Research Institute for TB and HIV (K-RITH), based at the Nelson R. Mandela School of Medicine in Durban, South Africa. The primary goal of this course is to give participants an overview of the various biostatistical methods used in medical research so that they can both employ these techniques in their own research and better understand the results presented in medical literature. Lori Chibnik, PhD, MPH, a Biostatistician at

Harvard University, will run an inspiring and hands-on training course on biostatistics where students will work with data from their own projects to understand basic statistical concepts and methods used in medical research. Travel Scholarships are available to allow trainees for across Africa to attend. For more information and to apply please visit [www.k-rith.org](http://www.k-rith.org). Deadline for applications: **1 October 2015**.

5. In addition, the African Academy of Sciences and the New Partnership

for African Development have launched Grand Challenges Africa in Nairobi, Kenya. This program joins others within the Grand Challenges family of grant programs supported by the Bill & Melinda Gates Foundation and its partners. Grand Challenges Africa will build on the global success of Grand Challenges programs in India, Brazil, and South Africa, as well as the strong base of Africa Grand Challenges grantees already funded by the Bill & Melinda Gates Foundation, Grand Challenges Canada, and USAID. Please read our latest blogs including one from the Global Health President. For more information please visit AAS.

Furthermore, as a forum for sharing ideas, pursuing new opportunities and keeping abreast of new developments in the field of global health, The Gates Foundation together with Grand Challenges Canada has set-up a LinkedIn group. All you need to join is a free LinkedIn account - go to Global Health Innovations and click "Join"

We look forward to receiving innovative ideas from around the world and from all disciplines. If you have a great idea, please apply. If you know someone else who may have a great idea, please forward this message.

Thank you for your commitment to solving the world's greatest health and development challenges.

The Grand Challenges Team



**Bosco Amerit**  
Manager Grant

# FOM orients first year students



**Ms. Jolly Byarugaba**  
HOD; Human Resource  
Management



**Dr. Annet K. Nabatanzi  
Muyimba**  
Dean; Faculty of Management  
& Public Policy



**Dr. Isaac Kayongo**  
HOD; Leadership and  
Governance

Faculty of Management and Public Policy organized orientation for first year students offering BHRM and BLG on September 22, 2015 at the former library. The Dean Dr. Annet K Nabatanzi- Muyimba said that the purpose for the orientation is to ensure that new undergraduate students have a successful transition and integration into the University life by providing information, support, and resources necessary to begin the academic journey. While talking to them, she emphasized excellence for all the students from the beginning. "The Faculty has produced some of the best performing students in Humanities at Makerere University and these best performing students are retained by MUBS," said Dr. Nabatanzi.

For the students to succeed in their academic journey they must observe the following:

- That the first coursework is beginning over this weekend on the 26th September 2015 and they should endeavor to sit them because it contributes 30% while the final exam contributes 70% and missing the coursework disqualifies one from sitting the final exam.
- Avoid involving themselves in any examination malpractice as this will lead to discontinuation from the University.
- Start working hard and aiming at getting first Class degrees at the end of their program as getting a pass degree or being put on backlog as this will make them less competitive in the mark.
- Should always inform the Department in case of any problem and seek for advice from the Faculty on

procedures in case of missing tests, exams or request for withdrawal.

## Get to know the services at the Faculty Office

The Faculty of Management houses two Bachelors programs i.e. Bachelor of Human Resource Management and Bachelor of Leadership and Governance.

The Faculty office is found on the first floor Room 1.3. This office handles issues to do with results and complaints regarding results.

- Advising students on decisions taken in the different meetings regarding withdrawal from the University, resumption, backlogs or missed exams.
- Issuing of testimonials.
- Issuing of admission letters and Identity cards.

## Briefs on Field Attachment.

This is handled by Mr. Freddie Lwanga and Mr. George William Mugerva as the Field Attachment Coordinators in the Faculty.

1. Field attachment is a field-based practical training experience that prepares students for tasks they are expected to perform on completion of their training.
2. The purpose of field attachment is to produce practically oriented graduates that meet the required job-related competencies of their future employers.
3. The other objectives of field attachment are to enable students get hands on experience and to provide an opportunity for students to apply the principles and techniques theoretically learnt into real life problem solving situations.



# FOM orients first year students



First Year students of BLG and BHRM during the faculty orientation

4. Field attachment runs for a period of eight weeks during the June-August Semester break. And beginning this academic year field attachment will be done only once in second year. Students were advised to begin looking for placements early and also alert their parents about the payments necessary.

## Career prospects & challenges for students undertaking a BHRM Program;

Head of Department, Human Resource Management.

Mrs. Jolly K. Byarugaba.

If you are considering a career in business and enjoy working with people, then a Bachelor of Management (Human Resource Management) may be for you. Success in the global marketplace is increasingly dependent on employee quality, adaptability and innovation.

- Our Bachelor of Management (Human Resource Management) has been designed to provide you with a solid grounding for managing people to achieve results.
- Human resource management degree programs prepare students to handle employee relations, draft contracts, negotiate salaries and mediate personnel conflicts. Human resource (HR) professionals may work in small or large internal business departments within almost any industry. Human resource managers often have a bachelor's degree and several years of experience; however, a master's degree or professional qualification is required for some positions. Interpersonal skills are also necessary.

- For one to themselves

“ I would say is focus on ideas. This is an

extraordinary, rich, and diverse community. There are enormous opportunities of all kinds academic, extracurricular, athletic, and social. Those experiences will have a huge impact on many of you. But I hope that none of you will lose sight of how special and important this time in your life is.

achieve success they need to find and what success means to you individually as success means different things to different people.

- The School facilitates the learning and the part of the student is to make a career plan in order to succeed.

- Finally students were advised to find a study- life balance and also to create useful networks while at the university.

## Career prospects & challenges for students undertaking a BLG Program;

By Dr. Isaac N. Kayongo Head of Leadership & Governance Department

- Was happy for the opportunity to share this time with the new students in the Faculty.
- The purpose of this orientation is to know the students in the Faculty and to ensure that the students are secure and confident of the area of study chosen.
- Informed the students that programs come about as a result of demand in the market place. And the Bachelor of Leadership and Governance came about as a result of a gap in leadership especially after decentralization in the local governments.
- He noted that failed nations failed or succeeded because of the type of leadership.
- Finally advised the students to create beneficial relationships while in

the University.

