

Dr Immaculate TUSIIME, PhD

Senior Lecturer and Head of Department, Business Administration

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18+

years of university teaching,
research and supervision

600+

Google Scholar citations (h-
index 7)

11

peer-reviewed journal
articles, plus one book
chapter

5

funded research grants as
PI or co-PI, including
NORAD–NORHED

20+

MBA students supervised (7
as principal supervisor)

PROFESSIONAL PROFILE

Academic with over 18 years of university teaching, research and postgraduate supervision in business and management at Makerere University Business School (MUBS), Uganda, and a PhD in Accounting and Finance from the University of Newcastle, Australia. Head of the Department of Business Administration at MUBS since February 2026.

Research is interdisciplinary and collaborative, spanning leadership, organisational behaviour, corporate governance, CEO compensation, corporate social responsibility (CSR), entrepreneurship, SME performance and financial management, in Ugandan and Australian settings. Co-Principal Investigator on a NORAD-funded (NORHED) research programme. Author of 11 peer-reviewed journal articles and one book chapter, with over 600 Google Scholar citations (h-index 7; i10-index 6). Experienced in supervising and examining master's research, curriculum development and academic administration.

EDUCATION

2024	PhD, Accounting and Finance , University of Newcastle, Australia Thesis: <i>COVID-19 Crisis, Firm Outcomes and CEO Compensation</i> . University of Newcastle Vice-Chancellor's PhD Scholarship.
2011	Master of Business Administration (Accounting and Finance) , Makerere University, Uganda.
2007	Certificate in Gender and Project Planning , Makerere University, Uganda.
2006	Bachelor of Human Resource Management (BHRM) , Makerere University, Uganda.

ACADEMIC AND PROFESSIONAL EXPERIENCE

Administrative and leadership appointments

Feb 2026 – present	Head of Department, Business Administration , Makerere University Business School (MUBS), Uganda • Provide academic and administrative leadership to the Department of Business Administration. • Coordinate teaching, learning, assessment and curriculum implementation across undergraduate and postgraduate programmes. • Oversee staff development, workload allocation and performance management within the department. • Ensure quality assurance, compliance with institutional academic policies and enhancement of teaching standards. • Coordinate postgraduate supervision, research activities and academic mentoring within the department. • Facilitate collaboration with industry partners, professional bodies and academic stakeholders; promote academic excellence, innovation and student-centred learning.
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Teaching and academic appointments

Nov 2006 – present	Senior Lecturer (previously Lecturer, Assistant Lecturer and Teaching Assistant), Makerere University Business School (MUBS), Uganda (full-time) • Deliver undergraduate and postgraduate teaching in management and Business Administration. • Supervise and mentor master's students through dissertation development and completion, providing structured guidance on research design, data analysis and academic writing. • Support students through feedback cycles to ensure timely completion. • Participate in academic administration, moderation and curriculum review.
Nov 2020 – Nov 2024	Sessional Lecturer, Newcastle Business School, University of Newcastle, Australia Facilitated teaching and learning for diverse, international student cohorts; supported online and blended course delivery using digital learning platforms; provided academic support, feedback and assessment guidance; strengthened capability in remote student engagement and supervision practices.
Mar 2024 – Jun 2024	Sessional Teaching Assistant, Newcastle Business School, University of Newcastle, Australia Provided academic support, feedback and assessment guidance.
2015 – 2017	Lecturer (part-time), Axial International College, Uganda
2012 – 2016	Lecturer (part-time), Victoria University, Uganda

POSTGRADUATE SUPERVISION AND EXAMINATION

- **Supervision:** co-supervised over 20 MBA students and served as principal supervisor for seven to successful completion; currently principal supervisor for five students, all at MUBS.
- **Examination:** examined over 20 master's dissertations across business and management disciplines.
- **Supervised research areas:** organisational change and employee engagement; project management and sustainability; risk management and governance; corporate strategy and competitiveness; leadership and employee satisfaction; managerial capabilities and performance of public sector entities; corporate governance and organisational performance; stakeholder engagement and sustainability of developmental projects.
- **Supervisory competencies:** master's dissertation supervision and research mentoring; timely feedback and assessment of postgraduate research; student engagement and progression tracking; academic integrity guidance and ethical research supervision.

CURRICULUM DEVELOPMENT

2026 – present	Lead, review and restructuring of the Bachelor of Business Administration (BBA) and Diploma in Business Administration (DBA), towards alignment with competence-based education frameworks.
Feb – Nov 2025	Member, committee developing programmes, short courses, diplomas, bachelor's, postgraduate diplomas and master's programmes in Business Sports Administration and Management, and in Business Sustainability.
2019	Member, Major Review of the Master of Business Administration (MBA), MUBS.
2018	Member, Major Review of the Bachelor of Business Administration (BBA), MUBS.
2017	Member, Major Review of the Diploma in Business Administration (DBA) and Postgraduate Diploma in Business Administration (PGDBA), MUBS.

