



The

MUBS NEWS LETTER

August Issue 2023

Ag. Principal's message to first year students 2023/2024



The Ag. Principal, Prof. Moses Muhwezi addressing the first year students of Academic Year 2023/24 during their orientation.

I congratulate you upon your excellent performance at your previous academic levels and subsequently for joining Makerere University Business School (MUBS).

You have joined the best Institution in the Country and the Region. You will be privileged to be part of the great Makerere University brand. Thank you for

choosing a business career. This is an optimal career choice.

We continue to pray to the Almighty God that the Academic Year 2023/2024 keeps a normal year, after the COVID 19 disruptions of previous years. You have no excuse not to work hard and complete your respective programmes on time.

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MUBS Council Chairman attends ICT Graduation

The MUBS Council Chairman, Eng. Isaac Ngobya and the Ag. Principal, Prof. Moses Muhwezi attended the ICT Graduation in Cameroon. Four (4) of MUBS staff were among the five hundred (500) graduates who graduated with PhDs at the 7th commencement ceremony of ICT University that took place on Saturday July 29, 2023 in Cameroon's Political Capital, Yaounde.

The graduates included; Dr. Robina Nambafu, a Lecturer in the Department of Business Computing, Dr. Ruqqaiya Naluwoza, Lecturer in the Department of Computer Science and Engineering, Dr. Shaffick Mujabbi, Lecturer in the Department of Management Science and Dr. Pontious Byarugaba, Director Mbarara Regional Campus.

The graduands were also accompanied by the , Assoc. Prof. Sonny Juma Nyeko, Dean Faculty of Computing and Informatics and Dr. Johnson Ssekakubo.

The students were studying online and this is the fourth cohort to graduate from the ICT-University.

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

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

Editorial



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Owomugisha
AA



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Office Aide



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What is expected of a first year student

To first year students, welcome to MUBS, “the place to be”. You have earned your place, congratulations!

MUBS is a great place to study from and is known for its academic excellence, take advantage of this and soak it all up.

No matter what your past experience of education has been, this is a new opportunity and new beginning, make a good start.

Adapting to university life may be challenging and settling in takes time, give yourself the best chance to excel.

Starting university is an invitation for you to step up and take hold of any available opportunity, making a success out of it, believe in yourself you can do it.

Whatever points you got at A'level, university is a new beginning of a new chapter of your life. Your CGPA in first year, contributes a lot to the class of degree, you will graduate with after your three years of study, so prepare to work hard and set your standard.

There are a lot of support from your lecturers and administration, but you must take the first step and take charge of your own learning.

Learning at university is



Ms. Erinah Najjingo
Editor

different, lecturers can cover a lot of material in one lecture or in one week, it is up to you to keep on top. No one will force you to attend classes, do course works and assignments, however, they contribute greatly to your final examinations. Therefore, it is upon you to know why you are here and use your stay at MUBS profitably.

Make use of the gaps in your timetable; these gaps were left for you to catch up on extra note-taking, personal revision and to complete project work.

It may take you a good few weeks to adjust to the rhythm of university life and before you know it, examinations will be knocking at your door and semester one will be over, it is only 14 weeks long. Plan for these week and make the best out of



Mr. Vincent Mugabe
Writer



Mr. Mohammad Busulwa
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Ms. Mwamini
Nanyondo-Office
Assistant



Mr. John Kusolo
Writer/Sports Reporter

them.

Part-time work and socializing are important but should not interfere with your lectures, plan your time carefully.

There are a number of students' clubs and associations join in. Also take advantage of the extra curricular programs available for your personal development. University is much about your personal development. Start populating your CV with extra-curricular activities so that you will stand out from other graduates to future employers.

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Tuwezeshe kuishi kwa amani
Tutimize na malengo yetu

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

3. Viwandani na hata mashambani
Tufanye kazi sote kwa makini
Tujitoe kwa hali na mali
Tuijenge Jumuiya bora

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

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

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

Makerere University Business School
Benchmark for Versatile Education
Providing Knowledge and Skills
Enabling the future of your clients

With Wisdom and Integrity, you Inspire
Confidence
You give Energy, Strength and Determination
We uphold your Splendour
Enabling the future of your clients

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

Makerere University Business School
Enabling the future of your clients

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MUBS SACCO

Your reliable partner in wealth creation!

Vision

To become the best enabler of financial wellbeing and wealth creation of MUBS staff in Uganda.

Mission

To support the financial growth of the staff of MUBS through cheap credit accessibility and financial support tailored to the needs of the staff of MUBS.

We Offer Loans:

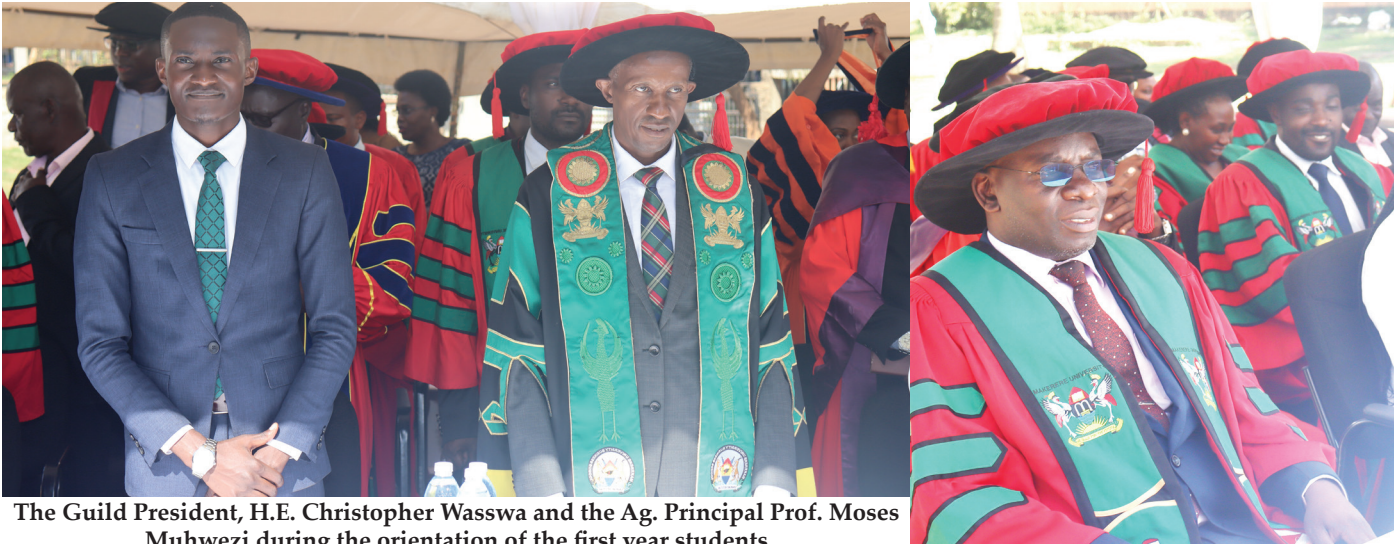
- Personal Savings
- Members' loans
- School fees loans
- Home improvement loans
- Emergency loans

Contacts

- 0700 598 789
- 0785 489 481
- 0774 970 702



Ag. Principal's message to first year students 2023/2024



The Guild President, H.E. Christopher Wasswa and the Ag. Principal Prof. Moses Muhwezi during the orientation of the first year students



The MUBS Academic staff during the orientation of the first year students



First year students attending their orientation at the MUBS main campus

MUBS' vision is to be the benchmark for business and management education, research and training in the Region and our mission is about enabling your future.

Be of this arrangement by attending lectures, utilizing library facilities, being ICT compliant, displaying mature behaviour, being disciplined, recognizing and reporting problems, dressing decently, being proactive and following

regulations. We offer same quality of services to all our students in various Campuses; MUBS Main campus in Nakawa, Arua, Mbale, Jinja and Mbarara. You are all welcome to the respective Campuses.

After your designated duration of your programme, you will be an Alumnus of MUBS. You will get the degree but also endeavour to acquire knowledge. You do not only require academic /professional knowledge but

also knowledge about how to meet challenges that life presents to us. You need a proper moral and value system as a University graduate. Work towards being a complete citizen during your stay at MUBS.

Again welcome to MUBS; may God bless you and be your guide during your stay.

Prof. Moses Muhwezi
Ag. Principal

5 promoted to positions of Professor and Associate Professors

The MUBS Appointment Board at its 64th meeting held on August 03, 2023, approved the promotion of five Senior Academic staff to the position of Professor and Associate Professor in School service:



Ag. Principal, Assoc. Prof. Moses Muhwezi was promoted to the position of full Professor



Assoc. Prof. Arthur Sserwanga, HoD. Taxation and Auditing, was elevated to the level of Professor



Dr. Sonny Juma Nyeko, Dean Faculty of Computing and Informatics, was promoted to the position of Assoc. Professor.



Dr. Susan Watundu, the Head of Department Management Science, was promoted to the position of Associate Professor



Dr. Benjamin Tukamuhabwa, in the Department of Procurement and Logistic Management was promoted the level of Assoc. Professor

Ag. Principal opens energy & economics boot camp in South Africa

At the beginning of the month of August 2023 the Ag. Principal Prof. Moses Muhwezi, was at the University of Pretoria in South Africa to open the Summer School boot camp for 2023.

Prof. Muhwezi officiated at the opening of the event on August 15, 2023 and emphasized that an efficient and reliable energy system is fundamental to economic growth and wellbeing of Africa.

The event was attended by Energy and Economics students and staff from MUBS- Uganda, Tanzania, Norway and South Africa.

The Summer School programme focuses on key challenges facing Africa, including dependence on imported liquid fuels, transitioning to a low carbon economy, electrification of transport, renewable electricity, public transport and climate change.

Collaborate for a better University- Prof. Kwame



Prof. Kwame Asamoah a Visiting Professor in the Faculty of Management and a Professor of Public

Administration at the University of Ghana Business School, was at MUBS to carry out his duties and emphasized the need for Universities to collaborate with each other.

He said that one of the ways to measure the performance of a University is by its ability to collaborate with others and

hence, the initiative for University of Ghana to have a Memorandum of Understanding (MoU) with MUBS is key.

The Dean Faculty of Management Dr. Joshua Mugambwa informed members about the intended MoU with the University of Ghana Business School.

He explained that the terms of the planned MoU include; conducting joint research, grant writing, staff exchange, joint examinations setting and joint supervision of PhD and Master students.

Prof. Kaawaase Re-appointed in Buganda Kingdom



Owek. Prof. Twaaha Kigongo Kaawaase, a Professor of Accounting in the Faculty of Commerce, in the Department of Accounting in Makerere

University Business School was on August 1, 2023 re-appointed as First Deputy Katikkiro and Minister for Administration and Information Communication Technology in the Buganda Kingdom. His re appointment followed the Buganda Kingdom cabinet reshuffle announced by the Katikiro of Buganda Charles Peter Mayiga. Soon after his reappointment, Prof. Kaawaase called upon everyone to protect the environment, in order to save our totems that survive on the environment.

Jurncture appointed team captain



Mr. George Serugunda a.k.a Jurncture, Deputy Director in the Office of the Principal MUBS was appointed the 2023 Team Captain for Uganda Motocross Team to South Africa. Him with other 33 riders represented Uganda at the 2023 Motocross of All African Nations (MXOAN) event which took place

on August 11-13, 2023 at Zone7, Cape Town in South Africa. He was given a medal for being the most resilient Rider on the track. Uganda finished in the fifth(5th) position out of 14 countries. He gave his vote of thanks to Principal and the School for permitting and enabling him to represent MUBS and Uganda in 2023 MXOAN in South Africa. Jurncture also appreciated all those who contributed in the various capacities towards enabling him to having participated in the 2023 Motocross of all African Nations.

MUBS' Lecturer appointed Principal of UHTTI



Mr. Richard Kawere, the Head of Department of Tourism in the Faculty of Tourism Hospitality and Languages at Makerere University Business School, has been appointed as the new Principal of the Uganda Hotel and Tourism Training Institute (UHTTI) in Jinja. He received instruments of power on August 1, 2023

replacing Mrs. Miriam Namutosi. In July this year Mr. Kawere was elected to chair the Technical Committee for Tourism TC 76 of African organizational Standardization, (ARSO). UHTTI is a Government owned Tertiary Institution established under an Act of Parliament – UHTTI Act (2015). It has the mandate to undertake training and conduct research in Tourism and Hospitality, to advance skills and knowledge in the industry . The Institute offers Diploma, Certificates and short courses. Diploma courses are fully accredited by the National Council for Higher Education. Certificate and other short courses are conducted in accordance with the mandate given to the Institute in the UHTTI Act 2015 Mr. Kawere thanked MUBS for the enabling environment they have given him to excel. "I owe this milestone to the MUBS Family. "It has always been an honor to serve with most of the senior members on various committees, the mentoring and exposure gained have resulted in this appointment", he said.

