



MUNI UNIVERSITY



ANNUAL REPORT 2022-2023



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VISITORS



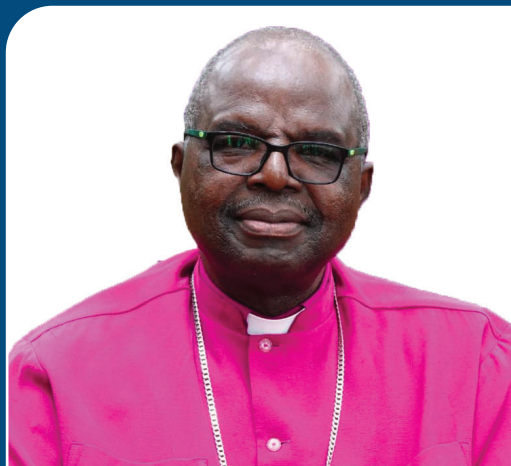
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Yoweri Kaguta Museveni
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FIRST LADY AND MINISTER OF
EDUCATION AND SPORTS



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LIST OF ABBREVIATIONS AND ACRONYMS

ADB	African Development Bank
AIDS	Acquired Immuno Deficiency Syndrome
ARRH	Arua Regional Referral Hospital
CIPS	Chartered Institute of Procurement & Supply
CPA	Certified Public Accountants
CUUL	Consortium of Ugandan Universities Libraries
DVC-AA	Deputy Vice Chancellor Academic Affairs
DVC-F&A	Deputy Vice Chancellor Finance & Administration
FAES	Faculty Agriculture & Environmental Sciences
FoE	Faculty of Education
FoS	Faculty of Science
FoTS	Faculty of Techno-science
FoHS	Faculty of Health Sciences
FY	Financial Year
GoU	Government of Uganda
IEEE	Institute of Electrical and Electronics Engineers
ICT	Information Communication Technology
IPPFs	International Professional Practising Certificate
M&E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MoU	Memorandum of Understanding
MNCH	Maternal, Newborn & Child Health
MU	Muni University
NCDC	National Curriculum Development Centre
HCDP	Human Capital Development Program
HCM	Human Capital Management
NCHE	National Council for Higher Education
NDP II	National Development Plan II
NTCM	National Teachers' College Muni
HIV	Human Immunodeficiency Virus
HRM	Human Resource Management
SOP's	Standard Operating Procedures
STEM/STEI	Science, Technology, Engineering, and Mathematics/Innovation

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Mr. Joel Aita
CHAIRPERSON
MUNI UNIVERSITY COUNCIL

MESSAGE FROM THE CHAIRPERSON OF COUNCIL

a progressive and equitable planning, effective resource allocation, efficient management practices, partnerships, collaborations and aggressive research innovation and grants writing. We are grateful to the Management team for the continued efforts in developing a planning process aimed at supporting and responding to management of a dynamic environment as well as future uncertainties.

This Annual Performance Report provides a wholistic picture of the achievements against planned outputs, Budget releases, Budget Expenditures for the Financial Year 2022/2023. To stir progressive attainment of the future aspirations of the University and specifically focusing on the overall goal of; "Increased visibility in teaching, learning, research and innovation, reliable knowledge bank, the University has put in place effective and efficient enabling systems, and developing community transformational academic programmes that answer national interests".

As the University Council, we appeal to all stakeholders and entities of good-will to increase both technical and financial support to stir progressive development, promoting research agenda, rolling-out new emerging research technologies, establishment of the research hub and setting-up of mini-high technology factories and resource centers, increase capacity development opportunities for our academicians and this will transform the institution hence achievement of its objectives.

I therefore take this opportunity on behalf of Members of Council to sincerely thank the Visitor and the Chancellor for their unfailing continued support and constructive guidance.

It is our sincere hope that this document shall motivate Government to increase both technical and financial support that galvanised and steers the development of key technological and research interventions of the University.

Mr. Joel Aita
CHAIRPERSON, MUNI UNIVERSITY COUNCIL

*M*uni University performance for the Financial Year (FY) 2022/2023 was implemented in accordance with the five-year Strategic Plan for 2020/2021 -2024/2025. Budget performance was in accordance with the set strategic direction geared towards stirring growth and development of the University.