# Practices of Managing Religious Diversity in Institutions: Lessons from Uganda

By Vincent Bagire and Desiderio Barungi Begumisa



**Desiderio Barungi Begumisa**  
Department of Entrepreneurship

in the pre-colonial era, living and working together despite differences is soft. Religious observance does not disrupt organizational life, but rather complements it. Many observers and commentators highlight the values, diverse religious beliefs and experiences of employees as being shaped by the inclusion of religious practices in organizations. The complexity and dividing nature of religious diversity is well documented in various parts of Africa. Nkurunziza (2002,p. 137) defined religion as 'a force both creative and destructive'. Gatera (2002) reports the shortfall of religious bodies to play their prophetic role in Burundi and instead cultivated nepotism, favouritism and materialism that have bred conflict and intolerance. Adeniyi (2002) studied the Nigerian situation where Islam, Christianity and Traditional religious groups have been engaged in direct confrontation manifesting into bloodshed. In Uganda, however, mild confrontations were recorded between 1879 and 1888 and thereafter religion has been a uniting factor among certain groupings of society (Ndyabahika, 2002; Nkurunziza, 2002).

Religious identity is a key prominent personal characteristic in Ugandan society. However, there have not been uncompromising and excluding attitudes; religious worshipping practices and ceremonies have not disrupted organizational life and performance. Rooted in the early adoption of different religious affiliations by the local chiefs

of worship. Chapter 2 (7) stipulates non-adoption of a state religion; Chapter 4 (21, 29) provides for freedom of belief and non-discrimination on the basis of religion (Uganda 1995 Constitution). The national motto, stated as 'For God and my country', is entwined in religious belief. This is possibly the foundation of religious inclusion as a country that has institutions embracing religious diversity of employees without difficulty. There are traditionally two widely embraced religions - Islam and Christianity. In these main religions there are several denominations but it is uncommon to detect any differences or discrimination on the basis of faith among employees in organizations.

This chapter will highlight practices in different organizations that have cemented harmony despite religious diversity among members. A historical background of Christianity and Islam is given, underlining

“ The Muslim and Christian faiths were introduced to Uganda in pre-colonial times. The first Islamic preachers entered in 1877, followed by the Anglican missionaries in 1878 and finally the Catholics in 1879.”

key national aspects that characterize how organizations view the religious factor among workers. Cases of how firms address organizational and managerial challenges deriving from the religious diverse backgrounds of their employees will be illustrated. It is noted that there are few established differences between local firms and multinational companies regarding policies and practices that address the different religious beliefs of the members at the workplace. The discussion recognizes certain implicit religious norms that latently or directly influence the way religious issues in organizations are handled. Finally, this chapter dwells on the benefits of a religiously

diverse workforce in the Ugandan context.

The Ugandan Constitution guarantees freedom



# E-resources accessible to MUBS

No	DATABASE NAME	URL	SUBJECT STRENGTH	ACCESS MODE
1	Libhub OR Kiox	<a href="http://libhub.kiox.org">http://libhub.kiox.org</a>	All subjects	IP recognition
2	Emerald	<a href="http://www.emeraldinsight.com">www.emeraldinsight.com</a>	Computer Science Engineering Library and Information Sciences Marketing Management	IP recognition
3	Wiley Online Library	<a href="http://onlinelibrary.wiley.com">http://onlinelibrary.wiley.com</a>	Deepest multidisciplinary collection of online Resources covering life, health and physical Sciences, social science, and the humanities	IP recognition
4	Jstor	<a href="http://www.jstor.org">http://www.jstor.org</a>	Economics History Political Science Language & Literature Art & Art History Music Mathematics & Statistics Education	IP recognition
5	University of Chicago press	<a href="http://www.journals.uchicago.edu">www.journals.uchicago.edu</a>	Economics Education Humanities Law Life Sciences Medical Sciences Social Sciences	IP recognition
6	Springer	<a href="http://www.link.springer.com">www.link.springer.com</a>	Engineering Humanities, Social Sciences and Law Mathematics and Statistics Medicine Physics and Astronomy	IP recognition
7	Oxford University press	<a href="http://www.oxfordjournals.org/en/">http://www.oxfordjournals.org/en/</a>	Arts & Humanities Law Medicine & Health Science & Mathematics Social sciences	IP recognition
8	Hinari	<a href="http://www.who.int/hinari/en/">http://www.who.int/hinari/en/</a>	Sciences Biomedical Health literature	Username: UGA142 Password: 11402
9	Oxford Scholarship online	<a href="http://www.oxfordscholarship.com/oso/public/index/html">http://www.oxfordscholarship.com/oso/public/index/html</a>	E-BOOKS Economics and Finance	IP recognition
10	Henry Stewart talks	<a href="http://htalks.com/main/index-category.php?c=250">http://htalks.com/main/index-category.php?c=250</a>	Audio-visual Business and management	IP recognition & Password Username: mak
11	Ebrary	<a href="http://site.ebrary.com/lib/cuul/">http://site.ebrary.com/lib/cuul/</a>	E-Books Business and economics Computing and IT Law Social sciences and Psychology	IP recognition & Pasword Username: mubs Password: mubslibrary

# Uganda Pentecostal University sacks V. C.



**Prof. John Ntambirweki**

The Vice Chancellor of Uganda Pentecostal University (UPU) has been sacked over mismanagement of the institution. Prof. John Ntambirweki is allegedly accused of lack of respect for the board, other organs and staff members of the University, insubordination and usurping the powers of other organs of the university.

wrongful refusal to issue graduation certificates, total failure to give accountability with regard to the state of the university, threatening violence and death to staff and various board members.

During a press conference held at Uganda Pentecostal University, Mr. Balikudembe Kijeru the University Council Chairperson alleged that Prof. Ntambirweki has been indisciplined and his irresponsible behavior has resulted into failure to promote and preserve the good name and image of the university. Influencing and preventing members of the board and university council from meeting, absenting himself from the board meetings without any reasonable notice are some of the other atrocities.

According to a letter dated September 2, 2015 signed by Mr. Nester Byamugisha, the Vice Chairperson Board of Governors UPU, the Board unanimously resolved that Prof. Ntambirweki's services with the University be terminated with immediate effect. The letter also states that Prof. Ntambirweki failed to present the university status report,

He says Ntambirweki has also failed to pay staff salaries, unilateral and arbitrary dismissal of staff members, failure to manage and supervise financial and other affairs of the university, generally conduct unbecoming of a Vice Chancellor, using vulgar and abusive language against board members, staff and students.