Ms. Byomire elected Vice President -USEA



The Director MUBS Disability Resource and Learning Centre, Ms. Gorreti Byomire has been elected Vice President of the U.S Exchange Alumni,(USEA)

Network - Uganda. The USEA - NETWORK Uganda is an umbrella organization that brings together Alumni of U.S Exchange Programs in Uganda. The United States has for more than six decades sponsored close to 5000 Ugandans to participate in academic, cultural,

and professional exchange programs across several U.S based organizations, Schools, Universities, and States. U.S. Exchange Alumni in Uganda continue to create positive change through multi sectoral interventions as champions of innovation, leadership, advocacy, research in Uganda. In partnership with the State Department (public affairs section) of the U.S. Mission in Kampala, the U.S. Exchange Alumni Network Council members work to support the growth and development of the U.S. Alumni community in Uganda.

Prof. Bagire attended the ESG reporting Workshop in S. Africa



R-L The Dean Faculty of Graduate studies and Research Prof. Vincent Bagire and Father of Corporate Governance in Africa, Mervyn E. King

The Dean Faculty of Graduate Studies and Research Prof. Vincent Bagire (in blue) attended the 37th top level corporate governance training held in Johannesburg, South Africa held in August 2023.

The workshop that was attended by Board Members and Senior managers from over 20 African countries, focused on the global dynamics that African corporates must factor into their governance.

Prof. Bagire was sponsored to this highly revered workshop by the Joint Medical Stores, on whose board he

serves. There were many other rich presentations on corporate reporting, board evaluation, risk management, internal auditing, strategic planning and practical sessions.

He urges MUBS staff to rise to board level services. The country is in dire need of board-level personalities, reason why the few known serve on many Boards. One entry point is to join into the membership of the Institute of Corporate Governance of Uganda and start to learn, get information and exposure with corporate governance.

The Father of Corporate Governance in Africa, Mervyn E. King, emphasized that, the global trends by policy and practice towards the Environment, Social and Governance model are a reality. Corporate Boards are required to factor ESG in their reporting.

ESG is a framework used to assess an organization's business practices and performance on various sustainability and ethical issues.

As international reporting standards evolve, there are certain provisions that will change. The earlier boards appreciate the storm and conform, the better, lest African corporates will not fit into international frameworks.

King, by whose name all corporate standards in Africa are named, especially King IV, that is widely quoted, emphasized the directors' duties owed to the company not shareholders for long term health not its shareholder's wealth.

This seems to have been the bedrock of investment. But now the cost to mother earth of any corporate action is immense. Companies are now assessed not only through the financial lens but the climate change framework as well. The six capitals today are financial, manufactured goods, human capital, intellectual, natural and social capitals.

Given these trends, King is of a strong view that change should start from the lecture theaters.

University faculty are urged to consider ESG factor in whatever course they teach. This will stream out among professionals in all disciplines and become a given across the global, particularly in Africa where the effects of climate change are worse.

BBA accredited by ACCA

MUBS is proud to report that the Bachelor of Business Administration-Accounting option has attracted a total of 7 exemptions from the ACCA qualification. This means the BBA students will only study 6 ACCA examinations to complete the ACCA qualification. This will benefit the graduates from Academic Year 2024 to 2028. The accreditation of BBA-Accounting comes after the accreditation of BCOM which runs for 5 - years starting 2023 to 2027. This is a big mile stone for MUBS in the education sector in the Region. The programme was accredited by Association of Chartered Certified

Accountants (ACCA), a global body of Professional Accountants. The news was announced in MUBS by the Head of Department Accounting, Assoc. Prof. Rogers Matama, following a confirmation by the Business Relations Officer, ACCA Uganda, Mr. Emmanuel Siiya.



Assoc. Prof. Rogers Matama

Principal calls for peace and unity in MUBS

The Ag. Principal, Prof. Moses Muhwezi has called for peace and unity in the Institution and encouraged staff to work hard for this great institution, MUBS. He made the appeal while addressing the Administrative Staff under their umbrella Association, MUBSASA team building party held on August 12, 2023 at One Love Beach Busabala. Prof. Muhwezi said, humility should not be taken as a weakness but as strength, it is an important talent among ourselves. "Since

we still have many years while working in MUBS. I know there may be challenges but these will be handled. My office is wide open to all of you. Let us use this party as an opportunity to forgive each other since we are all human beings. Choose peace and unity among us since the Bible tell us to be each brother's keeper". Keeping peace in an Institution is very important and people must live harmoniously and peacefully, but if one chooses

not to have peace then they will choose something that will not work for them. As a team leader, it is my duty to protect and support us all and not to discriminate. If we do not work as one then the Institution is gone and when it is gone, we have gone too. We are all equal before God and everyone is trying to put MUBS to the moon in whichever position. May God bless you."

56 staff acquire skills in sign language



A total of 56 members of staff have been trained in sign language to bridge the communication gap with the special needs community.

The training saw the staff receive certificates of recognition after the one month training held at the MUBS Main Campus, Nakawa. This is the second group to undergo training, the first cohort had 44 staff trained in February 2023, bringing the total to 100 staff trained.

The training was conducted by MUBS Disability Resource and Learning Centre in conjunction with the Human Resource Directorate.

Speaking at the closing of the training, the Vice Chairperson MUBS Council, Mr. James Mwesigye congratulated the staff and advised them to keep practicing signing and teach others. He said it is only MUBS that pays sign language interpreters well and this has helped to create inclusiveness in the Institution, though there is still more need to build capacity for sign language.

Support Staff Confirmed For Permanent Service

All Support staff who have worked in MUBS for more than ten (10) years are to be absorbed on permanent terms of service. The decision was taken by the School Council at its' 60th meeting held on July 20, 2023.

Council approved the recommendation of Management that all Support staff who have worked for more than ten (10) years shall be absorbed on permanent terms of service. And those who have worked for 5-9 years they

will get a contract renewal for 4 years, while the support staff who have completed their probation of 6 months are given a contract of 1 or 2 or 3 years.

"We thank Management and Council for this landmark decision. This will not only motivate the staff to work hard but also gives them hope that most of the issues affecting them are being addressed", said Mr. Emong Geoffrey the Council Representative for Support Staff.

Mwine Elected Vice Chairperson MUBSASA



In a peaceful and democratic election, Mr. Rogers Mwine, an Administrative Assistant in the Management Information System (MIS) Office was on August 10, 2023

elected Vice Chairperson of the Makerere University Business School Administrative Staff Association (MUBSASA).

The seat fell vacant in October last year following the resignation of the Chairperson, creating a power gap.

He contested for the position with Mr. Arthur Sserunyigo an Administrator in the Quality Assurance Unit. Mwine won the race with 101 votes, while Sserunyigo scored 98 votes.

The Vice Chairperson represents the Chairperson at the School Council the supreme policy making organ of the school.

Principal calls upon the Clergy to play a role in combating social vices

The MUBS Ag. Principal, Prof. Moses Muhwezi, has asked the clergy to play a pivotal role in combating social vices such as witchcraft and homosexuality. He said this during a service at MUBS' St. James' Chapel on August 8, 2023 attended by Anglican Bishops from Kampala Diocese, a head of their meeting that took place at MUBS. Prof. Muhwezi acknowledged the presence of societal challenges within the University.

He expressed a desire for MUBS and the Church to collaborate in addressing these issues and eradicating harmful behaviors from the community.

Prof. Muhwezi revealed that MUBS Management has taken proactive steps to provide counseling services to students who may be struggling



Prof. Moses Muhwezi, meeting the Clergy

emotionally or psychologically. He emphasized the importance of restoring hope and instilling a sense of purpose in those who may have lost their way. He highlighted the significance of finding inner peace and hope through a connection with God, and he expressed his intention to partner with the Church of Uganda to secure counselors who align with these values. By seeking the support and

guidance of the clergy, MUBS aims to foster a positive and enriching environment for its students and staff, ultimately contributing to the betterment of society as a whole.

This intersection of academia and faith emphasizes the institution's commitment to holistic development and the nurturing of values that contribute to a healthy, vibrant, and successful community. With a significant student body of 20,000 and a staff of 1,500, Prof. Muhwezi shared his encouragement for lecturers to inspire students to take an active role in their education and personal development. He underscored the need for mentorship and guidance, given that many students have not grown up with parental figures.

Students challenged to identify their talents early



Hon. Godfrey Kabbyanga, State Minister for Information and Communication Technology (ICT) and National Guidance

State Minister for Information and Communication Technology (ICT) and National Guidance Launched an Anthro-Biometric Talent Clinic a machine that will be used for career mapping and forecasting

20-30 years in advance.

This was on August 25, 2023 organized by the MUBS Career and Skills Development Centre at the ADB building. He emphasized on multitasking where he said that doing more than two duties has no problem but one has to be open minded.

He welcomed the idea and encouraged students to identify their talents early enough so that they do not get lost at the young age.

He advised that government should put more money in research and innovations. He added that the universities should practice and engage in practical teaching that will enable

students go out of the university with a skill. "As students you should have a plan and move with it, take up opportunities and network." He said.

Dr. Edith Basaalirwa, Dean Faculty of Entrepreneurship and Small Business Management who represented the Ag. Principal Prof. Moses Muhwezi appreciated all the speakers on behalf of the MUBS Management "As MUBS we are very humbled to have you here." She said. She encouraged the MUBS students to make good choices in the programmes they are to take.

"Know what you are good at and be confident because confidence is half a journey." She said.

MUBS to collaborate with CGLD



Ag. Principal, Prof. Moses Muhwezi(4th left) with the visitors from CGLD and KCGL and some of the MUBS Staff

The Center for Global Leadership Development (CGLD) of India in partnership with the Kingdom City Group Limited of Uganda is looking forward for a collaboration with Makerere University Business School.

Prof. Rev. S. Robert Kuman the Administrator of International Admissions and Institutional Relations and Dr. Madira Davidson the Director of Partnerships and Business Development on August 1,

2023 visited MUBS where they discussed a number of things including;

Collaboration of academics, that could be grant writing, conferences or any other kind of collaborations in terms of field attachments.

Staff exchange programs where we can exchange our staff to some of their universities in India for the study tour, and benchmarking for both Institutions

Student exchange programs for students both at MUBS and at The Center for Global Leadership Development (CGLD) of India.

Field attachments for the students and Short practical courses for students The collaboration pends signing the Memorandum of Understanding for both parties

MUBSSA achievement for 2023; forms constitution



MUBSSA members in group photo

The Makerere University Business School Support Staff Association (MUBSSA) Executive Committee on August 4, 2023, released the a

long awaited for draft of the Associations' constitution that will guide the affairs of the Association.

The Committee has made a

landmark in fulfilling one of their so many pledges to the electorates when they took on the leadership of MUBSSA, in 2020, that the Association should be guided by a constitution.

Guided by the Legal advisor Counsel Brian Kajubi the Committee formulate the document, which is pending to be approved by the School Management and Council to make it a binding document for the Support Staff.

This will be the first time in history for the MUBS support staff to have a constitution.

Fostering Digital Learning In West Nile



Group photograph of participants taken in Arua City during workshop for disseminating project findings

A research team from Makerere University Business School in collaboration with Royal Holloway University of London had a dissemination workshop on *"Fostering Digital Learning Environment for Adolescent Reproductive Health Education"*, a research and innovation project implemented in West Nile Region. This project was undertaken by

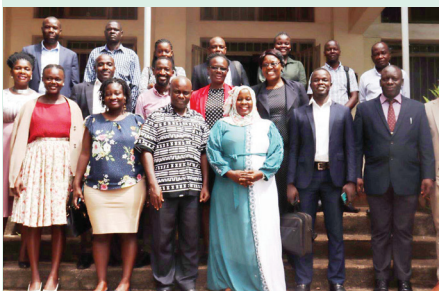
Assoc. Prof. Joseph Kizito Bada as Project Lead, Assoc. Prof. Milburga Atcerro as Co-Lead and Dr. Maureen Ayikoru as Co-Lead.

At the workshop, a participatory design approach was used to design and develop four contextualized multimedia cartoon-based lessons with a student manual. The digital animations are contextualized

according to local challenges experienced by adolescents. Solutions target teenage pregnancies in societies. Action research was used to direct the development and implementation of the multimedia content and animation stories.

