



Personal Information	Name: Assoc Prof. Saadat Nakyejwe Kimuli Sex: Female Marital Status: Married Nationality: Ugandan Contact Tel: +256-702-011399 / +256-772-885720 Email : ksaadah@mubs.ac.ug / ksaadah@yahoo.com Address: P.O. Box, 10076 Kampala, Uganda.
Career Profile	I am currently an Associate Professor at Makerere University Business School, Kampala Uganda in the Department of Entrepreneurship. As an Associate Professor, my responsibilities include; teaching, setting and invigilation of examination, supervising students in research, business plan development and internship training as well as conducting research and publications. I have conducted research on sustainable entrepreneurship, strategic entrepreneurship, small business performance, employee performance, digital technologies in SMEs, Entrepreneurial marketing, Innovation, Energy, strategic entrepreneurship and entrepreneurial leadership. I have attended and presented various papers out of this work at both local and international conferences.
Education Background	2014 – 2018 ICT University - Cameroon PhD in Business Administration and Sustainability 2008 - 2011 Makerere University – Kampala, Uganda Masters of Science in Entrepreneurship 2003 - 2004 Uganda Management Institute – Kampala, Uganda Post Graduate Diploma in Financial Management 2001 - 2002 Makerere University – Kampala, Uganda Postgraduate Diploma in Computer Science 1995 – 1998 Makerere University - Kampala, Uganda BSc. Education [Economics, Mathematics] 1989 – 1995 Kibuli Secondary School, Kampala High school education (“O” and “A” level)

Professional Development & Certifications	PROFESSIONAL DEVELOPMENT & CERTIFICATIONS (2024–2025) • Diploma in Coaching and Mentoring (Level 1) – The Teachers Training (Issued Sep 2025 ID: 1201-65448-24493) • Online Teaching and Social Media Marketing – The Teachers Training (Issued Sep 2025 ID: 1201-6144-24493) • Personal Development Training (The Teachers Training) – (Issued Sep 2025 ID: 1201-18786-24493) • Health and Safety Diploma – The Teachers Training (Issued Dec 2024 ID: 1201-15150-24493) • Life Coaching Online Course – The Teachers Training (Issued Dec 2024 ID: 1201-32944-24493)
Special Expertise	• Mentoring • Training • IT skills • Entrepreneurship • Research • Marketing • Leadership Skills • Reviewer
Work Experience	2024- To date Associate Professor at Makerere University Business School, Entrepreneurship. 2020 – 2024 Senior lecturer at Makerere University Business School, department of Entrepreneurship. 2012 – 2019 Lecturer at Makerere University Business School, department of Entrepreneurship. 2011 – 2012 Assistant Lecturer at Makerere University Business School, department of Entrepreneurship 2007- 2011 Teacher Mathematics, Economics Nakasoga Secondary School 2003 - 2007 Branch Manager at Stanbic Bank. 2001-2003 Banking Officer at Uganda Commercial Bank 1999 - 2001 Banking Officer at Standard Chartered Bank. 1995 - 1999 Mathematics and Economics teacher at Wakatayi Secondary School.
Responsibilities held	July 2023 to date Board Member Muteesa 1 Royal University

	Nov, 2021 to date Board Member Kibuli Secondary School 2018 - 2024 Chairperson Board, Makerere University Business School Muslim Community 2020– to date Board Member, Global Links Associates 2023 – to date Sustainable Urban Transportation Planning: Integrating a Metro System into Kampala Metropolis' Transport Sector" under the MakRIF Round 5, 2023-2024 2021 – 2023 Principal investigator for a project entitled “Exploring the Potential of Industrial Symbiosis as an Innovative Strategy to Foster Sustainable Entrepreneurship of Micro and Small Enterprises in Uganda”. This project is funded under Makerere University, research and innovation fund. 2021 – 2022 Strengthening the social media competences of the business owner-managers for sustainable growth of small businesses in Uganda. Funded by Makerere University Research and Innovation Fund and it is ongoing. 2020 - 2021 Principal investigator for a project entitled “Adoption of digital technologies by small businesses to sustainably drive growth of the Ugandan economy”. This project is funded under Makerere University, research and innovation fund. 2019 – 2022 Principal investigator for a project entitled Sustainable practices of women Entrepreneurs in Owino Market.
Skills	• Coach and Mentoring • Team Building • Reviewer • Time Management • Entrepreneurship • Research • Training, Coaching and Mentorship • E-Learning content development and facilitation • Computer • Data analyses • Resource mobilisation • Communication and Interpersonal • Leadership, Governance and Management • Negotiation skills and Creativity • Entrepreneurial marketing skills • Leadership Skills