## UTAMU Deputy VC tells lecturers to adopt e-learning system



**Prof. Jude Lubega  
Deputy VC UTAMU**

Lecturers at Uganda Technology and Management University have been equipped with skills on how to utilize the e-Learning platform as a teaching aid.

This was at an e-Learning workshop held at the University campus in Kiswa, Bugolobi on Wednesday, 9th September 2015.

Prof. Jude Lubega the Deputy Vice Chancellor (Academic Affairs) highlighted the advantages of using the e-Learning platform to the lecturers since technology enhances the students' learning.

He noted that it offers practical and outstanding learning and teaching which blends face-to-face and e-Learning methods fit for the 21st century student.

The e-learning system provides an opportunity to all registered students to reach out to their learning resources, collaborate with both staff and fellow colleagues, undertake online assessments and participate in all sort of academic discussions.

Speaking at the workshop, Prof. Jude encouraged the academic staff to fully utilize the platform by exploiting the use of technology tools like video conferencing.

"You can also access learning resources online using the UTAMU e-Library plus wireless to get open course ware, papers in journals etc to help you in teaching," Prof. Jude said.

He also noted that during lectures, topic content can be provided to the students via PowerPoint slides, video content, audio content or website based content.

## MUST gets new Academic Registrar



**Ms. Martha Kyoshaba  
Bananuka**

Ms. Martha Kyoshaba Bananuka is the new Academic Registrar at Mbarara University of Science and Technology (MUST).

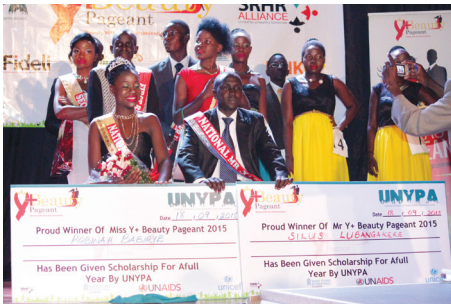
She becomes the second to serve in the position at MUST, one of the public universities in Uganda.

Ms. Bananuka replaces Mr. Stephen Bazirake, the university's pioneer Academic Registrar who retired from service in 2014.

Ms. Kyoshaba received the instruments of office from the university's Senior Deputy Registrar, Mr. Felix Okello Opio.



# Mr. and Miss HIV+ crowned



**Silas Lobangakene and Robinah Babirye**

20-year-old Silas Lobangakene and 22-year-old Robinah Babirye were crowned Uganda's Mr and Miss Y+ at a beauty pageant which took place at Golf Course hotel on September 19, 2015. The pageant was organized by the

Uganda Network of Young people living with HIV/AIDS in collaboration with SRHR Alliance, HIV Bible Movement, Marie stopes, USAID among others.

Lobangakene is a Gulu University student pursuing a Diploma in developmental studies whereas Babirye is at Kyambogo University in her 3rd year pursuing a degree in community based rehabilitation.

The two and other 14 contestants went through a series of tough questioning from the three judges who included the former Miss Uganda Phiona Bizzu, Zaitun Nabatelega of straight talk Uganda and Diana Amanyire who fired the contestants with questions to test their reasoning, intelligence and checking their knowledge on HIV and AIDS.

Among other things was the contestants showcasing different clothes, modeling, and skills in dancing, poetry and singing. The winners were announced by the MC and Ugandan Comedian Pablo Kimuli, and crowned by the Jacqueline Alesi the Executive Director of UNYPA.

Lobangakene and Babirye walked away with scholarships for a year in their various fields and universities and they are going to be the role models and ambassadors of UNYPA to help in educating, mentoring and fighting stigma, discrimination against young people affected and living with HIV/ AIDS.

This makes Uganda the second African country to organise a beauty pageant for HIV+positive people after Botswana.

## Miss Social Media is on



**Contestants of Miss Social Media 2015**

The Search for the beauty and face of Social Media is on. The plan to unveil the actual beauty that will be a brand ambassador for Social Media campaigns is here.

On September 19, 2015 at Fairway hotel, 12 divas were unveiled and each will be taking on the challenge to prove that they are worth becoming the face of Social Media.

Social media is becoming a fast growing phenomenon today and is embraced by not only the business class but also the social class for the various reasons.

One to be Miss Social media, they will have to post pictures of themselves on the Miss Social Media facebook page and derive the most likes possible. In addition to that, the ladies were tasked to come up with a campaign they will use drive their ambition to become the first ever Miss Social Media in Uganda.

"The motive behind the beauty pageant is to embrace the power of Social Media and to give youthful girls the confidence to socially express themselves", says Edrisa Sembatya the Brand Manager.

The criteria of choosing is simply visiting the official Miss Social Media page and like the "pics" of the different contestants or send contestant name to 8198. The finals will be held at fairway hotel on 21st November 2015.

## Anzisha Entrepreneurship Prize



**Some of Mukisa's boda bodas**

21-year-old Daniel Mukisa, a Bachelor of Commerce student at Makerere University and co-founder of Transporter Corporation Ltd is among the 12 finalists eyeing the \$75,000 Anzisha Prize. Mukisa's Transporter Corporation offers pocket friendly and efficient transport solutions in Kampala using the common "Boda bodas" as a means of transport. The 12 finalists were chosen out of a pool of 500 applicants, and 77 youths short listed for phone interviews. Mukisa owns a fleet

of 30 motorcycles and is employing over 35 youths is a young entrepreneur that doesn't need to only be celebrated but congratulated and encouraged. With his branded fleet of 30 motorcycles, he carries out approximately 150 deliveries for corporate clients daily. His urge to use boda bodas as a means of transportation is borrowed from the fact that Uganda has a poor road infrastructure and also the terrible traffic that characterizes Kampala.

The Anzisha Prize will be celebrating these 12 outstanding young people during Global Entrepreneurship Week joining the worldwide festivities. Finalists for the Anzisha Prize win a share of US\$75,000 and access to ongoing support to scale their enterprises and expand their impact.

# Perez saved to start up a restaurant

Kashekyebwa Perez a second year student doing Bachelor in Business Computing at MUBS is soaring to heights. With a little fueling from his mother and backed with a greater percentage of his savings amounting to shs3m, Perez set out to start up a restaurant to help him put all his ideas to practical state. 'Because I hated being employed by someone, I set out to start my own venture and today I can proudly say Country Home Restaurant in Kataza is my asset', starts a humble Perez.