The multimedia content with animation stories were co-designed by selected students, teachers, researchers, and the Principal Investigator. Seven secondary schools participated in the project. The educational content developed was implemented and evaluated by the participating schools. The feedback from students was collected in two ways that is to say, qualitatively by use of interview guides and group discussions, and quantitatively by use of questionnaires. The acceptance rate for using student manuals, and multimedia cartoon stories in schools was over 90%. There is need to scale up this project so that other schools from the country benefit from it.

A conceptual frame work is crucial



Dr. Fred Muhumuza(3rd left) in a group photo with staff members after the Workshop

The Director Economic Forum, Dr. Fred Muhumuza said that the conceptual frame work is so important since it creates a relationship between the variables and there is no research without a conceptual frame work. He said this during the workshop organised by MUBS Economic Forum on August 14, 2023 at MUBS Annex Bugolobi.

Prof. Laura Orobia, Deputy Dean

Faculty of Graduate Research and Studies who represented the Ag.Principal Prof. Moses Muhwezi said that such workshops help to inform policy makers about the issues that can improve the standards of living of Ugandans.

She urged the participants to look into the World Bank's resolution of cutting off funding to East African Countries and its impact on Uganda.

In a bid to effectively implement its mandate of carrying out research, informing the policy makers, the Economic Forum organised a workshop for reviewing research proposals.

The Economic Forum sent a call for proposals in thirteen focus areas to the Academic staff on February 20, 2023 and over 65 proposals were received from which the best nineteen were selected for funding.

All 26 students from the seven participating schools who evaluated the lessons indicated they had learned something, ranging from the importance of teamwork, resisting peer pressure, availability of second chances when things go wrong, learning as a timeless, lifelong pursuit, dangers of early and forced marriages among others.

The workshop was attended by the Education Officer of Arua City, who expressed support for the project to reach other schools and advised students who got training from the project to spread the knowledge to fellow students. The district Education Officer for Maracha district also attended the workshop and she mentioned that the project had come at the right time to address the challenges of teenage pregnancies that increased during COVID-19 pandemic. She recommended monitoring of the project activities in the schools for continuity.

20 staff retire from School Service

The Ag. Principal Prof. Moses Muhwezi honored outgoing staff upon their retirement from School service and thanked them for serving MUBS.

At an event organised by the Human Resource Directorate at the MUBS main Campus, Nakawa, to appreciate the retired staff on August 24, 2023. Prof. Muhwezi said, "I would like to congratulate you upon reaching this

day and also thank God for your life and thank you for the service you rendered to MUBS during your time, MUBS is so proud of you".

The Ag. Principal, further encouraged the retired staff to transfer the knowledge and skills they have acquired with time to those still serving in the institution. He urged them to use their retirement benefits and NSSF money wisely. To those still in service, he advised them

to engage in side businesses to be able to retire with some investments. And to all staff, he encouraged them to be each others keeper and keep in touch with those that have left MUBS.

Meanwhile, the Ag. Human Resource Directorate Chief, Ms. Jacqueline Namaganda, thanked God for according the retired staff life, good health and their contribution in building MUBS that laid a good foundation for others to walk on. One of the retired staff, Mr. Igumba Barnabas a former Student Relations Officer in the Faculty of Management thanked the School for appreciating them and called upon Management to invite them to equip the staff still in service with knowledge and skills on how to survive after retirement.



L-R: Ag. Principal Prof. Moses Muhwezi, Ms. Evace Nyakonjo, Former Human Resource Director and the School Secretary, Mr. Francis Yosa after receiving her award



Human Resource Directorate Chief, Ms. Jacqueline Namaganda presenting a plaque to the former School Doctor Dr. Aminah Tamale



L-R: Ag. Principal Prof. Moses Muhwezi, Mr. Stanley Byaleero Former Catering Lecturer and the School Secretary, Mr. Francis Yosa



L-R; Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, former School Nurse, Ms. Caroline Nyanja and the School Secretary Mr. Francis Yosa



L-R: Ag. Principal Prof. Moses Muhwezi, Ms. Betty Mpambara Former staff in School Registrar's Office and the School Secretary, Mr. Francis Yosa



L-R; Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Mr. David L Ssemakula Sebbowa former School and the School Secretary Mr. Francis Yosa



L-R; Ag. Principal Prof. Moses Muhwezi, Human Resource Directorate Chief, Ms. Jacqueline Namaganda and Mr. Okello Waata former Lecturer in the Department of Marketing



L-R: Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Mr. Chris Katongole Former staff in the Marketing and Media Studies Department and the School Secretary, Mr. Francis Yosa

20 staff retire from School Service



L-R: Ag. Principal Prof. Moses Muhwezi, Ms. Winnie Nyamaizi, Former staff in the School Registrar's Office and School Secretary, Mr. Francis Yosa after receiving her award



L-R: Ag. Principal Prof. Moses Muhwezi, Ms. Grace Nakungu, Former staff in the School Secretary's Office and School Secretary, Mr. Francis Yosa



L-R: Ag. Principal Prof. Moses Muhwezi, sister Victoria Lubuulwa Former School Nurse School and School Secretary, Mr. Francis Yosa



L-R: Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Mr. Barnabus Igimba, and the School Secretary, Mr. Francis Yosa



L-R: Ag. Principal Prof. Moses Muhwezi, Mr. Mathias Kulaaza Former Lecturer, School Secretary, Mr. Francis Yosa Human Resource Director at the event



L-R: Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Ms. Teopista Nakanwagi, Former staff in the Examinations Unit and School Secretary, Mr. Francis Yosa receiving her award



Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Mr. Bataringaya B.S.K and Mr. Francis Yosa



Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Mr. DB .Begumisa Former Manger Examinations Unit and, Mr. Francis Yosa



Human Resource Directorate Chief, Ms. Jacqueline Namaganda giving the award to Ms. Benadete Mukankusi



L-R: Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Mr. Richard Lubogo, former Lecturer in the Leadership & Governance Department and the School Secretary, Mr. Francis Yosa



Mr. Hannigton Senyonjo, former staff in the school Library receiving his award from Ms. Christine Nanyombi Mubiru, Deputy Chief Human Resource Directorate



Human Resource Directorate Chief, Ms. Jacqueline Namaganda, Ag. Principal Prof. Moses Muhwezi, Dr. Moses Kanya School Secretary, Mr. Francis Yosa and Ms. Christine Nanyombi Mubiru, Deputy Chief Human Resource Directorate

MUBSASA Chairperson asked staff to work towards building the Association

MUBSASA Chairperson, Mr. David Ochari appreciated MUBS Management for the financial support they rendered towards the success of the MUBSASA team building party that took place on August 12, 2023 at One Love Beach Busabala.

"On behalf of the MUBSASA Executives, I am glad to inform Management that their support

contributed to the success of our party and we thank you for that.

My appreciation also goes to the MUBS SACCO; we are so grateful for the soft drinks offered to us. Thank you for caring about us and thank you for the offer.

To all Executive committee members and the MUBSASA Family, thank you for making it successful. It was because of you that the function was

colorful and worthy attending.

To fellow colleagues, it is now time for us to join hands, work together as a team and build MUBSASA, create a conducive working environment in MUBS, advocate for unity and peace, and ensure there is equity in the MUBS community.

I thank you once again! God Bless you all! God Bless MUBS! God Bless Uganda!



Mr. Gabriel Olemukol receiving a medal from the Ag. Human Resource Director, Ms. Jaqueline Namaganda after winning the balloon busting game



The staff from the team that won pose with their trophy(team red)



Mr. Ayubu Nandya, in charge cleaning section posing with his medal after winning the egg throw game



The Administrative staff having some light moments at one love Beach Busabala during the MUBSASA team building party



Staff enjoying fish at One Love Beach Busabala



The Chairperson MUBSASA, Mr. David Ochari(in red) thanking the Management for the support



Ms. Prossy Kyokisa, an Administrative Assistant in the School Registrar office pose with her medal after participating in several activities

Endeavour to finish your degree on time



The School Registrar, Ms. Eldred Kyomuhangi-Mayindo has welcomed first year students to MUBS and congratulated them upon joining MUBS. "I would like to congratulate you all for joining MUBS, appreciate this

opportunity because you have come to the best Business School in the Region" she said this during the orientation of the first-year students for the Academic Year 2023/2024 on August 23, 2023 at MUBS Main Campus.

She encouraged first year students to make sure they finish their programs on time by staying focused, form discussion groups, and be in the right place at the

right time and to avoid getting retakes since it affects their CGPA and to some they will be required to stay put if they accumulate more than four retakes.

She also urged students to be keen while registering to avoid being left out in the school system and to make sure they do all the required registration for both MUBS and Makerere University student's systems.

Do not engage in drugs

"We do not want you to get engaged in taking drugs, weather your peers are doing it or not since many of you are taken up by peer pressure", said Ms. Susan Birungi, the School Counselor in charge of students. She said this on August 22, 2023 during the orientation of the first year students.

She said that mental health is areal concern today in the world, many young people are challenged with so many issues but do not know how to handle them. Therefore once mental health is not worked on there will be trouble and people will be engaged in wrong doings like



taking drugs.

She advised the students to always talk to someone who is trusted or professional like counselors because they do not condemn, or judge and they keep matters confidential. "Counselling is not only about solving problems but also improve the social skills to become a better person."

Ms. Birungi advised the students not to misuse their time because time wasted will never be recovered and there will always be regrets.

MUBS is built on discipline

"MUBS is built on discipline right from the Administration, support staff and students just like any other society", said the MUBS



Police Officer in Charge (OC), ASP. Herbert Kato as he was addressing the first-year students during the orientation at MUBS Main Campus. He said

that discipline is wide and to achieve your goals one has to be disciplined.

"MUBS is a Business School, learn, get knowledge, get out start business and succeed financially, you will not achieve your goals if you have no discipline for money". he advised.

He urged the students to respect their lecturers and whoever supports them to achieve whatever they want, "do not despise people, there is no human being that knows it all therefore do not ignore people who want to show you direction while you are at MUBS", he added.

Afande Kato also advised students to be wise while at campus because of common insecurities around like con-men, thieves therefore "mind about your bags, avoid moving with large sums of money and moving late at night as everyone is a potential criminal."

Do not trust anyone with your tuition



"Do not trust people on your tuition, come to the Bursars Office for instructions on how to pay. Let no one generate for you a PRN", Ms. Lucy Alinda Deputy Bursar who represented the School Bursar guided the joining students through the Fees Payment Procedure where

she said that all payments are received through Uganda Revenue Authority (URA) using a Payment Reference Number (PRN).

She argued students to be very careful with their finances especially during payment of tuition.

She also urged students to pick the right Fees Structures which have their programmes to avoid paying for other programmes.

At campus no one will follow you up



"While at campus there are some things that must be taken seriously, no one will follow you up to attend lectures because we believe you

know what you want, you made a right decision by taking BBA for it being the best degree course in the country. You must work hard and do not compare it to high school", said Assoc. Prof. Rogers Mwesigwa, Dean Faculty of Business Administration during the Faculty Orientation that took place on August 24,

2023 at MUBS Main Campus.

The Dean explained to the Students that BBA requires one to work hard, read, discuss, and attend lectures, if you fail you might end up not getting a degree. You must do exams and tests.

The Head of Department Business Administration Dr. Hassan Bashir said MUBS is a place to be because it is the best business school in the Region and for you to fit in the best school one must also be best. He explained to the students that orientation week is for excitement then the second week is for serious business.

He requested them to be mature, find time and set targets that will guide you for the 3 years you are going to spend at Campus and these targets relate in 4 areas that's Academic excellence, social belonging, co-curriculum, and networking. Ms. Fahima Ahmed, the Faculty Registrar took the freshers through the registration process and the irregularities, she advised the students not to engage in examination malpractices because it has penalties so she encouraged

We are a family



"The purpose of Faculty orientation is to meet and greet because as the Faculty, we are a family. Get to know us all both

Administrators and Lecturers, remain committed to your academic goals because it's what you are here for primarily. We are committed to make you pass and excel, respect everyone in all aspects, both students and staff at all levels because they contribute to this institution", noted by the Dean Faculty of Commerce Dr. Rachel Mindra Katoroogo during the Faculty orientation to first year one student. This happened on August 24, 2023 at MUBS Main Campus. She asked them to be all round disciplined and also be decent while at school and outside. She encouraged them to always make goals, financial, spiritual, social and stick to them, to get a

mentor for guidance and most importantly to stay away from drugs because drugs can ruin their lives. She further advised them to use the digital edge to their advantage, attend to all their lecturers, course works, do all their assignments, they will pass. She urged them to create a social and academic balance, involve themselves in extra-curricular activities and not to forget where they come from because this is equally important.