RESEARCH FUNDING

Jan 2026 - Present	Emerging Scholar Research Grant (USD 4,500). PI. <i>Board composition, accountability and CSR: shaping alumni philanthropy in Ugandan universities.</i> Manuscript under review for a special issue of <i>Voluntas: International Journal of Voluntary and Nonprofit Organizations</i> .
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- 2016 – 2021** **NORAD–NORHED Research Grant. Co-PI.**
Profiling sustainable entrepreneurship among youth and women entrepreneurs in Uganda.
 Outputs: two peer-reviewed articles and conference presentations.
- 2017 – 2020** **MUBS Faculty Research Grant. Co-PI.**
Business choice, location decisions and enterprise success of SMEs in Uganda. Output:
 peer-reviewed article (2023).
- 2016 – 2019** **MUBS Faculty Research Grant. Co-PI.**
Leadership styles, job satisfaction and organisational commitment in private and public universities. Output: peer-reviewed article (Mwesigwa, Tusiime and Ssekiziyivu, 2020), cited
 over 280 times on Google Scholar.
- 2013 – 2016** **MUBS Faculty Research Grant. PI.**
*Leadership, stakeholder involvement, commitment and managed change in public universities
 in Uganda.* Outputs: two peer-reviewed articles.

RESEARCH OUTPUTS AND IMPACT

Metrics (Google Scholar, bit.ly/4h8LEbM): over 600 citations; h-index 7; i10-index 6. Most cited output: Mwesigwa, Tusiime and Ssekiziyivu (2020), *Journal of Management Development*, over 280 citations. **ORCID:** 0000-0002-0781-853X.

Peer-reviewed journal articles

- Tusiime, I.**, Choi, B., Boedker, C., & Nkundabanyanga, S.K. (2026). Crises and changes in CEO pay structures in Australia. *Cogent Business & Management*, 13(1), 2677341.
- Kakooza, J.B., **Tusiime, I.**, Namiyingo, S., Nabwami, R., & Basemera, M. (2023). Business choice, location decision, and success of small and medium enterprises in Uganda. *Journal of Money and Business*, 3(1), 108–121.
- Ssekiziyivu, B., Mwesigwa, R., Orobias, L., & **Tusiime, I.** (2022). Impediments of realizing sustainable youth and women's entrepreneurship from a developing country perspective. *World Journal of Entrepreneurship, Management and Sustainable Development*, 18(2), 253–274.
- Mwesigwa, R., **Tusiime, I.**, & Ssekiziyivu, B. (2020). Leadership styles, job satisfaction and organizational commitment among academic staff in public universities. *Journal of Management Development*. DOI: 10.1108/JMD-02-2018-0055.
- Orobias, L., **Tusiime, I.**, Mwesigwa, R., & Ssekiziyivu, B. (2020). Entrepreneurial framework conditions and business sustainability among the youth and women entrepreneurs. *Asia Pacific Journal of Innovation and Entrepreneurship*, 14(1), 60–75. DOI: 10.1108/APJIE-07-2019-0059.
- Nkundabanyanga, S.K., Akankunda, B., Nalukenge, I., & **Tusiime, I.** (2017). The impact of financial management practices and competitive advantage on the loan performance of MFIs. *International Journal of Social Economics*, 44(1), 114–131.
- Tusiime, I.**, Musasizi, Y., & Nalweyiso, G. (2016). Leadership styles and managed change in public universities in Uganda. *Journal of Business Management and Social Sciences Research*, 5(2), 87–94.
- Musasizi, Y., **Tusiime, I.**, & Nalweyiso, G. (2016). Stakeholder involvement, commitment, and managed change in public universities in Uganda. *International Journal of Advances in Social Science and Humanities*. ISSN: 2347-7474.
- Kakooza, J.B., **Tusiime, I.**, Odoch, H., & Bagire, V. (2015). Management practices and performance of public hospitals in Uganda. *International Journal of Management Science and Business Administration*, 1(7), 22–29.
- Tusiime, I.**, Nkundabanyanga, S.K., & Nkote, I.N. (2011). Corporate governance: ownership structure, board structure, and performance of public sector entities. *Journal of Public Administration and Policy Research*, 3(9), 250–260.
- Bagire, V.C., **Tusiime, I.**, Nalweyiso, G., & Kakooza, J.B. (2010). Contextual environment and stakeholder perception of corporate social responsibility practices in Uganda. *Journal of Environmental Management*, 18(2), 102–109.

Book chapter

1. Bagire, V., **Tusiime, I.**, Nalweyiso, G., & Kakooza, J.B. (2015). The framework for corporate social responsiveness and public perceptions of undertakings by companies: insights from Uganda. In Gotsiridze-Columbus (Ed.), *Psychology of Social Responsibility*. Nova Science Publishers.