After selling most things that seemed to bring in some revenue, he embarked on the journey to set up his restaurant and got a subsite from the landlord since he was a student. He says he had to save for the entire first year as the desire to start up a little something kept on burning. Today, he has become a household name around kataza and his spot is a one stop eatery for many students in the area.

## CHALLENGES

Like any junior in such a setting, the challenges for Perez are not far from the common ones in the game. "The bills incurred are seemingly a burden and the fact that the business got seasons is also a stress factor," stresses a saddened Perez.



Like any venture for a young player who has the zeal to explore early

in the business world, they will certainly tag along. Kashekyebwa mentioned that on a good day; he earns close to 150,000shs and settles for close to 80,000shs on a rough day. However, he feels this is because he is a beginning



Perez Kashekyebwa

## ACHIEVEMENTS

Kashekyebwa delighted says that he can now foot half his tuition and settle his rent and upkeep from the business. His great work too has seen him turn his restaurant into a much loved eatery by many students residing around. Perez also supplies companies around such as Jofra clearing and forwarding agency, Speedline and GXT.

# Esther Linda, CEO Quick Errands Uganda

If you're told that there's always a ray of hope at the end of every hustle and that even a dead clock shows correct time twice a day, then you'll realize and notice that patience conquers all.

Patience, determination and perseverance is all you denote when, shares her story of hustle with you.

Nigiwan Esther Linda, is a 3rd year student at MUBS pursuing her Bachelors in Business Administration. She is the founder and CEO of Quick Errands Uganda a concierge company that aims at offering business solutions and concierge services to different companies, organization and individuals. They include corporate, Bridal, resident services among others

Esther started this company in 2014 when she officially got an office after a long journey of hustles. With a little desire and motivation to be an independent lady, she was lucky to land an equally business focused and oriented gentleman who built-in her the idea of starting up the business. Having mastered the art of saving right from childhood, Esther didn't have to wonder about on how to get starting capital for her business since she had saved from her previous gone-bad businesses.

"Quick errands Uganda is an idea that is missing in Uganda and I surely had to bring something that is unheard of given the current job market", said Esther. With the help of a supportive partner, Esther has been able to soar to heights and today her company sits on a hefty 15 million of net worth.

In a good month, Esther earns close to 1.5million and has to settle for Shs 700,000 in a bad harvest month.

"With this kind of money, I am able to foot most of my expenses and upkeep as I leave the tuition burden to my parents. I've also been paying my rent all this while and incorporated the idea of looking after my siblings and I provide to them once in a while", adds Esther.

"This is an alien business that people, companies and organizations need but don't know off, limited funds, marketing our brand is the most underlying factor we face but we are growing", gestures Esther.

She intends on going global in her business and expanding it across borders. And believes that once marketed well, companies will welcome this idea and big contracts will flood in.



## Moto X Style 'releasing soon in India': Motorola

By Retish Bendre



**Moto X**

'releasing soon'.

The tweet reads, "Get ready to live life to the fullest & party in 15 minutes flat with the Moto X Style. Coming very soon!" along with an image that has a caption '#Beautility lies in being free'. Together with a faster hardware onboard, one of the USPs of the smartphone is its TurboPower feature with fast charging capability.

Motorola Moto X Style specifications and features: It flaunts a 5.7-inch QHD (2560×1440 pixels) display, and is powered by Qualcomm's 1.8GHz Snapdragon 808 hexa-core processor paired with 3GB of RAM. The smartphone will be available in 16GB, 32GB and 64GB internal storage options along with microSD card slot for further expansion.

After launching the Moto X Play in India, Motorola is all set to launch the Moto X Style. The company has teased the imminent launch on Twitter, and in reply to a user says it will be

## Google can count calories in a picture

In between uploading photos of your photo to Instagram and waiting for the likes to stream in, you could also be smacked in the face with a sobering calorie count courtesy of Google (G O O G L , Tech30).



The company unveiled plans for a new app called Im2Calories at a tech conference in Boston. It could be more revolutionary than its autonomous car technology. Im2Calories will rely on image-processing technology that can identify and recognize the food in your photos, and by analyzing the pixels, the app will estimate how many calories you're about to spear on your fork. It bases the information on publicly available nutrition labels. The app isn't designed to be perfect, but it will get

better over time as more people start using it, said Google research scientist Kevin Murphy, according to a Popular Science report.

That's because Im2Calories is an artificial intelligence

and machine learning tool at heart. With more data, the app will learn to distinguish blueberry pancakes from chocolate chip pancakes, and if it's wrong, Google will give you a way to change the name of what's tagged. "We semi-automate,"

Murphy said. One of the app's goals is to make calorie tracking easier. Instead of jotting food down in a journal, or typing and using a separate app, Im2Calories piggybacks off something you might already do -- snapping and sharing pics of your plate.

## A picture can defeat fingerprint security

By Christina B Farnsworth



**Jan Krissler explains to Chaos Computer Club attendees how he used photos to create replicate fingerprints to hack fingerprint-secured devices.**

person's is unique. Many have promised that fingerprints will replace passwords and be safer to use. But if we want secure fingerprints, we may have to cover them up and wear gloves. We may have to avoid touching anything with a smooth surface or opening our hands in any public place.

Not only can hackers replicate fingerprints off objects we touch, but it also seems that one smart device can help hack another -- smartphone photos can be manipulated

Fingerprint security is on many devices from computers to smartphones to even the front door.

It makes sense. Our fingerprints are our own. Each

and used to replicate fingerprints.

Below is a link to a site that shows how to take fingerprints off objects, reproduce them and use them to hack devices. The photo technique does not need anything but the image, knowledge and software in order to create a fingerprint hack.

Some years ago I wrote about how I had made a photograph of a car key that a friend took to a key shop and had accurately reproduced. Freaked me out. But I had accidentally taken the keys with me on a trip. The friend was unable to move my car without them. The solution was necessary but scary -- the days of needing clay to make a key impression were over.

Today, a photograph taken of a person's hands from 10-feet away can be used to create a fingerprint that can hack a device or open front doors with fingerprint activated door locks.

Jan Krissler aka starbug demonstrated just how to do to it at a presentation at the 31st Annual Meeting of the Chaos Computer Club in Hamburg, Germany.