The Deputy Dean Assoc. Prof. Irene Nalukenge examined and demonstrated the grading system and explained the advantage of scoring 80 marks and above and how detrimental a 50 is to their Grade Point Average and encouraged them to avoid them. She cautioned them against the examination malpractice and any other form of academic dishonesty because the repercussions are grave.

Utilize well your three years in MUBS



Assoc. Prof. Sonny Juma Nyeko The Dean Faculty of Computing and Informatics encouraged

the year one students to utilize well the three years they are to spend in MUBS, so that they do not regret at the end. "Your stay here for three years will determine your future, all you have to do is to attend lectures." He said this during the Faculty orientation programme. He also told the joining students that the Faculty is entirely responsible for them from the day they join the University until graduation. He said that in MUBS they teach, give examinations, mark, compute the marks and present them to Makerere University for graduation, so anything to do with the student's courses will be entirely on the Faculty of Computing and Informatics.

Know the MUBS Structure



Ms. Martha Abeja, the Manager Students' Relations advised the first year students to know the MUBS Structure, for example where they should go in case of any inquiry. She insisted students who may need to know about their academics, they should go to the School Registrar's Office for inquiry and about their social life they should go to the Dean of students' Office. She was addressing first year students during their orientation on August 22, 2023.

Ms. Abeja who represented the Dean of Students, Ms. Juliet Kateega, further advised the students to take advantage of the Office, emphasizing that, in the Office of the Dean of Students we enable students access appropriate welfare services, we help them to manage their accommodation issues. The Office has a list of 34 hostels gazetted by the School where students can stay to avoid students staying in insecure places.

The Dean of Students' Office offers different services which include visiting the sports tutor for those interested in sports activities,

Guild services, the living out allowances for government students where she advised them to have a National ID for opening up a Bank Account, Counselling services and handle students with special needs under the Disability Resource and Learning Centre. "If you have a friend with such challenges do not stay silent, help them out and make them be your friends."

Be ready to author your chapter



Dr. Edith Basaalirwa, the Dean Faculty of

Entrepreneurship and Small Business Management challenged the first year students to write the new chapter of their life. She said, "Being at the University makes another chapter of your life and you should be ready to write your chapter. We are ready to work, serve and enable your future.

She said this while orienting the first year student's admitted in the Faculty.

The Dean also advised the students to utilize and manage their time well while at the University. Lecturers are always ready to support and guide you, make good use of them. Also endeavour to pick a skill that will differentiate you from other students and remain focused so as to achieve in life.

MUBS is an inclusive place



Ms. Gorretie Byomire, Director, Disability Resource and Learning Centre (in green) with the staff from the centre

The Director, Disability Resource and Learning Centre Ms. Gorretie Byomire has encouraged first year students with disabilities to apply for the MUBS scholarship for the Persons With Disability. This was during the orientation of first year students on August 22, 2023 for the Academic Year 2023/24.

She said that MUBS is a very inclusive place to be, She explained that, the School

established the DRLC to handle the Persons With Disability and the centre has an ICT Room for people with visual impairment.

She further explained that the Centre does job readiness for the Persons With Disabilities and have access to job opportunities.

The Centre works with different organizations like MTN- Uganda for job placements.

They also do trainings in diversity and inclusion, encouraging first year students to compete for the diversity and inclusion scholarship for the Persons With Disability while in year one. She called upon the students to attend the disability awareness day which will be held in October, 2023.

Faculty reviews its Programme structure



On July 28, 2023 the Faculty of Entrepreneurship and Small Business Management held a stakeholder meeting in the MUBS ADB Theater1 which was intended to discuss about the curriculum review and development of programm structure.

On behalf of the Ag. Principal, Prof. Moses Muhwezi, Dr. Timothy Esemu, Dean Faculty of Marketing and International Business said that the most important functions in the University is to facilitate teaching and learning of students. Lecturers must have something to teach the students and it must be structured. The University is expected to involve in research and innovation but the innovation part must be shared

with the public so that the public also benefits as well as involving the community. Therefore, the emphasis should be put in the area of practical learning where they emphasize the interface between the University and the practitioners. "We take the ideas and they will be used to develop the programmes but we should not complicate the programmes. We need to align our content with the programmes we are suggesting," said Dr. Esemu.

Dr. Edith Basaalirwa, Dean Faculty of Entrepreneurship and Small Business Management said that the meeting was intended to review and develop the new curriculum.

"We were tasked to develop new programme structures, come up with additional programme structures, to reach out to our stakeholders considering the different programme structures for review as we only had a Bachelor of Entrepreneurship and Small Business Management

and the Master of Science in Entrepreneurship. The way forward is to urgently identify a committed team to work on our programme structure to be submitted to Makerere University for approval to enable us have them be advertised for students. "As a Faculty we identified a great gap in the area of Entrepreneurship, Innovation and project planning", said Dr. Basaalirwa.

Ensure to follow the timetable



During the 57th Faculty of Commerce board meeting which took place on August 3, 2023, the Deputy Dean Assoc. Prof. Irene Nalukenge advised members

to ensure that they follow the time table as provided by the School Registrar. She reminded the staff that blended teaching is still on, that is 50% physical and 50% online.

She further told them to note the fact that second year and first year students will be lectured to according the new curriculum while third year students will be lectured to according to the old curriculum and she tasked them to be careful so that they do not perform to the contrary. Prof Nalukenge requested lecturers to sensitize students first year students about the fraudsters while on campus.

The Head of Accounting Assoc. Prof. Rodgers Matama informed the members that the Department is reviewing a masters degree course in accounting, he also noted that they embarked on the journey of getting Bachelor of Business Administration (Accounting) accredited by ACCA UK ." we are expecting news for the exemptions of the course", he said.

Utilize the Memorandum of Understandings

While giving a debrief of the activities done by the Faculty of Management to members of the Faculty, the Dean Faculty of Management Dr. Joshua Mugambwa appreciated the members who participated in the grant writing training and encouraged them to utilize the Memorandum of Understandings that the Faculty is involved in. This was during the 51ST Faculty Board meeting which took place on August 2,2023 at MUBS main Campus. He requested members to represent the School well as they go to the field to supervise their internship students.

He also encouraged them to think outside the box and diversify, come up with a new proposal which the Faculty can fund. The Board meeting was further constituted into the Examiners' Board. In this Examiners

Board, the Heads of Department presented results of the programs of the Faculty and Regional Campuses which were seconded to be taken to the Academic Board. The Assistant Lecturer in the Department of Human Resource Ms. Jalia Namanda pledged to support that students that will come to the Faculty for any help in order to enable them pass



Ms. Jalia Namanda,
Asistant Lecturer

Keep up the hard work



The Dean Faculty of Procurement and Logistics Management, ASSOC. Prof. Sheila Namagembe

appreciated the Faculty members for their hard work noting that this year the students had performed well as compared to last year. She said this while addressing the 5TH board and examiners meeting held on August 3, 2023, at the audio-Visual room at MUBS Main Library.

She also stated that the students should be advised to take

coursework seriously, and at least be responsible for their education. Prof. Namagembe said that there is already a policy on coursework and as the Faculty, it is their role to follow the policy and Students should communicate and keep in touch with their supervisors. "I had gone to supervise our two students doing internship at the police and I was so happy to receive a report that MUBS lectures were praised by the police for the tireless efforts of supervising their students as compared to other Universities", she said. In this she emphasised on keeping that record so that when the MUBS students apply to different offices, they are considered first.

Thank you for your support- Mr. Kigundu



Mr. Tony Kigundu, the outgoing Ag. Head of Department, Leadership and Governance thanked the MUBS Administration

for the support and guidance given to him during his reign as the Acting Head of Department. During his reign as Ag. Head, he managed to do the following;

Student intake on MLG programme increased from 5 to 40 applicants and only 35 were admitted. BLG to 100+ from numbers less than 40 students.

Four Makerere RIF grants amounting to more than Ugx 450 millions.

Copyright and trademark was obtained for GovNet Ug (E-Governance Digital Applications)

Bachelors of Leadership and Governance was approved by NCHE and new curriculum running Masters in Leadership and Governance reviewed submitted to quality assurance later it will be

submitted to Makerere university PGDPA developed and it has been reviewed by quality assurance and corrections were being addressed to be submitted later.

Proposed 2 new programmes like PGDHLM and PGDELM, at stakeholder consultation stage. Bachelors of Leadership and Governance alumni database was created (from 2009 to date). Started ethics zoom sessions where practitioners from different fields facilitate and share experiences with all students in all programs. (These are organized twice a month)

SDGs zoom sessions is work in progress.

On staff development 5 PhDs; 3 Makerere university and 2 Moi university.

Collaborations: work in progress with police, UPDF, Ministry of Local Government, Institute of Corporate Governance

Be part of the school's Strategic Plan



The Head of Department of Management Mr. Basuulira Gonzaga informed the staff that they have an opportunity to participate in the process of evaluating the strategic plan of the school. He requested them to embrace it and prioritize this opportunity because it is a learning arena. He said this during the Departmental time table meeting which took place on August 16, 2023 at the old council room.

He also encouraged members to always update their details on the Human Resource System to avoid disruption.

Mr. Basuulira informed the staff that their major focus to lecture Strategic Management and urged them to practice flexibility.

Mr. Ssekiziyivu Bob a Lecturer in the Department of Management noted that in academics research is a must and advised members to join research groups, embrace research and harness the opportunities that come with it. He further reminded them to always prioritize academic endeavors of the school even when they are pursuing further studies.

MUBS programmes to go online



Prof. Kituyi Mayoka, the Dean of the Faculty of Vocational and Distance Education

On August 30th, 2023, Makerere University College of Education and External Studies, specifically the Institute of Open, Distance and eLearning (IoDeL), embarked on a transformative journey in partnership with the Faculty of Vocational and Distance Education at Makerere University Business School (MUBS). Their goal is to transform MUBS Programs from

traditional face-to-face teaching to a comprehensive online format. This initiative seeks to integrate all MUBS programmes onto the Makerere University Business School E Learning Platform (MUBSEP). The collaboration is significant and marks a stride towards modernizing education delivery in response to the evolving landscape of learning. Prof. Kituyi Mayoka, the Dean of the Faculty of Vocational and Distance Education at MUBS, expressed their intention to adapt to the changing educational climate by offering online programs. He highlighted that they have been eager to venture into fully online programs but legal regulations require program to be accredited with the National Council for Higher Education responsible for such accreditations. Prof. Mayoka recounted how MUBS had previously run Distance Education Programs that were discontinued due to technological advancements.

This led him to recognize the potential of online education, especially as a means to accommodate the

growing demand for popular programs like Bachelor and Masters of Business Administration. MUBS programs have seen an influx of over 10,000 applications, which the existing physical infrastructure cannot adequately accommodate.

Prof. Mayoka outlined MUBS' vision of establishing fully online academic programs. This would allow students to visit the campus solely for admission purposes and during graduation, thereby eliminating the need for physical attendance of lectures or housing on campus. To achieve this, MUBS is actively training its teaching staff to adapt traditional face-to-face courses into effective online programs. These newly revised courses will be submitted to the Makerere University Senate for approval and subsequently forwarded to the National Council For Higher Education for accreditation

Meanwhile, Prof. Paul Birevu Muyinda, the Director of IoDeL, highlighted the instructional rigor that will characterize the online courses. The courses will be meticulously designed, with facilitators playing a crucial role in their development. This transformative initiative represents Makerere University Business School's commitment to modernizing education and keeping pace with technological advancements. By providing students with the option of pursuing their education online, MUBS aims to enhance accessibility and flexibility while ensuring the quality of instruction. This partnership between Makerere University College of Education and External Studies and Makerere University Business School signifies a promising step towards the future of education in Uganda and beyond.

Aim for the first class

"Aim at getting a first class so that you can benefit from the scholarship offered by the school and you can upgrade after your certificate or diploma", advised the Dean Faculty of Vocation and Distance Education, Dr. Kituyi Mayoka he said this during the orientation of the first year students from the Faculty on August 24, 2023.

He told the students to be carefully while at campus because there is a lot of freedom and fun so they should be mindful of the major reason to why they are at campus. "University system is different from high school system, here we deal with you

as adults.

The Head of Department Education, Dr. Gideon Nkuruziza advised students to always know who is seated next to them because not everyone at campus is a student, some people just come to steal. He also said at MUBS quality is ensured so no one is expected to cheat exams, "do not involve yourself in examination malpractice", said Dr. Nkuruziza



Africa to benchmark from China

On August 15, 2023, The Dean Faculty of Management Dr. Joshua Mugambwa visited Youyang village in China on an invitation to attend to a Youyang village International Conference on rural development. Different countries and continents were represented among which Dr. Mugambwa represented Africa in paper presentation which was titled lessons for Africa about rural development. He notes that the Chinese Government has a Centre in You Yang village which promotes rural talent, tourism, food stuffs for the youth in the village to develop.