Doctoral thesis

1. **Tusiime, I.** (2024). *COVID-19 crisis, firm outcomes and CEO compensation*. PhD thesis, University of Newcastle, Australia.

CONFERENCE PAPERS AND WORKSHOP PRESENTATIONS

1. **Tusiime, I.**, Choi, B., & Boedker, C. (September 2025). *COVID-19 crisis and changes in CEO equity-based pay: Australian evidence*. African Accounting and Finance Association (AAFA) Conference, Speke Resort Munyonyo, Kampala, Uganda.
2. **Tusiime, I.**, Choi, B., & Boedker, C. (July 2023). *COVID-19 crisis and CEO pay-performance sensitivity: Australian evidence*. Accounting and Finance Association of Australia and New Zealand (AFAANZ) Conference, The Star Hotel, Gold Coast, Australia.
3. **Tusiime, I.**, Choi, B., & Boedker, C. (April 2023). *COVID-19 crisis and CEO pay-performance sensitivity: Australian evidence*. Accounting and Finance (ACFIE) Seminar Series, Newcastle Business School, University of Newcastle, Australia.
4. Orobia, L., **Tusiime, I.**, Mwesigwa, R., & Ssekiziyivu, B. (September 2018). *Profiling sustainable entrepreneurship among youth and women entrepreneurs*. 23rd MUBS Annual International Management Conference, Lake View Resort Hotel, Mbarara, Uganda.
5. Mwesigwa, R., & **Tusiime, I.** (September 2017). *Leadership styles, job satisfaction, and organisational commitment in both private and public universities in Uganda*. 22nd MUBS Annual International Management Conference, Civil Service College of Uganda, Jinja, Uganda.
6. **Tusiime, I.**, Musasizi, Y., & Nalweyiso, G. (November 2014). *Leadership styles, stakeholder involvement, commitment, and managed change in Uganda's public universities*. Faculty of Entrepreneurship and Business Administration Research Breakfast Meeting, MUBS, Kampala, Uganda.
7. **Tusiime, I.**, Nkote, I.N., & Nkundabanyanga, S.K. (November 2010). *Ownership structure, board structure, and performance of public sector entities*. 15th MUBS Annual International Management Conference, Imperial Beach Hotel, Entebbe, Uganda.
8. Bagire, V.C., **Tusiime, I.**, Nalweyiso, G., & Kakooza, J.B. (July 2010). *An examination of public perceptions towards corporate social responsibility in Uganda*. Faculty of Management Research Workshop, MUBS, Kampala, Uganda.

AWARDS AND RECOGNITION

2026	Emerging Scholar Research Grant (USD 4,500) with Indiana University Lilly Family School of Philanthropy
2025	Best Paper Award , African Accounting and Finance Journal (AAFJ), 14th African Accounting and Finance Association (AAFA) Conference.
2022	AFAANZ Conference Assistance Grant , Melbourne Doctoral Symposium.
2019	Vice-Chancellor's PhD Training Scholarship , University of Newcastle, Australia.
2009	Renewal of MUBS MBA Staff Fellowship , Makerere University Business School.
2008	MUBS Staff Fellowship , awarded to pursue the Master of Business Administration (MBA).

RESEARCH ENGAGEMENT AND PEER REVIEW

- **Journal reviewer:** *Environment and Social Psychology*; *African Accounting and Finance Journal*; *International Journal of Energy Sector Management*; *Cogent Business & Management*.
- **Conference reviewer:** Accounting and Finance Association of Australia and New Zealand (AFAANZ) Conference, 2023.

- **Academic participation:** active participant in international academic conferences and research seminars in Uganda and Australia; engaged in interdisciplinary research collaboration in leadership, governance, entrepreneurship and organisational studies.

TRAINING AND RESEARCH SKILLS

- Introduction to Linear and Logistic Regression (workshop)
- Introduction to Longitudinal Data Analysis (workshop)
- Getting Started with Refinitiv Workspace for Students
- Grant Proposal Writing
- Export Quality Management
- Peer Education/Counselling for Behaviour Change Programme
- **Research skills:** research data management (entry, formatting and error-checking); research support, including collecting and organising data for analysis; and coordination of meetings and follow-up tasks for research projects.

PROFESSIONAL MEMBERSHIPS

- African Accounting and Finance Association (AAFA)
- Accounting and Finance Association of Australia and New Zealand (AFAANZ)
- Institute of Corporate Governance of Uganda (ICGU)
- International Society for Third-Sector Research (ISTR)

RESEARCH INTERESTS

- Corporate governance
- CEO compensation
- Corporate Social Responsibility (CSR)
- Financial management and firm-level finance
- Youth and women entrepreneurship
- Organisational leadership and behaviour
- SME performance and enabling environments

REFEREES

Available upon request.

DECLARATION

I confirm that the information provided is accurate and complete to the best of my knowledge and belief.

Signature:



Date: 30/09/2026