# MUBS celebrates the lives of its fallen Dons



**Mr. Charles Ntege**

As the world prepared to commemorate the anniversary of the September 11<sup>th</sup> Twin tower bombing, MUBS awoke to the tragic news of the passing of two of its staff. The deceased are Mr. Charles Ntege who lost the battle to cancer and Mr. Henry Katumba (aka Professor) who was knocked by a speeding vehicle. Below is their journey in life.

Mr. Ntege joined NCBS on October 1, 1993 as Lecturer in the Department of Marketing. He was then appointed Assistant Lecturer at MUBS in July 1999 the Department of Finance. Later Mr. Ntege was appointed as Lecturer in the Department of Finance in March 2003.

Mr. Ntege has been appointed to Act as the Head, Department of Finance on several occasions with the most recent being the period from July 2014 to December 2014.

Mr. Charles Ntege was born on June 22, 1953. He attained his PLE in 1967 at Nakulamudde Primary School, in 1971, he then attained E.A.C.E at Chwa II Memorial College. Mr. Ntege was also awarded the Grade III Teacher's Certificate in 1974 at Bishop Wills College, later was awarded Diploma in Education (MUK) in August 1981. He was awarded a BA Educ. Hons Degree (MUK) in April 1994. In 2002 Mr. Ntege was awarded Msc Accounting and Finance (MUK) in April 2002.

He is survived by a widow, Faith Nalwoga Ntege and nine (9) Children.



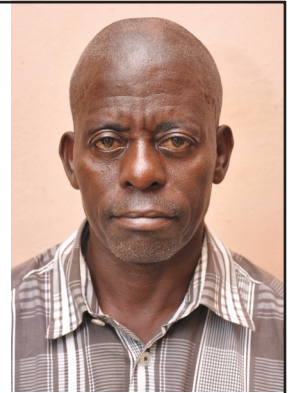
**Henry Katumba**

Born: May 20, 1955

Mr. Katumba joined Makerere University, in the then Department of Commerce and later Faculty of Commerce on April 7, 1975 as Messenger.

In 1997, with the merging of National College of Business Studies (NCBS) and Faculty of Commerce to form Makerere University Business School (MUBS). Mr. Katumba was absorbed into MUBS service as an Information Assistant under the Public Relations Office.

At the time of his death, Mr. Katumba was coordinating the flow of information from Makerere University, MUBS and he is survived by 2 Children Edward Serweza and Gertrude Nabayinda.



**Henry Katumba  
"Professor"**



A funeral service was held at the School grounds in honor of the fallen comrades and eulogies from workmates and family were movingly shared.



## 6 Ways to Stress Less at Work

1. Take care of yourself.  
The problem with job stress is that it can make people sick, both psychologically and physically. So an effective way to stress less is to work on reducing this tension. Physical activities are a boon to your health — and can be protective. Being “in good physical strength” also “makes you somewhat more immune to effects of stress.”

2. Shift your mindset.

3. Resolve your concerns.  
Pinpoint your sources of stress, and consider how you can resolve these concerns. For instance, if you're stressed about a project, consider who could help to clarify the scope and required tasks. If it's a conflict with a co-worker, think about what you can do to resolve it. Basically, the key is to take a problem-solving approach and try to fix what's within your power.

4. Practice gratitude.

Thinking about one thing you're grateful for every day at work — even if it's as simple as being thankful that your boss buys bottled water for the office. Every time something good happens at work, write it down. At the end of the day, you might be surprised how often good stuff actually happens.

5. Hang with a great crowd.  
The people at your job can have a big impact on your level of satisfaction. Many workplaces have the “chain gang,” co-workers who are constantly stressed out and do a lot of complaining. Instead, choose to hang out with people who are supportive, relaxed and just fun to be around.

6. Reconnect with what you loved about your job.  
What is good about my job? How am I helping somebody? Make the connection to a strength of yours or a way in which you're making a difference.

## Puzzle: African Animals

D	M	L	K	E	L	E	P	H	A	N	T	A	J	S	R	K	S	Q	M
Y	M	C	I	I	G	H	R	D	P	G	L	Q	U	P	J	H	Y	E	O
M	Z	P	G	L	I	O	N	N	B	L	T	M	W	H	Y	E	N	A	E
I	J	C	L	A	F	B	V	F	I	W	A	A	N	T	E	L	O	P	E
W	A	K	M	J	Z	B	P	R	R	T	S	O	Y	Y	C	C	N	I	N
I	C	G	D	L	W	E	O	O	O	Y	I	T	E	Y	I	U	Y	J	E
L	K	A	E	P	E	G	L	P	R	C	H	I	M	P	A	N	Z	E	E
D	A	G	Y	Q	T	O	O	L	S	C	T	Y	D	G	Y	H	S	O	X
E	L	K	K	O	Z	P	P	Z	E	O	U	Q	M	Y	I	O	X	Y	W
B	R	X	D	N	P	A	J	A	M	D	M	P	J	U	R	D	R	X	A
E	B	L	L	I	O	C	L	L	R	Z	A	R	I	E	A	O	W	H	R
E	U	L	H	U	G	B	B	W	G	D	A	S	C	N	B	W	A	E	T
S	F	H	B	O	N	G	O	J	F	L	R	O	F	G	E	T	R	M	H
T	F	G	I	R	A	F	F	E	A	E	N	B	S	Z	E	U	H	O	O
A	A	R	D	V	A	R	K	P	D	I	Z	V	J	E	T	J	F	N	G
J	L	C	R	D	P	X	M	S	H	L	E	Y	H	L	Q	L	H	G	W
A	O	M	A	M	Y	I	N	R	B	L	B	C	U	K	G	K	M	O	X
T	A	B	A	B	O	O	N	K	E	W	R	V	O	L	I	S	W	O	D
K	T	X	N	I	Z	S	I	H	I	A	A	K	G	G	V	L	J	S	R
W	I	W	H	D	S	M	B	X	H	J	H	M	N	Q	O	C	Q	E	S

## OBITUARY

Dr. Lawrence Tibita Mpaata, father to Ms. Eva Mpaata, a Lecturer in the Department of Finance. He passed away on Sunday September 20, 2015. Ms. Sarah Namigadde, mother to Mr.

Isaac Muwanga, a Security guard in the Security Section. She passed away on Saturday, August 29, 2015 at 3:00 am at their home in Mbalwa – Namugongo, Wakiso District.