Dr. Joshua Mugambwa Dean Faculty of Management

The five-day conference was organized by China Institute for South-Cooperation in Agriculture, University National Institute for Rural Vitalization Studies, China Agricultural University, People's government of Youyang Tujia and Miao Autonomous County with Chongqing Municipal Agriculture and Rural Affairs Commission, Chongqing Rural Revitalization Bureau as the co-organizer. This conference enabled us to network and connect MUBS to other International Universities.

Ag. Principal gifted



Mr. Joshua Tumwesige (in black) handing over the gift from Tian Tang Limited to Prof. Moses Muhwezi

On August 24, 2023, Tiang Tanga group of companies paid a courtesy call to the Ag. Principal Prof. Moses Muhwezi and presented to him some gifts which included a kettle

Mr. Joshua Tumwesige, Teaching Assistant in the Faculty of Business Administration the Coordinator of Tian Tang Group Limited said the MUBS Management has been very supportive. They provided the company the place to put their container opposite the library. The School has also provided a good atmosphere in that the Principal has always been available when ever the company needed him."

Tian Tang group of companies entered into a Memorandum of

Understanding (MoU) with the University through the Faculty of Business Administration and has majorly two aims, one is to skill students through holding different skills development trainings and the other is to help students receive some little token alongside studies. The group installed its showroom in the University (Located opposite the Main Library) where it show cases its vast range of manufactured products like Kettles, Blenders, USB Chargers, Extension cables, Phones, tablets, laptops, television, bathing soap, bed sheets, mats. These products are purely available at factory prices for both students and the rest of the MUBS community.

We call up on the rest of the MUBS community including the students, Lectures, Administrators, teaching and all staff, You are very welcome because we have a very discounted products which are on factory prices. For students who would wish to start their own businesses after campus we help them enter a MoU with the company and provide goods to their businesses and they pay back in installments", said Mr. Tumwesige.

MUBS participated in West Nile Horticulture Strategic Plan

During the launch of the West Nile Horticulture Strategic Plan which took place on August 4, 2023 at Muni University, Mr. John Ariko a Lecturer at MUBS Arua Campus who represented MUBS asked different partners for a positive collaboration.

He said that these collaborations will ensure that communities are self sufficient and healthy.

He called upon different Organisations to partner with MUBS like Action Against Hunger which has a Knowledge & Innovation Hub bringing together technical expertise, research, and community knowledge.

Norwegian Refugee Council which is an independent humanitarian organization helping people forced to flee. We protect displaced people and support them as they build a new future.

Mr. Ariko said collaborations are in line with MUBS' values of committee engagement

ICT-4MRPQ HACKATHON CHALLENGE



Ag. Principal Prof. Moses Muhwezi handing over a plaque to the Scholar Track team after emerging the winners of the Hackathon challenge

Strengthening Capacity for ICT Usage and Policy Reforms for Relevant and Quality Masters Research Process Management in Uganda's HEIs (ICT-4MRPQ) is a project aimed at strengthening quality and relevance of masters' students research at Uganda's HEIs through improved regulative / policy mandate of Uganda's National Council for Higher Education (NCHE) and integration of ICT usage into managing the

students' research journey. That is, student enrolment into the research project, research idea generation, supervisor allocation, supervision records management, up to post assessment / viva-voce. Additionally, the project emphasizes a need for Green Deal that is moving towards zero carbon and environmental responsibility. In this context, the project will contribute to this by using ICT / technology (E-Supervision,



Team Hackers (3rd runners up) have an interaction with Mr. Simon..... one of the mentors at the MUBS Entrepreneurship Innovations and Incubation Centre

Mobile App., and Virtual meetings to reduce carbon dioxide from physical transport movements) to close master's research quality gaps.(<https://ict-4mrpq.uccsri.com/>). The ICT-4MRPQ Project is funded by the Erasmus+ Program of the European Union and implemented through 5 Universities (3 from Uganda that is Makerere University Business School, Makerere University and Mbarara University of Science and Technology, others are ULisboa from Portugal and from Netherlands - VU, Amsterdam. For the past three months the ICT-4MRPQ Project which was launched a Research E-Supervision Mobile App development competition. It is aimed at enhancing student-supervisor interaction records management, reducing redundancies in supervisor-student skills transfer, transparency in viva-voce conduct. The competition came to an end on August 26, 2023. Four teams participated in a 24-hour hackathon competition, followed by teams pitching there



Team Tukodinge during the hackathon challenge (2nd runners up)

ICT-4MRPQ HACKATHON CHALLENGE



Team Ubuntu Kwanza after receiving a cheque after emerging as the 1st runners up of the hackathon challenge

ideas to the judges and selecting the best team to take on the development. This competition brought together students from Makerere University, Makerere University Business School and Mbarara University of Science and Technology. The “ScholarTrack” team led by Mr. Augustine Beilel emerged as the winners of the competition and their MobileApp had exceptional features like Artificial Intelligence (AI), a Chat Room between the student and the supervisor, among others. The team was awarded €1,000 (UGX 4,000,000), An Accolade / trophy, and Certificates. They will be signing an agreement to continue and finalizing the MobileApp development for a period of 3 month, thereafter, it will be officially launched. The other three runner teams were also awarded cash prizes (€500, - UGX 2,000,000; € 250, - UGX 1,000,000 and lastly € 125, - UGX 500,000), Accolades and with certificates respectively. After its full development, the MobileApp



Ag. Principal Prof. Moses Muhwezi (3rd right) together with the Judges, mentors, stakeholders and students at the Hackathon challenge

will be used by MUST, MAK and MUST with hope of scaling it up to other universities in Uganda with the help and policy guidance of National Council for Higher Education (NCHE), and I.T. infrastructure support of NITA-U The Makerere University Business School (MUBS) Ag. Principal Prof. Moses Muhwezi congratulated “Scholar Track” group for emerging the winners of the Hackathon challenge and thanked Prof. David Katamba, the ICT-4MRPQ Overall Project Coordinator, for the good progress about the project and urged him

to keep up the good progress and end the project on time. He urged the winners to borrow great ideas from the other contestants in order to build a great idea and also urged them to think about other university processes that can be simplified by self-sustaining projects. He also promised to support the MUBS students that are willing to develop more applications that can ease the University processes. Prof. David Katamba, thanked the teams - from MUBS (led by Mr. Charles Olupot and

Ms. Rhemie Namutangula), MUST (led by Dr. Deborah Natumanya), NCHE (led by Dr. Betty Nambuusi) and all the stake holders that have come in to make the competition successful, and all representatives from the other Universities that sent in the students since they are the major users of this application and urged them to always be innovators. He congratulated the teams for showing resilience, teamwork, inclusion throughout the process and thanked their mentors for staying with them for the entire challenge.

MUBS in Pictures



The MUBS Staff who graduated with PhDs at the 7th commencement ceremony of ICT University in Cameroon



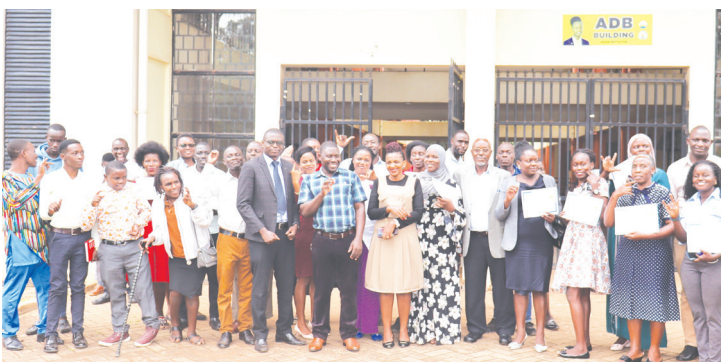
The Dean Faculty of Management, Dr. Joshua Mugambwa at Youyang village in China on an invitation to attend an International Conference on Rural Development.



Ag. Principal, Prof. Moses Muhwezi (in a red neck tie) with some of Energy and Economics students and resources person from Uganda, Tanzania, Norway and South Africa at the University of Pretoria in South Africa to open the Summer School boot camp.



The Fulbright Program scholar Kenny Buttler (in a black t-shirt) Ag. Principal Prof. Moses Muhwezi (in a suit) after the launch of Reintegration Academy Uganda at Makerere University Business School.



The staff pose with their certificates after the award of certificates to the staff who attended the sign language training that took



The Ag. Principal, Prof. Moses Muhwezi leading the academic procession on the day of orientation of the first year students of AY 2023/24 at MUBS Main Campus



The Staff from MUBS Arua Regional Campus paid a visit to the campus Director Ms. Gladies Angundaru at her home during her recovery process. The staff shared a great moment with her.



L-R, Rev. Aaron Bate, Chaplain St. James Chapel, Msgr. Rev. Fr. Lawrence Ssemusu of St. Charles Lwanga MUBS Community and Sheikh Muhammad Waiswa, School Imam during the orientation of first year students



L-R(front line) Dr. Ahmed Walugembe, Guild President H.E Christopher Wasswa, Dean Dr. Edith Basarilwa, Hon. Godfrey Kabbyanga Minister of State Ministry of ICT and National Guidance, Prof. Patrick Loch Otieno Lumumba, Prof. Humphrey Oborah Secretary General World Talent Federation



Human Resource Directorate Chief, Ms. Jacqueline Namaganda(2nd right front line) School Secretary, Mr. Francis Yosa receiving (3rd right front line) Ag. Principal Prof. Moses Muhwezi,(in a purple neck tie) Ms. Christine Nanyombi Mubiru, Deputy Chief Human Resource Directorate(in the right backline) in a group photo with staff who have retired from school service



L-R The Guild President, Mr. Christopher Wasswa, Minister for Social affairs and Entertainment Hon. Lorine Nyaici, the School Secretary, Mr. Francis Yosa, The Ag. Principal, Prof. Moses Muhwezi, the School Bursar, Mr. Micheal Ruhigwa and In-charge Alumni Office, Ms. Mary Mirembe inspecting the stall at the students trade bazaar.



The first year students of Academic Year 2023/24 being taken around the school during the orientation

Embark on the journey of self-discovery



Prof. Patrick Loch Otieno Lumumba speaking at the Launch of Anthropo-Biometric Talent Clinic

“Weak up and make Africa proud, embark on the journey of self-discovery by knowing who you are and what you possess, Said Prof. Patrick Loch Otieno Lumumba a Kenyan Lawyer and Activist. This was during the official Launch of Anthropo- Biometric Talent Clinic on August 25, 2023 organised by the MUBSCareer and Skills Development Centre at the ADB building.

He said that students need to consider the 4th Industrial revolution and Artificial intelligence in order to compete with the whole world.

He further said that the machine that they have launched was to help students understand what they are best at, because many students in this generation purse the career path just because of family influence.

He encouraged the students to have the Eagle mindset and explained that if they ever want to be something in life then they should become an Eagle. The Eagle speaks very little but flies very high, as students you should have a clear vision like that of the Eagle because it can see it is prey from 5 kilometers away and once it sees it is target and goal clearly, no matter how difficult it is, the eagle hunts its target. “Take time and find out what you are good

at, those who believe in themselves change the world. Conquer yourself that you may conquer.” He said

Prof. Humphrey Oborah Secretary General World Talent Federation appreciated the MUBS Management for giving them the opportunity to officially Launch the Anthro-Biometric Machine from MUBS. He said that the machine is found in Ndeeba- Lubiri-Rubaga Division and also encouraged the MUBS students to use the machine to know their talents. “Be real, learning is not only got from classrooms but you also need to know your talent by finding out your inner potential.” He said.

He explained that the machine helps in generation of Human Metric Values and presentation into 3D Human Body Channels and Models, that it is used by experts to interpret and confirm people’s careers 20-30 years in advance. He added that the optical 3D machine uses an in- depth



Prof. Humphrey Oborah Secretary General World Talent Federation

process carried out scientifically and professionally like those in hospital, to eliminate and confirm the true talent within people. “It does this by capturing and producing a digital copy of your body’s surface geometry using optional techniques and light-sensitive devices, without physical contact with your body.” He said.

Understand the Programme you are admitted to



The MUBS Career and Skills Development Centre primarily focuses on enabling MUBS b students envision their future and career. “As a Centre we want the students to get the best out of MUBS and before you do anything try to understand the programme you are admitted to is all about.” Said Dr. Ahmed Walugembe, Deputy Director MUBS Career and Skills Development Centre. This was during the 3rd

day of the student’s orientation programme on August 23,2023.