Languages	Language	Speaking	Writing	Listening
	Luganda	Mother tongue	Good	Excellent
	English	Very Good	Very Good	Excellent
	Arabic	Fair	Fair	Fair
Hobbies	Playing chess, swimming, research, meeting new people, Travelling, Seeking knowledge, Attending conferences and seminars, Adventure, Community Service, Surfing, Communal organisations, Writing and Reading.			
Publications	Publications (2024 – 2026) • Nakyejwe, S. L. K., Nassali, S., Walulumba, S., Nabaggala, N. K., Ninsiima, E., et al. (2026). "Advancing Decent Work for All Through Creativity and New Technologies in Learning for the Workplace and Higher Education." • Kimuli, I., Kirabira, J. B., & Nakyejwe, S. L. K. (2026). "Electrifying boda-boda transportation with battery-swapping: a techno-economic and grid-aware rollout for Kampala Metropolis." <i>Energy Conversion and Management: X</i>. • Kimuli, S. N. L., Apio, J. J., Nkambwe, I., Walulumba, S., E. Ninsiima, et al. (2025). "Wheels of opportunity: social factors and humane entrepreneurship in Uganda's boda-boda sector." <i>Journal of Work-Applied Management</i>. • Kimuli, S. N. L., Sendawula, K., Najjinda, S., & Nakimuli, N. K. (2025). "The potential of industrial symbiosis in fostering sustainable entrepreneurship among the micro and small enterprises (MSEs): evidence from a developing country." <i>Journal of Work-Applied Management</i>. • Nakyejwe, S. L. K., Nassali, S., Walulumba, S., Nabaggala, N. K., Ninsiima, E., et al. (2025). "Preparing Ugandan University Students for the AI-Driven Gig Economy: Advancing Decent Work for All Through Education." <i>The Learning Ideas Conference</i>. • Nakyejwe, S. L. K., Bulonge, E., Walulumba, S., Nabaggala, N. K., & Ninsiima, E. (2025). "Transformative but Troubled: Examining the Barriers to AI Adoption in Uganda's Higher Education System." <i>The Learning Ideas Conference</i>. • Ismail Kimuli, N. K., Kirabira, J. B., Nkambwe, I., Nakyejwe, S. L. K., Lubwama, M., et al. (2025). "Sustainable Urban Transportation Planning: Integrating an Electrified Metro System into Kampala Metropolis." <i>Multimodal Transportation</i>. • Tibaingana, A., Sendawula, K., Buyinza, F., Kimuli, S. N. L., Ssemuyaga, E., et al. (2024). "Entrepreneurship skills: do all dimensions of skills matter for sustainable business start-up?" <i>Journal of Entrepreneurship and Public Policy</i>. • Sendawula, K., Kimuli, N. S., Kimuli, N. N., Kirugga, A., & Noordin, S. (2024). "Beyond potential: Exploring the lived experiences of artificial intelligence usage in Ugandan universities for quality education." <i>The Learning Ideas Conference</i>. • Sendawula, K., Najjinda, S., Nanyanzi, M., Kimuli, S. N. L., & Walugembe, A. (2024). "Personal traits and formalization of entrepreneurial ventures: insights from a developing country." <i>New England Journal of Entrepreneurship</i>.			

- **Nakyejwe, S. K. L.**, Walulumba, S., Apio, J. J., Ninsiima, E., & Nalubuuka, J. (2024). "Exploring the effectiveness of blended teaching in promoting entrepreneurship education to create decent work opportunities for the youth in Uganda." *The Learning Ideas Conference*.

Publications (2019 – 2023)