Burial took place on Saturday, August 29, 2015 at Kasambya village, Namulonge parish; along Gayaza – Kasangati road in Wakiso District at 4:00 pm.

Ms. Robinah Namboozee, mother to Ms. Sophie Lubega, an Assistant Director in Quality Assurance Directorate. She passed away on Thursday, August 20, 2015 at Mulago Hospital.

Burial took place on Friday, August 21, 2015 at Bulumbu village, Mpigi District at 2pm.

## CONFLICT MANAGEMENT STYLES (cont)

Approach	Objective	Your Posture	Supporting Rationale	Likely Outcome
Forcing	Get your way.	"I know what's right. Don't question my judgment or authority."	It is better to risk causing a few hard feelings than to abandon a position you are committed to.	You feel vindicated, but other party feels defeated and possibly humiliated.
Avoiding	Avoid having to deal with conflict.	"I'm neutral on that issue. Let me think about it."	Disagreements are inherently bad because they create tension.	Interpersonal problems don't get resolved, causing long-term frustration manifested in a variety of ways.
Accommodating	Don't upset the other person.	"How can I help you feel good about this encounter? My position isn't so important that it is worth risking bad feelings between us."	Maintaining harmonious relationships should be our top priority.	Other person is likely to take advantage of you.

“Whenever it is in any way possible, every boy and girl should choose as his life work some occupation which he should like to do anyhow, even if he did not need the money.”  
William Lyon Phelps

elephant	lion	cheetah	rhinoceros	warthog	zebra
gorilla	chimpanzee	giraffe	hippopotamus	hyena	bongo
baboon	gazelle	buffalo	mongoose	leopard	antelope
impala	oryx	jackal	wildebeest	vulture	porcupine
aardvark					

# Circumcision is back



The MUBS Health Centre is carrying out a Safe male Circumcision exercise for men starting 10 years of age. Safe Male Circumcision (SMC), (also known as Voluntary Medical Male Circumcision (VMMC) is a scientifically proven biomedical intervention for prevention of female-to-male transmission of HIV. The World Health Organization and the United Nations Program on HIV/ AIDS recommend SMC for countries with a high prevalence of HIV and low prevalence of male circumcision.

## What is safe male circumcision?

Today Circumcision has become a more vital Sexual & Reproductive Health issue especially for medical reasons.

It is the surgical removal of the foreskin, the fold of skin that covers the head of the penis. For medical reasons, to treat problems involving the foreskin like wounds etc.

## How it is done?

During a circumcision, Anaesthesia is done to prevent pain around the penis, the foreskin is then freed from the head of the penis (glans) and removed. The procedure is much simpler and quicker than many expect.

## How long does take to heal?

Healing after circumcision in adults generally takes 5–7 days. However, about 4–6 weeks are needed for the wound to heal fully.

Am I able to do my work after the procedure?  
Yes. All those who do light work are able to.

## What do I benefit?

If circumcision is being done for reasons other than the treatment of a specific medical problem, the health

benefits are primarily preventive, and may only be realized long after the procedure.

Circumcision may reduce the risk of acquiring some infections and related complications, but does not guarantee complete protection. E.g. your risk of acquiring HIV is reduced by about 60% if your circumcised.

- It is easier to keep the penis clean.
- There is a reduced risk of urinary tract infections in childhood.
- Circumcision prevents inflammation of the glands (balanitis) and the foreskin (posthitis).
- Circumcision prevents the potential for scar tissue on the foreskin, which may lead to phimosis (inability to retract the foreskin) and paraphimosis (swelling of the retracted foreskin resulting in inability to return the foreskin to its normal position).
- There is a reduced risk of some sexually transmitted infections (STIs), especially ulcerative diseases, such as chancroid and syphilis.
- There is a reduced risk of becoming infected with human immunodeficiency virus (HIV).
- There is a reduced risk of penile cancer.
- There is a reduced risk of transmitting cancer of the cervix in females by their male sex partners.

## Note.

Although Circumcision for medical reasons is vital, it does not provide complete protection against HIV. Furthermore, HIV infected circumcised men can still transmit HIV to female and male sexual partners.

Therefore even after circumcision the following procedures are important; correct and consistent condom use delayed sexual debut reduced numbers of sexual partners avoidance of penetrative sex voluntary HIV testing and counseling.

## 54 Undergraduate scholarships at Hague University in Netherlands 2016/2017

The Hague University is offering scholarships to prospective bachelor degree students for the 2016-2017 academic year. A total of 54 scholarships are available.

Fields of study for eligible candidates include Bachelor's Programme offered at the Hague University, Netherlands.

**Target group:** Students from outside the European Union (and not from Iceland, Norway, Liechtenstein, Switzerland or Surinam)

**Scholarship value/inclusions:** Each scholarship is worth € 5,000.

**Eligibility:** For Bachelor's Programme, you are eligible to apply for one of these scholarships if:

- You come from outside the European Union (and not from Iceland, Norway, Liechtenstein, Switzerland or Suriname)

- You are enrolling for the first time and have not studied at any of the programmes The Hague University of Applied offers
- You are a first year student joining one of their bachelor programmes
- You would have to pay the full institutional tuition fee rate
- You have never used this scholarship scheme before
- You have been provisionally accepted also-called 'offer of student position' as a student on or before 31 March 2016.

Applications open 1 November 2015.

To apply for the scholarship, you must first apply to the Bachelor programme of your choice and write an essay following the essay guidelines. Submit your essay by completing the scholarship application form between 1 November 2015- 31 March 2016.



# Guild Executive leadership training



**Dr. Moses Muhwezi**  
Deputy Principal, MUBS

The Dean of Students' Office organized a leadership training for the current Guild executive from September 2-4, 2015 at Silver Springs Hotel, Bugolobi. The three day training was aimed at enabling the students' leaders to explore ways to understand and enhance their abilities for self-management and ethical decision-

making.

During his remarks to the Student leaders, the Deputy Principal Dr. Moses Muhwezi, appealed to them to work hand in hand with the School Management team to be able to serve fellow students better. He further called upon the students' leaders to always consult Management in areas where they face challenges.

The Guild Executives were also urged to stay away from strikes and also watch their health and life because there are a number of diseases awaiting to attack those that

are careless with their health.

Dr. Muhwezi further warned the students leaders against dodging classes. He said that many times, the student leaders do not attend class claiming to be doing leadership work. "Despite the fact that you are leaders, do not forget your number one priority. However committed you are to leadership, you need to have clear and clean documents thus endeavor to attend class," said Dr. Muhwezi.