He noted that MUBS runs 18 Degree Programmes and each has a specific direction and a target group which will provide students with a specific career. He advised the students that they had a room for change of programme from the School Register’s office. “Be extremely confident and proud, you can never get what you want unless when you are proud of your Degree Programme”, he said.

He recommended students not to live MUBS without a skill because the centre takes students in different skills which include writing application letters, doing a job interview and acquiring Leadership skills.

MUBS to continue supporting Prison Education



The Fulbright Program scholar Kenny Buttler addressing the ex-convicts during the opening of the Prisons Education Program (PEP)

The MUBS Ag. Principal Prof. Moses Muhwezi pledged to the Prisons Education Program that the School will continue supporting them towards their initiative to equip ex-convicts with survival skills. This was said during the opening of the Prisons Education Program (PEP) on August 18, 2023 at the MUBS Entrepreneurship, Innovation and Incubation Centre.

The Program that is expected to run for three months had the Principal reveal that the School is

working hand in hand with Makerere University to see to it that they run degree programmes at Luzira Prisons. He also noted that the Parliament of Uganda appreciates the School's service to Luzira Prisons and asked the MUBS conjunction with the Ministry of Internal Affairs to extend the service to regional prisons as well as the Women's wing.

The Principal also noted that when one completes his sentence and released without completion of their academic program, the School will sponsor them to complete. He also noted that since the graduates from the Prison complete with First Class Honors, the School is working to see that they are sponsored for a degree programme. Prof. Muhwezi thus asked government to provide resources and different models to

facilitate prisoners and the prisons service towards this initiative. He also requested former inmates to talk to the youth especially MUBS students not to make the same eras that led them into lockup.

Prof. Arthur Sserwanga the Head of Taxation and Audit Department in the Faculty of Commerce and the brain behind the Prisons Education Program at Luzira Prisons congratulated the participants upon completing their sentences, certificates, diplomas and vupon being sent free. He noted that MUBS is the pioneer of university education the Uganda Prison Services, thus requested the management of MUBS to do a service to Uganda Prisons Prisons inmates and this was to agreed and approved by Council and it is the School's Corporate Social Responsibility (CSR). He appreciated the inmates for their excellent performance and requested them to exhibit the same discipline dedication and seriousness towards becoming better individuals after their release.

PSFU Work Readiness Program



Head of Department Entrepreneurship, Dr. Christopher Kushemerire, Ag. Principal Prof. Moses Muhwezi, Graduate Relations Officer at PSFU Ms. Betty Twesiime Mr. and Fred Nadibanga the Project Director

MUBS Entrepreneurship, Innovation and Incubation Centre (MUBS EIIC) together with Private Sector Foundation Uganda (PSFU) in conjunction with European Union, Enable and the Government of Uganda held a one-week work readiness program. The program that started on August 21-26, 2023 had over 115 fresh graduates

attend from different universities.

In his remarks, the MUBS Ag. Principal Prof. Moses Muhwezi cautioned the students to put in place all that they have learnt, be disciplined, exhibit eagerness to learn and grow their career.

Graduate Relations Officer at PSFU

Ms. Betty Twesiime told the students that after the training, they are going to be placed in different organizations for six months and they will be subjected to evaluation upon contract renewal thus requesting them to do their best. Mr. Fred Nadibanga the Project Director said that MUBS is a key stakeholder and handling a very key spot in the training. He appreciated the Centre and her team as well as MUBS Management for their endeavor to train and equip the youth. Ms. Sarah Kyejjusa the Deputy Director at the MUBS EIIC said that the soft skills that were given to the youth were aimed at equipping the graduates with employable skills and survival skills in the job market.

Managing rebel employees in your business



Dr. Samuel Ssekajja Mayanja, Senior Lecturer in the Faculty of Entrepreneurship and Small Business Management

On August 31, 2023, during the Become a Better Entrepreneur weekly series organized by the Entrepreneurship Innovation and Incubation Centre, Dr. Samuel Ssekajja Mayanja a Senior Lecturer in the Faculty of Entrepreneurship and Small Business Management defined Rebel employees as the individuals that deviate from the organization policies and norms. Business strives to achieve competitiveness by employing individuals who can add value on products and services. He added.

Dr. Ssekajja stated the attributes of managing rebel employees that include developing a high degree of resonance interaction, use of resources not attributed to them to test their ideas, feedback through employee's interaction is used to improve on the process, generate more spontaneous ideas some up with new experiences and venture creation.

He further explained the ways of managing rebel employees in the business; employees who engage in unusual behaviour are

psychologically empowered by the conducive working environment, management that potentially tolerates from both formal and informal adapt to the environment thus promote innovation, they are likely to participate in decision making, break out of stagnant mindset.

The challenges of managing rebel employees are employees with unusual behaviour tend to have greater tendency of resigning, innovation and resources allocation are highly controlled by management, they are not willing to adopt unique behaviours because of rigid norms and policies. he added.

On the other note Dr. Samuel also explained the recommendations on managing rebel employees; leaders should create an enabling environment for error and trail, encouraging employees to learn from errors by rewarding good practices, create favourable internal working environment with a certain degree of freedom and exercised tolerance of trails and error, the leadership style should be generative influence to support employees to learn from their social interactions.

As he was concluding his presentation advised the people on call that acceptance is the highest and broadest when management embraces unusual behaviour from both formal and informal norms, formal deviance is monitored more closely than informal norms, organisation that manage unusual behaviour well is likely to remain competitive because of their continued innovation.

Building Sustainable Human Resource Systems in Growing Small Business



Dr. Eunice Adubanga a Lecturer at Ndejje University School of Graduate

During the Become a Better Entrepreneur Series held on August 17, 2022 organised by the Entrepreneurship Innovation and Incubation Centre with a topic, Building Sustainable Human Resource System in Growing Small Business, Dr. Eunice Adubanga a Lecturer at Ndejje University School of Graduate Studies and the Founder of Unis kitchen stated that there are 3 pillars of human resource to get right which include; getting the right hire in the organization that's to say what are the industry standards, the qualifications you need, and how much you pay. She further said that one must know how to manage the workers right and that's hiring someone who is observant and as an entrepreneur you should keep learning and learn from failure and orient people about employment standards, work schedules, discipline, motivation, and continuous improvement.

Tapping into Real Estate Opportunities



**Mr. Alex
Kotungire
Kamukama**

In the realm of real estate, where dreams of financial prosperity meet the solid ground of practicality, opportunities abound for those willing to seize them. During the "Become a Better Entrepreneur online Series" hosted by MUBS EIIC held every Thursday from 7am-8am, on August 28, 2023, Mr. Alex Kotungire Kamukama who represented Dr. Anatoli Kamugisha (Managing Director and Founder Akright Group of Companies), discussed the topic: "**Discover and exploit opportunities in Real Estate**".

" Raised in a humble family of 12 siblings, my exposure to real estate began early, observing my father transform neglected land into profitable assets to fund education, set a formative experience for my future endeavors" he said.

Drawing from this extensive experience, Mr. Kamukama identified several key opportunities within the real estate industry and these include:

Orderly Development: Urban areas, including Kampala, often suffer from architectural chaos. Entrepreneurs with a passion for organized development can carve out a niche by promoting well-planned and structured construction.

Revitalizing Dilapidated Buildings: Numerous neglected buildings dot the country's landscape. Skilled builders can approach owners and offer to rejuvenate these

structures, tapping into the potential of restoration and renovation.

Property Management: Absentee or busy landlords create a vacuum that trustworthy individuals can fill. Kamukama himself has thrived by maintaining and managing properties for such landlords.

Natural Resources Utilization: Uganda's wealth in building materials like sand, stones, and timber is a treasure trove for those adept at resource mobilization.

Proficiency in sourcing and distributing these materials can yield substantial profits.

Accessible Financing: Unlike in the past, mortgages and construction funding are now readily available. This democratization of financial resources enables more individuals to invest in real estate ventures.

Kamukama concludes his insights by cautioning against falling prey to fraud.

Mentorship; The Hidden Gem a long an Entrepreneur's Journey



**Ms. Janet Navvuga Bugembe, Board
Member Uganda Aviation School**

Ms. Janet Navvuga Bugembe the Board Member Uganda Aviation School said that when they talk about entrepreneurs, what goes through people's mind is to start something from scratch yet there are already people who have been able to come up with products and services. She said this during the online Become a Better Entrepreneur Series, that took place on August 10, 2023, under the topic ; "**Mentorship ; The Hidden Gem along an Entrepreneur Journey**" organised every Thursday by the MUBS Entrepreneurship Innovations and Incubation Centre

"All one needs is to do is to try and improve on their products, coming

up with creative ways of getting that product into market so that one can be able to get commission or get some kind of shareholding, one could sell ideas without necessarily starting from scratch", she added.

Ms. Navvuga said that during entrepreneurship journey one has to be intentional of the people they meet, it is very important to have a mentor when doing business because some of the people have been there before.

She continues to explain that Mentorship is always ignored, and it is the hidden Gem in an entrepreneur's journey, when we talk about mentorship, we do not only mean identifying mentors, but it could also be just books, learning from people who have shared their life stories or their entrepreneur's journey through the books.

Ms. Navvuga further said that mentorship is a very good way somebody can be able to network because the moment you identify a mentor in a specific field , remember this person has been in the game for a long period of time and if they can be able to pass on the mantel , it is believed that a candle loses nothing by lighting up another candle.

Do not disappoint your parents- Sheikh Waiswa



Sheikh Muhammad Waiswa, School Imam

“As you join the University, thank God who has enabled you reach here and do not disappoint your parents. You should also thank your parents for the struggle they have put to see that you join the University”, advised the school Imam, Sheikh Muhammad Waiswa during the orientation of

the first year students on August 22, 2023 at MUBS Main Campus.

He also told the first year students to always love their parents and do not disconnect from them. “Read hard and succeed so that you pay back to your parents”, he advised

Sheik Waiswa took the new students through the activities done at the MUBS Masjid and welcomed all the students to the great university.

He further encouraged the students to always attend all the prayers at the Mosque and also borrow the Islamic books at the office for them to seek more knowledge.

Weekly Staff service launched



Rev. Aaron Bate, Chaplain St. James Chapel -MUBS Community

St. James Chapel MUBS Community launched the lunch hour weekly staff service on August 17, 2023 which started with a holy communion service. The service will be conducted every Thursday at the Chapel from 12.45pm

The Chaplain St. James Chapel, Rev. Aaron Bate welcomed and thanked all the staff for turning up for the service and encouraged them to always

turn up for prayers every Thursday.

In his sermon, Rev. Bate advised the staff to work to their best and to please God because it is God who gives them the wisdom, knowledge and joy.

He said that one has to work and put meaning in his or her work because what each individual does that portrays who they are.

Reading from the book of Ecclesiastes 2:18-26 which explains that everything we do should please God because he is giver of wisdom and joy but to the sinner he has given them the task of gathering and collecting only to give to the one who pleases God. "All we do is vanity and it is like striving after wind."

"As St. James family, we are open to help all our Christians and we want to start coming to worship and pray with you at your homes", said Rev. Bate

I will always emulate lesson learnt at MUBS- Fr. Mpiima



Ag. Principal, Prof. Moses Muhwezi and Rev. Fr. Charles Mpiima

"I would like to thank God for the gift of Priesthood which has given me an opportunity to serve in MUBS", said Rev. Fr. Charles Mpiima during the celebration of staff who retired and those that have been deployed else where on Thursday August 24, 2023 at MUBS Main Campus

Rev. Fr. Mpiima thanked MUBS Management for the opportunity to serve in the Institution and also thanked Msgr. Lawrence Ssemusu for the mentorship given to him while working together.

"I have picked several good lessons in MUBS and these include; Availability at work most especially seen from the Ag. Principal, team work among the staff and most especially the good collaboration between different faiths in MUBS and i promise to take up these lesson in my new place of work" he added.

Ag. Principal Prof. Moses Muhwezi thanked Fr. Mpiima for his services and encouraged him to always visit MUBS again and also carry on the good lessons learnt at MUBS.

The tragedy of a father's absence in a child's life

Psychology has also since then found that results of father absence on children are nothing short of disastrous, along a number of dimensions



Rev. Francis Osire, Asst. Chaplain St. James Chapel-MUBS

In 2016 a Committee on Psychosocial Aspects of Child and Family Health looked at the Father's role in the care and development of their Children and the role of Pediatricians. It was found that the more men take time at home with a child after birth, especially two weeks or more they were found more involved in the life of the baby even at 9 months, changing diapers, cleaning and covering.