- Najjinda, S., Sendawula, K., Otengei, S. O., Walugembe, A., & **Kimuli, S. N. L.** (2023). "Social capital and sustainable growth of full-service restaurants in the global south: testing the mediating role of dynamic capabilities." *Journal of Work-Applied Management*.
- **Kimuli, S. N. L.**, Sendawula, K., & Nagujja, S. (2022). "Sustainable entrepreneurship practices in women-owned micro enterprises using evidence from Owino market, Kampala, Uganda." *African Journal of Economic and Management Studies*.
- Sendawula, K., **Kimuli, S. N. L.**, Turyakira, P., & Kibanja, G. (2022). "Social media perceptions, readiness and usage in fostering sustainable growth of micro and small enterprises in Uganda." *African Journal of Economic and Management Studies*.
- **Kimuli, S. N. L.**, Sendawula, K., & Nagujja, S. (2021). "Digital technologies in micro and small enterprise: evidence from Uganda's informal sector during the COVID-19 pandemic." *World Journal of Science, Technology and Sustainable Development*.
- **Nakyejwe, K. S.**, Kasimu, S., & Sabi, H. M. (2021). "Sustainable entrepreneurship of small businesses in Uganda: A confirmatory factor analysis." *African Journal of Business Management*.
- Sendawula, K., Ngoma, M., Bananuka, J., **Kimuli, S. N. L.**, & Kabuye, F. (2021). "Business networking and internationalization: testing the mediation role of organizational learning." *World Journal of Entrepreneurship, Management and Sustainable Development*.
- Bananuka, J., Kasera, M., Najjemba, G. M., Musimenta, D., Ssekiziyivu, B., & **Nakyejwe Kimuli, S.** (2020). "Attitude: mediator of subjective norm, religiosity and intention to adopt Islamic banking." *Journal of Islamic Marketing*.
- **Kimuli, S. N. L.**, Orobias, L., Sabi, H. M., & Tsuma, C. K. (2020). "Sustainability intention: mediator of sustainability behavioral control and sustainable entrepreneurship." *World Journal of Entrepreneurship, Management and Sustainable Development*.
- Turyakira, P., Kasimu, S., Turyatunga, P., & **Kimuli, S. N. L.** (2019). "The joint effect of firm capability and access to finance on firm performance among small businesses: A developing country perspective." *African Journal of Business Management*.
- Sendawula, K., & **Kimuli, S. N.** (2019). "Training, employee engagement and employee performance: evidence from Makerere university, Kampala, Uganda." *International Journal of Social Sciences Management and Entrepreneurship*.

Foundational & Prior Research (Pre-2019)

- Sendawula, K., **Kimuli, S. N. L.**, Bananuka, J., & Muganga, G. N. (2018).

	"Training, employee engagement and employee performance: Evidence from Uganda's health sector." <i>Cogent Business & Management</i>. (531 Citations) • Kimuli, S. N., Kasimu, S., & Sabi, H. M. (2018). "Altruism towards others and sustainability intention of small business owners." <i>African Journal of Business Management</i>. • Ajagbe, M. A., Kelechi, A. N., Kimuli, S. N. L., & Cho, N. M. (2016). "Problems and visions of entrepreneurship education in post primary schools." <i>International Journal of Economics, Commerce and Management</i>. • Kimuli, S. N. L., Ajagbe, M. A., Udo, E. E. U., & Balunywa, W. (2016). "Strategic entrepreneurship and performance of secondary schools in Uganda." <i>International Journal of Economics, Commerce & Management</i>. • Kimuli, S. N. L. (2011). "Strategic entrepreneurship and performance of selected private secondary schools in Wakiso district." <i>Unpublished Dissertation/Masters Thesis, Makerere University Business School</i>.
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Scholarly Review & Editorial Experience	International Journal Reviewing (Web of Science & Scopus Indexed) • Journal of Work-Applied Management (Emerald Publishing): Regular Peer Reviewer for manuscripts focusing on Socio-Technical Resilience and Sustainable Entrepreneurship. • African Journal of Economic and Management Studies: Reviewer for empirical research regarding SME growth and digital transformation in Sub-Saharan Africa. • World Journal of Science, Technology and Sustainable Development: Verified reviewer for papers on circular economy and industrial symbiosis.
	Conference Scientific Committees • The Learning Ideas Conference (New York): Member of the Scientific Committee and Peer Reviewer for manuscripts on AI in Higher Education and Digital Pedagogy.
	Reviewing Competencies • Proficient in: Empirical Research Articles, Theoretical/Conceptual Frameworks, and Systematic Literature Reviews (SLRs).

	• Methodological Expertise: Proficient in evaluating both Quantitative (CFA, SEM) and Qualitative (Thematic analysis, Atlas.ti) research designs.
Referees	1. Associate Professor Isa Kabenge Makerere University P.O. Box 7062, Kampala 2. Professor Laura Orobia Makerere University Business School P.O. Box 1337, Kampala lorobia@mubs.ac.ug 3. Associate Professor Umar Kakumba Deputy Vice Chancellor, Academic Affairs Makerere University P.O. Box 7062, Kampala umarkakumba@gmail.com
Declaration	I the undersigned to the best of my knowledge and belief, declare that the Bio-data given here above is accurate and correct. Dr. Saadat Nakyejwe Kimuli Lubowa Date