**Don Patrick Buggingo**  
Guild President, MUBS

The Guild President H.E. Don Patrick Buggingo appreciated Management and the Dean of Students Office for having organized the leadership training. "I would like to take this opportunity to thank Management and the Dean of Students Office for having organized this training. It has come at a time when we really needed it because some of the executives are first time leaders," said H.E. Buggingo.

## Scholarships at University of Melbourne, Australia 2016

The University of Melbourne is offering 50 undergraduate scholarships to international students.

**Brief description:** The International Undergraduate Scholarships were established by the University of Melbourne in recognition of the significant contribution made by international students to the diversity of the University's student population.

**Host Institution(s):** University of Melbourne, Australia

**Field of study:** Any undergraduate degree offered at University of Melbourne

**Number of Awards:** 50 scholarships per annum

**Target group:** International students

**Scholarship value/inclusions:** The International Undergraduate scholarship provides one of the following benefits:

- A one off \$10,000 fee remission from tuition fees in the first year of an undergraduate degree; or
- A 50% remission from tuition fees for the normal full-time duration of an undergraduate degree; or
- A 100% remission from tuition fees for the normal full-time duration of an undergraduate degree.

### Eligibility:

To be considered for a fee remission scholarship you must:

- Be a citizen of a country other than Australia and

New Zealand and not a permanent resident of Australia;

- Have received an unconditional offer for an undergraduate course;
- Have achieved excellent final year school results, such as:

1. 4 A-grades in the GCE A' Levels
  2. An ATAR of 99.9 in the Australian Year 12 program,
  3. Overall 98% in an approved Foundation program
  4. An International Baccalaureate (IB) score of 44; and
- Not have previously undertaken any tertiary studies (excluding extension studies completed as part of a year 12 program);

### Application instructions:

You do not need to submit an application for this scholarship. All eligible students who have received an unconditional offer for admission to an undergraduate degree will automatically be considered. The next deadline is 1 November 2015.

It is important to visit the official website to access the application form for detailed information on how to apply for this scholarship.

# Breast Cancer: What you need to know

October is Breast Cancer Awareness Month, which is an annual campaign to increase awareness of the disease. While most people are aware of breast cancer, many forget to take the steps to have a plan to detect the disease in its early stages and encourage others to do the same. Due to this, MN brings you information about breast cancer.



## What is breast cancer?

Breast cancer is a malignant tumor (a collection of cancer cells) arising from the cells of the breast. Although breast cancer predominantly occurs in women, it can also affect men.

## Causes of breast cancer?

Experts are not definitively sure what causes breast cancer. It is hard to say why one person develops the disease while another does not. We know that some risk factors can impact on a woman's likelihood of developing breast cancer. These are:

**Getting older** - the older a woman gets, the higher is her risk of developing breast cancer; age is a risk factor. Over 80% of all female breast cancers occur among women aged 50+ years (after the menopause).

**Genetics** - women who have a close relative who has/had breast or ovarian cancer are more likely to develop breast cancer. If two close family members develop the disease, it does not necessarily mean they shared the genes that make them more vulnerable, because breast cancer is a relatively common cancer.

**A history of breast cancer** - women who have had breast cancer, even non-invasive cancer, are more likely to develop the disease again, compared to women who have no history of the disease.

**Dense breast tissue** - women with more dense breast tissue have a greater chance of developing breast cancer.

**Estrogen exposure** - women who started having periods earlier or entered menopause later than usual have a higher risk of developing breast cancer. This is because their bodies have been exposed to estrogen for longer.

**Obesity** - post-menopausal obese and overweight women may have a higher risk of developing breast cancer. Experts say that there are higher levels of estrogen in obese menopausal women, which may be the cause of the higher risk.

**Height** - taller-than-average women have a slightly greater likelihood of developing breast cancer than shorter-than-average women. Experts are not sure why.

**Alcohol consumption** - the more alcohol a woman

regularly drinks, the higher her risk of developing breast cancer is. The Mayo Clinic says that if a woman wants to drink, she should not exceed one alcoholic beverage per day.

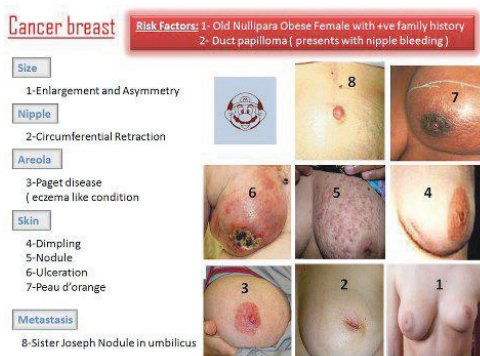
**Radiation exposure** - undergoing X-rays and CT scans may raise a woman's risk of developing breast cancer slightly. Scientists at the Memorial Sloan-Kettering Cancer Center found that women who had been treated with radiation to the chest for a childhood cancer have a higher risk of developing breast cancer.

**HRT (hormone replacement therapy)** - both forms, combined and estrogen-only HRT therapies may increase a woman's risk of developing breast cancer slightly. Combined HRT causes a higher risk.

**Certain jobs** - French researchers found that women who worked at night prior to a first pregnancy had a higher risk of eventually developing breast cancer.

Canadian researchers found that certain jobs, especially those that bring the human body into contact with possible carcinogens and endocrine disruptors are linked to a higher risk of developing breast cancer. Examples include bar/gambling, automotive

plastics manufacturing, metal-working, food canning and agriculture. They reported their findings in the November 2012 issue of Environmental Health.



## Breast cancer symptoms and signs include

- A lump in the breast or armpit,
- Bloody nipple discharge,
- Inverted nipple,
- Orange-peel texture or dimpling of the breast's skin,
- Breast pain or sore nipple,
- Swollen lymph nodes in the neck or armpit,
- Change in the size or shape of the breast or nipple.

## Invasive and non-invasive breast cancer

**Invasive breast cancer** - the cancer cells break out from inside the lobules or ducts and invade nearby tissue. With this type of cancer, the abnormal cells can reach the lymph nodes, and eventually make their way to other organs (metastasis), such as the bones, liver or lungs.