Psychology has also since then found that results of father absence on children are nothing short of disastrous, along a number of dimensions:

1. Children's diminished self-concept, and compromised physical and emotional security (children consistently report feeling abandoned when their fathers are not involved in their lives, struggling with their emotions and episodic bouts of self-loathing)
2. Behavioral problems (fatherless children have more difficulties with social adjustment, and are more likely to report problems with friendships, and manifest behavior problems; many develop a swaggering, intimidating persona in an attempt to disguise their underlying fears, resentments, anxieties and unhappiness)
3. Truancy and poor academic performance (71 percent of high school dropouts are fatherless; fatherless children have more trouble academically, scoring poorly on tests of reading, mathematics, and thinking skills; children from father absent homes are more likely to play truant from school, more likely to be excluded from school, more likely to leave school at age 16, and less likely to attain academic and professional qualifications in adulthood)
4. Delinquency and youth crime, including violent crime (85 percent of youth in prison have an absent father; fatherless children are more likely to offend and go to jail as adults)
5. Promiscuity and teen pregnancy (fatherless children are more likely to experience problems with sexual health, including a greater likelihood of having intercourse before the age of 16, foregoing contraception during first intercourse, becoming teenage parents, and contracting sexually transmitted infection; girls manifest an object hunger for males, and in experiencing the emotional loss of their fathers egocentrically as a rejection of them, become susceptible to exploitation by adult men)
6. Drug and alcohol abuse (fatherless children are more likely to smoke, drink alcohol, and abuse drugs in childhood and adulthood)
7. Homelessness (90 percent of runaway children have an absent father)
8. Exploitation and abuse (fatherless children are at greater risk of suffering physical, emotional, and sexual abuse, being five times more likely to have experienced physical abuse and emotional maltreatment, with a one hundred times higher risk of fatal abuse; a recent study reported that preschoolers not living with both of their biological parents are 40 times more likely to be sexually abused)
9. Physical health problems (fatherless children report significantly more psychosomatic health symptoms and illness such as acute and chronic pain, asthma, headaches, and stomach aches)
10. Mental health disorders (father absent children are consistently overrepresented on a wide range of mental health problems, particularly anxiety, depression and suicide)
11. Life chances (as adults, fatherless children are more likely to experience unemployment, have low incomes, remain on social assistance, and experience homelessness)
12. Future relationships (father absent children tend to enter partnerships earlier, are more likely to divorce or dissolve their cohabiting unions, and are more likely to have children outside marriage or outside any partnership)
13. Mortality (fatherless children are more likely to die as children, and live an average of four years less over the life span)

Empowering students through CGI U- Clinton Global Initiative University



Ms. Charlotte Ajiko,

Ms. Charlotte Ajiko, a Clinton Initiative winner and a MUBS Alumni of the Entrepreneurship Innovation and Incubation Center (EIIC), as well as a CGI (Clinton Global Initiative) Mentor, "I recently had the privilege of being invited to MUBS to share invaluable insights with students. CGI is an initiative established by former President Bill Clinton that aims to engage young people in creating innovative solutions to the world's most pressing challenges. Students are offered immense opportunities, personalized mentorship and one-of-a-kind training to turn their ideas into action. Am a Proud Alumni of the MUBS EIIC and it has always been an honor to come share invaluable insights with like-minded peers exploring opportunities like CGI U and beyond.

CGI U brings together students, University Administrators, experts and thought leaders from various fields to address global issues. It offers a unique opportunity for students to access resources, mentorship and funding to transform their ideas into impactful projects. Annual meetings are hosted annually where attendees can participate in workshops, networking sessions, and pitch their ideas for potential support.

Networking and Collaboration; One of the key benefits of the Program is the opportunity to connect with

like-minded individuals who share a passion for social change. Students network with peers, mentors, and potential partners, fostering collaboration and creating a powerful support system for their initiatives.

Access to Expertise and Resources: The program provides access to a vast network of experts, professionals, and organizations who are committed to supporting student-led initiatives.

Through mentorship programs, workshops and panel discussions, students learn from experienced individuals who have successfully implemented social impact projects. Additionally, CGI U offers financial support through grants, funding competitions, and access to resources that can help students turn their ideas into action.

Project Incubation and Implementation: CGI U encourages students to take their ideas beyond the conceptual stage and provides support for project incubation and implementation. Students receive guidance on project planning, impact measurement, and sustainable business models. With access to training and workshops on project

management and entrepreneurship. Showcasing Impact: The program emphasizes the importance of measuring and showcasing the impact of student projects. Through impact evaluations, data collection, and storytelling, students are able to demonstrate the tangible outcomes of their initiatives. This not only helps to attract further support and funding but also inspires others to take action and make a positive difference in their communities.

Students at MUBS and beyond have a unique opportunity to create sustainable solutions to global challenges making a lasting impact on society.

As a CGI Mentor, I am inspired by the passion and dedication of the students I interacted with at Makerere University Business School. Their enthusiasm for creating change gives me hope for a better future. I encourage all students to explore opportunities beyond, take action and use their skills and knowledge to make a positive impact in their communities.

"Together, we can build a more sustain able and inclusive world."



Counselling is Essential



Counselling is a process where an individual(s) seek help from a trained professional counselor to manage their

personal and psychological problems in a safe environment. It guarantees maximum confidentiality and is non-judgmental where all clients are treated equally and with respect.

Counselling ought to be embraced as a service that shall help in promoting behavior change among people. Gone are the days when counselling was perceived as an avenue for only the prevention of HIV infection through provision of information and psychosocial support to those affected and infected with the terminal illness.

Counselling services are now provided in many places including work places, hospitals, institutions and schools. People in these places are encouraged to reach out for the service as an option to seek support, because today we are living in a world where many life challenging situations have emerged that have negatively affected our mental health.

Mental health influences, how we think about ourselves and others, how we interpret events, our capacity to learn, how we

communicate, how we form, sustain and end relationships, our ability to cope with change and transitions.

Failure to cope well may lead to developing various mental health challenges like: stress, depression, mood/anxiety disorders and sometimes severe mental illness which can even lead to death. Some people end up engaging in counter productive behaviors which include; drug abuse and addictions, pay illusions, aggressive behavior, negative attitude/perception, negative mindset, poor work ethics and high levels of absenteeism.

Emotional disturbances and counter-productive behavior decrease the productivity of an individual by countering one's goals and objectives.

Counseling helps to develop new positive attitude especially towards work, academics and life in general. Utilizing the service will help to foster better individual and institutional behavior which in the long term will boost performance and a fulfilling life.

At MUBS we are lucky to have a Student and a Staff counselor. You are therefore encouraged to reach out for the service.

Together let us fight the stigma towards mental health.

Susan Birungi Mugoya,
Student Counselor

Handling Social Anxiety



Ms. Babra Owomugisha, Writer
Publications Unit

Transitioning from high school to the University is quite a journey and it involves a lot of changes to deal with, one of the challenges a student joining university faces is social anxiety since one is transitioning to a new social set up. While it is normal to feel nervous in some social situations, it gets uncomfortable and becomes a disorder with time if not addressed. When one develops social anxiety, it leads to fear to meet and interact with new people, social phobia, fear for one to express them selves, fear to seek for help and embarrassment.

An Individual facing this challenge also often has fear for being, evaluated, judged, scrutinized by others, speaking in public, meeting new people, dating, being on a job interview, answering a question in class, and this also affects a students studies and their other daily activities since it leads to inferiority complex.

I would like to encourage a student facing social anxiety to always find study groups that will him/her study and answer some questions, make rehearsal before making presentations, try to speak to a smaller group of friends so as to be able to gain confidence to speak to a larger group of people, regular attendance of co circular activities in order to bond with other students, and also to speak to a counselor or a parent in case the other friends can not help.

SAY NO TO DRUGS!

If they don't Kill you They make you Run mad

Have discipline as you start your new journey



The Director MUBS Jinja campus Dr. Veronica Mukyala while addressing freshers at Jinja Campus

"I am really overjoyed to receive you. You have started a great Journey, walk it through, and have discipline in class. Respect lecturers, fellow students and always ensure phones are in silence while in class not to interrupt your colleagues and the lecture", said Dr. Veronica Mukyala Director MUBS Jinja Campus

Dr. Mukyala welcomed freshers to MUBS Jinja Campus and thanked the Prime Minister and his entire Guild Cabinet for work done



First year students attending their orientation at Jinja Campus

especially in serving students. She as well called upon first year students to register and enroll in different academic and cultural association.

The Head of Department Accounting and Finance at MUBS Jinja Campus Dr. Moses Kisubi told freshers that a University is an incubation centre for knowledge. "Do not accept to just go through a University, have a change in the way you act, reason and create a change in the society where you live.

Life is never automatic; it is full of sacrifice, hard work among

others. You have come to study. Please sit down concentrate and know why you are here".

He also cautioned freshers to attend classes 75% and ensure to do 2 or more Course work tests before sitting for the final examinations. "Avoid examination malpractice; it can either lead to suspension or expulsion, pay in time to avoid disturbances. Dr. Kisubi added,

Jinja Campus Participates In Rotary Cancer Run

In a bid to extend a helping and humanitarian hand to the cancer patients in the country, MUBS Jinja Campus Staff on August 27, 2023 participated in a cancer run that was organized by Rotarians in Jinja City. The 10Km and 5Km run aimed at soliciting funds to help in the sensitization, education and treatment of cancer.

The organizing committee of the 2023 Rotary cancer run thanked the Management of MUBS Jinja Campus for always participating in projects aimed at helping and giving back to the community.

We as the MUBS Jinja campus fraternity, we pray that the Almighty God extends His healing hand to all cancer patients in the world.

Put God first,



The prime Minister MUBS Jinja Campus Hon. Emmanuel Kireri advised First Year students

that in order to succeed and to finish the academic Journey they had started, they have to put the almighty God first in whatever they do. This was during the orientation of First Year students that took place on August 21-25 at all MUBS Regional Campuses respectively.

"I pray that God enables you to succeed" Hon. Kireri added.

The MUBS Jinja Campus Prime minister also thanked freshers' for choosing MUBS Jinja Regional Campus and assured them that their choice won't fail them as far as quality Education is concerned.

He however cautioned freshers to make sure that they carry what has brought them to Campus.

"We are here to help you, do not hesitate to contact us whenever a need arises", Hon Kireri emphasized.

Keep Arua city clean



Staff and students of MUBS, Arua Campus cleaning up Arua City

MUBS Arua Regional Campus on July 27, 2023 carried out a Corporate Social Responsibility activity(CSR) which involved cleaning Arua Main Market. The exercise also involved sensitization of the masses on the need to maintain proper hygiene and promoting the School's Academic Programs.

A team of Health workers from Arua City Health Unit joined staff and students in a CSR drive led by the Acting Campus Director, Ms. Harriet Asinduru.

Ms. Harriet Asinduru said that it is everyone's responsibility to keep an Environment free of litter, she urged the public to take action to prevent the growing strain on planet Earth's natural systems.

She thanked all the staff, students and well wishers for tuning up in big numbers for the activity. She also said the School pledges to continue with such community-centered initiatives.

In an interaction with Public Health Authorities it was noted that the public had continuously disposed rubbish carelessly despite previous initiatives geared on maintaining hygiene, in line with this, the School intends to have Awareness Creation activities to change the public mindset; this can be done through door to door sensitizations, radio talk shows on Environmental conservation & hygiene, community dialogues, and engaging schools to inculcate a good hygiene culture from a young age.

Farewell Hajara



MUBS Arua Regional Campus bid farewell to Ms. Hajara Nalubega who has been the Campus Assistant Registrar. Ms. Nalubega has been transferred to MUBS Main Campus as an Administrator at the office of the School Secretary.

She joined the Campus in 2013 as an Administrative Assistant. She rose through the ranks as a Campus Administrator, was then appointed an Assistant Registrar.

She has been an excellent team player, extremely hardworking, really selfless, a great Resource to the Campus. We greatly appreciate her for serving the Campus diligently and with utmost honesty, we wish her the best as she assumes a new office at the main Campus.

Best performing students appreciated

The Administration of MUBS Arua Regional Campus awarded the best performing students in Diploma and Certificate Courses. Mr. Hamid Atayo emerged the best male student on the certificate programme of Uganda Business and Technical Examinations Board for the Academic year 2020/ 2021.

The Acting Director, Ms. Harriet Asinduru with other Administrative Staff handed over the Accolades and envelopes to the best-performing students of the University

"Congratulations to our best-performing students, we are proud of you," she added.



Ahmed Atayo, Best Male student in National Certificate in Business Administration (NCBA)



Hope Winfred, Best student of Diploma in Business Administration



Fatihia Abas Best female student in National Certificate in Business Administration (NCBA)

Need for more storage facilities-Mr Mushaba



"For the prices of fuel to lower, we need to have more storage facilities here in Uganda", said Mr. Daniel Mushabe, General Manager Mount Meru Petroleum Uganda Limited. He said this on August 8, 2023 during the weekly online engagement organised by MUBS Mbarara Regional Campus under the theme, "effects of high fuel prices on businesses".

Mr. Mushabe delved into the effects of rising fuel prices in Uganda, comparing the situation twenty years ago to the present day. He highlighted the remarkable increase in fuel consumption, with Ugandans having consumed 100 million liters of fuel two decades ago, while today consumption ranges between 186 million and 200 million liters. This surge in consumption indicates the growing importance of fuel in various sectors of the economy.

He emphasized that fuel prices are globally determined by the interplay of supply and demand. OPEC's decisions, especially post-COVID-19 production cuts,

have impacted prices, as have geopolitical events such as the Russia-Ukraine conflict and past election-related disturbances.

He also noted how approaching holidays like Christmas can lead to temporary price hikes.

Mr. Mushabe dissected the components driving price increases, highlighting factors such as unfair taxes, exchange rate fluctuations, market speculation, environmental regulations, trade dynamics, and transport costs. He pointed out that these challenges collectively contribute to the volatility in fuel prices.

Prime Minister Mbale Campus sworn in



Rt. Hon. John Mubale taking his oath as the newly elected Prime Minister of MUBS Mbale Regional Campus

On August 18, 2023, the Guild Prime Minister, Rt. Hon. John Mubale was sworn into power. During his swearing in ceremony, Hon. Mubale said that in the bustling heart of the academic journey lies a unique blend of individuals, each contributing their skills, wisdom, and enthusiasm to create a thriving educational environment.

"As I, Mubale John, step into a new

chapter of my life, entrusted with the privilege to serve as the Guild Prime Minister of Mbale campus, I find myself overwhelmed with gratitude and determination.

It is with great honor that I express my appreciation to the Director, Dean of Students, administration, and the entire student fraternity for bestowing upon me the responsibility that comes with power", he added.



Dean of Students Mbale campus(2nd right) Ms. Justine Nekesa with the new Students leaders

MUBS took part in the corporate league



The staff from MUBS Mbale campus during the corporate league

MUBS Mbale Regional Campus participated in the Eastern Corporate League 2nd Edition on Sunday 27th August, 2023 at Cricket grounds. Many institutions took part in the different sports activities like Football, Wood Ball, Athletes,, Sack Race, Chess, Tag of war among others.

MUBS played against Mt. Elgon Hospital and won 1-0, Won Spoon Egging and we are second on the table standing.

We thank all the staff that took part in these games and all those that sacrificed their precious time to come and support the team.

26th PWDS Guild Minister Represented Uganda In Nairobi



Hon. Denis Tumusime receiving a certificate from Mr. Allen Neece USAID Representative in Kenya

Hon. Denis Tumusime, Guild Minister for People with Disabilities was selected to participate in the Young African Leaders Initiative (YALI) Regional Leadership Center East Africa, Residential Cohort 51, which took place from July 3-28, 2023 in Nairobi Kenya.

Given his background of advocating for inclusion of persons with Disabilities at MUBS and the Country at large, he was among

80 candidates from all over Africa selected to participate.

"Regardless of YALI being a highly competitive Program where over 10,000 applications from Africa are received and only 80 candidates are selected, I was the only MUBS student selected on the civic leadership track to represent Uganda with other 13 countries in Africa. This is a clear indication of diversity that digs different perspectives of knowledge that a leader can equip with themselves to change the society", said Hon. Tumusime

YALI is an initiative by H.E Barack Obama that started in 2015 and operates in Different Regions of Africa and the Mandela Washington fellowship in the United States Dc focusing on youth who are change making oriented in solving societal problems through innovative, feasible and sustainable solutions.

Hon. Tumusime said that together

with other change makers they were immersed in intense training and mentorship programs that included Design thinking challenges. "The training has changed my whole perspective of Africa and societal problems because change is effected from inside out not the reverse. I am so determined to elevate my vision of advocacy for PWDs because it is through Design thinking challenge that I came up with Disability Inclusion Gear (DIG) strategy that involves use of outdoor Led Screen to be installed at MUBS purposely to disseminate information and knowledge about handling PWDs which I believe would never have been thought of had it not been this Training", he said.

He scooped an award certificate for the most likely times person of the year which times is the US magazine. Therefore he recommends all the young leaders to be part of change making for better communities in Africa.

Over 130 Exhibitors Turn Up For MUBS Bazaar

"We have various products in all portfolio ranging from electronics, petroleum gas, beddings, textile soft and carbonated drinks, plastics, food stuffs, phone accessories, communication companies, banks among others being exhibited by over 130 exhibitors", This was noted by the Guild Minister for Social Affairs and Entertainment Hon. Lorine Nyaici at the Guild Bazaar which started on August 21, 2023 in front of the main library at MUBS Main Campus scheduled to last for a period of two weeks.

Hon. Nyaici elaborated the process of organizing a successful Bazaar like advertising in time, benchmarking from other Universities, arranging the venue among others and



Hon. Lorine Nyaici Guild Minister for Social Affairs and Entertainment

highlighted that this bazaar edition is unique in a way that they have a street jam and music will be playing full time till the end.

She further said that to organize such a tremendous bazaar, she

was inspired by the fact that she is the first female Guild Minister of Social Affairs and Entertainment and she had to work hard to set a positive precedent as a trail blazer for others who will be appointed in the same position.

I wish to extend my sincere and heartfelt gratitude to the Acting Principal Prof Moses Muhwezi, the Dean of Students office, Guild and the entire MUBS fraternity for embracing this event.

Be good in everything you do



Front line L-R Ms. Juliet Katega, Dean of Students and Sports Office, Ag. Principal, Prof. Moses Muhwezi and Ms. Susan Birungi Mugoya, Student Counselor

"Hope your proud that you did something good for MUBS and Uganda to the world since it is something to brag about at that age. Always be good in everything you do ,if you are to fail leave and if you are to take it up then do the best when your still young and be ready for anything that can make you move with confidence", said MUBS Ag. Principal, Prof. Moses Muhwezi on August 23,2023 during a welcoming meeting organized by the Dean of Students and Sports Office on August 23, 2023 at

MUBS Main Campus for students who went to participate in various sports activities in China and Malaysia in July and August 2023

"I seriously support and respect

sports, People have got money in sports and our parents used to force us to do sports every day in various ways of sending us to graze and other things which really helped us . I urge that everybody do exercise since it helps us mentally .let us use sports to promote unity among us, we can compete among MUBS branches so that we can connect and get to know ourselves ." Prof. Muhwezi thanked the participants for being good examples in discipline and following the rules amidst what they won since moving abroad was already a testimony. MUBS is an institution that must leave for years and years and urged the sports office to at least follow the timetable that favours the students so as they can balance. In this he gave an example

Develop your career in sports



The MUBS Sports tutor, Mr. Hilary Kimbugwe advised the students to develop their careers in sports alongside their academic career, and told the interested sports men and women to register with the sports office because the school offers sports tuition waivers for good the good sports men and women those good in sports. He said this during the orientation of

the first year students of academic year 2023/24 held at MUBS Main campus on August 22, 2023.

He asked the first year students to join the different sports with in the Campus. He said MUBS has many different sports including those for People with disabilities. The school has developed sports careers of many Ugandans for example Denies Onyango,Isaac Isinde, Hassan Wasswa and others

that some sports events happen when the students are going in for exams which inconvenience's them and suggested that the activities should be put during holidays.

Let the students use the ground maximumly not the outsiders and with time proposed that there must be a consent from the students' parents when they are travelling anywhere ', they agree with a note over their children to travel in norder to avoid cases just in case something wrong happens out there.

Among the participants were Mutibwa Ronald, Mukoya Florence (Flare),Kaganda Ben Jacob, Mulindwa Ronald, Godfrey Chanwengo and Arnold Juna.

MUBS Students scoop Medals



Our Own MUBS players represented us well on the Uganda Cranes Woodball Team that participated in the 3 rd World Beach Wood ball. Uganda 's Woodball National Team geared up for the third edition of the World Cup in Pihang , Malesia on July 31 ,2023. Mutiibwa Ronald, Mulindwa Ronald, Mukoya Florence (flare) scoped medals for Uganda team . They competed with countries like Hong Kong, China, Pakistan, Singapore, Thailand, Indonesia and Kenya before joining the National Team, they were selected from their clubs to the big circuit of the National team of woodball which are fully funded by the government of Uganda through the woodball federation.

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Invites you to the

27th Annual International Management Conference

Theme: "Leveraging Governance, Human Capital and Technology for Sustainability"

In the era of rapid technological advancements and increasing global challenges, leveraging governance, human capital and technology for sustainability has become paramount for the sustainable development of societies. This approach recognizes the critical interplay between effective governance, skilled human capital, and the responsible use of technology to address complex issues such as climate change, resource management, social inequality, economic development and supply chain disruptions. By combining these elements, societies can create a framework that ensures the well being of present and future generations while preserving the planet's resources.

Governance, emphasizing structures, systems and practices has gone beyond the traditional economic concerns to address environmental, social considerations both in the short and long term. This calls for commitment of top management, flexibility and alignment of structures to achieve sustainability.

Human capital, encompassing knowledge, skills and expertise, is pivotal in driving sustainable initiatives. By investing in education, capacity building and fostering a culture of sustainability, we empower individuals to become agents of change and contribute to the sustainable transformation of our societies.

Technology is an enabler, offering innovative solutions that enhance sustainability across diverse domains. From renewable energy and clean technologies to data analytics and digital platforms, technology provides the tools and platforms, technology provides the tools and platforms necessary for efficient resource management, transparency, and collaboration.

During this conference, we will explore the best practices, case studies, and strategies that demonstrate how effectively leveraging governance, human capital, and technology can promote sustainability in various sectors at the micro and macro levels of the economy.

The conference will provide important forum for interaction of different ideas in businesses and management between the academicians, researchers, government and practitioners under the following tracks:

Track 1: Auditing, Accounting, Law, Real Estate and Taxation

Track 2: The Maturing Discipline of Human Capital, Strategy and Governance

Track 3: Sustainable Tourism and Hospitality Business in the Multilingual Digital Era

Track 4: Green Marketing - How Much Will it Be Inclusive and Sustainable

Track 5: A New Product on the Shelf: Business Education. A Science or an Art?

Track 6: Tec for a Sustainable Future

Track 7: Supply Chain, Procurement, Transport and Logistics

Track 8: Energy, Oil and Gas

Track 9: Sustainable Entrepreneurship for Inclusive Development

Track 10: Managing Firms Sustainably in the Age of Chaos

KEY SPEAKERS



H.E. William W. Popp
U.S. Ambassador to Uganda



Mr. Ramathan Ggoobi
Permanent Secretary
Ministry of Finance, Planning
and Economic Development



Eng. Isaac Mubarak Ngobya
MUBS Council Chairman



Prof. Moses Muhwezi
Ag. Principal
MUBS



Prof. Umar Kakumba
Makerere University
Deputy Vice Chancellor
(Academics)



Prof. Edward Bbaale
Director; Directorate of Research
and Graduate Training
Makerere University

Date:

September 25-27, 2023

Login Details:

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- Master of Science in Marketing
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- Master of Science in Banking and Investment Management
- Master of Arts in Economic Policy and Management
- Master of Science in Leadership and Governance
- Master of Science in Entrepreneurship
- Master of Hospitality and Tourism Management
- Master of International Business
- Master of Energy Economics and Governance
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- Bachelor of Science in Finance
- Bachelor of Science in Accounting

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- Bachelor of Entrepreneurship

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- Bachelor of Business Statistics
- Bachelor of Arts in Economics

FACULTY OF PROCUREMENT AND LOGISTICS MANAGEMENT

- Bachelor of Procurement and Supply Chain Management
- Bachelor of Transport and Logistics Management

FACULTY OF MARKETING AND INTERNATIONAL BUSINESS MANAGEMENT

- Bachelor of International Business
- Bachelor of Marketing

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- Bachelor of Leisure and Hospitality Management
- Bachelor of Travel and Tourism Management
- Bachelor of Leisure Events and Hotel Management (effective 2023/2024 academic year)

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- Diploma in Accounting and Finance
- Diploma in Computer Science
- Diploma in Entrepreneurship
- Diploma in Procurement and Supply Chain Management
- Diploma in Catering and Hotel Operations
- National Certificate in Business Administration (UBTEB)
- Higher Education Certificate in Business Studies

MUBS OUTREACH CENTRES

Entrepreneurship, Innovation and Incubation Centre

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Economic Forum

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Leadership Centre

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