**Non-invasive breast cancer** - this is when the cancer is still inside its place of origin and has not broken out. Lobular carcinoma in situ is when the cancer is still inside the lobules, while ductal carcinoma in situ is when they are still inside the milk ducts. "In situ" means "in its original place". Sometimes, this type of breast cancer is called "pre-cancerous"; this means that although the abnormal cells have not spread outside their place of origin, they can eventually develop into invasive breast cancer.



# The depreciating shilling and Uganda's economic environment

By Nobert Akantorana Bwana



**Nobert Akantorana Bwana**

**Uganda runs a floating exchange rate system, where the market forces determine the value of the shilling in relation to other foreign currencies.**

This year, 2015, Bank of Uganda has had to intervene by selling \$200m of its foreign reserves in order to reduce the rate at which the shilling is depreciating against the dollar and meet demand in forex (especially for the US dollar).

The US dollar is demanded by importers as well as big businesses which conduct their businesses in US dollars. To the importer, a depreciated shilling means that they will import their goods expensively. As for the big business whose inputs are imported, a strong dollar would increase operational and production costs.

If the shilling continues to depreciate against the dollar, the prices of goods are generally expected to gradually increase. At the moment inflation is still below five percent. However, Stanbic bank predicted that the inflation rate could go as high as eight percent by the end of 2015.

In his speech to manufacturers, the governor of Bank of Uganda, Emmanuel Mutebile, said that it wasn't sustainable to prop up the exchange rate at levels not consistent with supply and demand in foreign exchange markets.

A reduction in foreign direct investment and low export in flows are responsible for the widening current account deficit.

Agriculture contributes 80% of Uganda's total exports, with the European zone being its biggest market. In May 2015, a one month self imposed government ban on fruits and vegetable exports to the European Union led to multimillion dollar losses to exporters, as well as reduced market share during this period. This loss, coupled with reduced global commodity prices is a major setback to the exporters as well as our exchange rate market.

The current ongoing crisis in Europe over Greece's "No" vote towards austerity policy only creates more uncertainty for our export markets. Greece's threatening exit from the Euro group could have rippling effects across Europe and this could slow down the economies in Europe.

European investors would likely reduce their investments in highly risky markets (such as Uganda) and instead demand for more secure the US treasury bonds. This trend would only make the dollar stronger. A slowdown in economic growth across Europe would consequentially lead to reduced remittances from Ugandans working abroad.

Across the Uganda borders, security concerns continue to threaten our exchange rate markets. In Africa, our biggest export market was originally Southern Sudan, until the war broke out afresh. Security concerns have made it difficult for Ugandan traders to conduct business in Southern Sudan. In Kenya, Al shabaab militants continue to scare away tourists from coming to East Africa. Uganda continues to suffer from losses in foreign revenue from tourism due to this terrorism threat.

The media has a major role to play in the current exchange rate volatility. Speculative opinion about the depreciating shilling against the dollar, as well as future exchange rates have only caused more uncertainty in the market. The governor's speech to the manufacturers early this month has been greatly debated on social media platforms as well as different news reports. This speculative opinion about market fundamentals only increases the volatility in the exchange rates.

Going into an election year, economists predicted that the shilling would depreciate as indeed has been the case. The ambiguity concerning the NRM party presidential flag bearers has aggravated the political uncertainty ahead of 2016 presidential elections. These political battles fought in the media, increase investor fears. This year has also seen number of foreign owned companies pay off dividend to share holders abroad.

In a floating exchange rate system, monetary policy makers don't seek to predict exchange rate movements.

However, through tailoring monetary policy to domestic macroeconomic objectives, exchange rates will settle naturally in a state of maximum efficiency.



# NBA and FUBA promise a great future for Uganda's Basketball

The National Basketball Association (NBA), in partnership with the Federation of Ugandan Basketball League Association (FUBA), launched a Jr. NBA FUBA League in Kampala. The League will provide boys ages 12-15 and their coaches throughout 30 schools with the opportunity to learn and develop their basketball skills through a competitive league.

The Junior. NBA FUBA League will feature 30 teams from 30 schools across Kampala. The schools will be divided into Eastern and Western Conferences with the top eight teams in each conference qualifying for the playoffs. At the end of the season, a single-elimination playoffs and final will determine the Jr. NBA FUBA League champions. Each of the schools will represent one of the 30 NBA teams and will receive corresponding NBA team-branded attire for their games, which will span eight weeks from June through August.

The NBA recently launched a similar League in Maputo, Mozambique earlier this month. The League is also played in Senegal and Abuja. Spain, Turkey and UK are among other countries that have the league already running. The leagues is aimed at promoting core values such as teamwork, discipline, leadership, fitness and healthy living through the games and competition. The boys will be able to get the right basics at a young age. NBA and FUBA agreed to have boys playing first then the girls will come later after the development of the league.

Although, FUBA sighted a challenge of having the schools



FUBA and NBA manager of a group photo with the players.

honoring the fixtures and traveling to other schools, the schools promised to be able to play as many or not all the games. NBA hopes to grow the sport of Basketball and bring it at a level where fans are able to appreciate the sport. Present at the launch was the Vice President of Uganda H.E Edward Ssekandi who commended the NBA and FUBA for putting together such a competition that would keep the school kids fit and mentally disciplined.

The NBA was represented by Amadou Gallo Fall, NBA Vice President and Managing Director NBA Africa. He promised bigger things for Uganda and that the Jr. NBA FUBA League will run for four years.

## University Football League: Meet Ganukura Allan, Gulu University's outstanding midfielder



Ganukura Allan (L) plays for Gulu University football team.

Born in 1994, Ganukura Allan started playing football in 2006 at Kabalega Secondary School, Masindi as a midfielder. He gained fame for his perfect tackles against opponents.

He later joined Kawempe Muslim. At

Kawempe Muslim, Allan was deployed as a striker in all games. He was excellent at this position scoring goals that led to Kawempe's progress for National Coca-Cola tournament.

He has played for various clubs at Divisional, Zonal and Big League. Currently Ganukura plays for Gulu University football team.

"The then coach, Onen Peter asked me to sign for the University Team," narrates Ganukura who is now a household name among Gulu University fans. Onen Peter is now the head coach of U-17 national side.

Ganukura is known for his dribbles and excellent set piece taking, scoring in most of the free kicks he takes. His favorite position is in the mid field to have space tormenting opponents.

"I thank the fans who are always there for us, of course they will always recognize you anywhere; I love them," "I am in a relationship, I have a girlfriend, but it's always complicated."

Friends regard Ganukura as a social and friendly person.