Muni University has demonstrated her existence in performing her statutory mandate of promoting all-inclusive teaching, learning, training, research, innovation, knowledge preservation, dissemination, and community engagement. The University Council, have profound confidence that this Annual Performance Report is a key reflection for more rational and systematic management and development.

The Council is focused on the attainment of the University Vision and Mission as specified in this report, cognisant of the fact that the realization of this dream can only be achieved through



Associate Professor Anguma Simon Katrini
Ag. VICE CHANCELLOR
MUNI UNIVERSITY

Muni University is the Sixth Public University, established by the Statutory Instrument No. 31 (2013) to improve on equity and access to Higher Education in Uganda. This Annual Performance Report was compiled in tandem with the five Strategic Plan 2020/2021-2024/2025 and all Heads of Departments and Faculties comprehensively supported this process in a consultative manner.

This report provides the performance of the planned annual outputs against achieved outputs and the framework for systematic, gender-responsive, practical approaches to the management and development of the University.

It is important to note that in the 21st Century, Higher Education Institutions and Universities have been experiencing changes with a shift towards Science, Technology Engineering and Mathematics disciplines. In contrast, entrepreneurship, internationalization, partnerships, and community programs have given minimal relevance. It is

FOREWORD BY **AG. VICE-CHANCELLOR**

therefore, critical for the University to give thoughtful attention to the design and needs of her institutional processes in line with her strategic direction of contributing to the Human Capital Development program that is aligned to the National Development Plan III.

The ability of the University to adapt successfully to the fast-paced profound changes occurring in society depends greatly on the institution's collective ability to design and roll out community transformational programs, develop proto-types, implement, review, and monitor the performance of the Annual Strategic Outputs. We strongly recognize that in a rapidly changing environment, the Ministry of Education and Sports and Muni University work more closely to transform lives through developing community-led knowledge enhancement systems that will make Muni University a Centre of excellence in food security, Maternal and Newborn Child Health Care (MNCH), Information systems applications development hub and development of new models of governance to improve efficiency in management.

The University is mandated to equitably expand access to higher education at Undergraduate and Post-Graduate levels, increase the number of scientists in Uganda that includes basic and applied science and science teachers, develop efficient and effective human resources appropriate for a decentralised system of governance, produce engineering, technology, and medical personnel appropriate for health care enhancement, rural industrialization, and development, and to undertake basic and applied research geared towards societal transformation.

I urge each one of you; Members of the University community and stakeholders to acquaint yourself with this Annual Performance Report for 2022/2023 Financial Year for benchmarking and improve delivery of higher education in the next Financial Year 2023/2024.

Associate Professor Anguma Simon Katrini
Ag. VICE CHANCELLOR
MUNI UNIVERSITY



Rev. Fr. Professor Odubuker Picho Epiphany, MIDM
**DEPUTY VICE CHANCELLOR - FINANCE
AND ADMINISTRATION**

Firstly, I sincerely thank all the Deans of the faculties, and all the heads of both academic and administrative departments for their cooperation in providing the data that have been analysed to obtain the information that build up this Annual Report. Due to the blended learning approaches, Muni University implemented most of its interventions despite the after effects associated with the advent of Covid-19.

Muni University acknowledges the contributions of various stakeholders, employees whose tremendous work demands recognition. The Office of the Deputy Vice-Chancellor for Finance and Administration provided excellent leadership and technical assistance to support the university in implementing the required interventions. I express my sincere thanks to the Committee on Finance, Planning, Acquisition of Resources and Investment and the Sub-committee on University Administration for their work to achieve the University's results.

ACKNOWLEDGMENT BY THE DEPUTY VICE- CHANCELLOR FINANCE AND ADMINISTRATION

This report was produced by the Office of the Deputy Vice Chancellor - Finance and Administration. This Office would not have done such a wonderful work in the production of this report without the effort of other individuals and Units that committed themselves in the exercise. My magnanimous gratitude goes to Mr. Buruga Bosco Apparatus from the Library Department, Mr. Bakaki Robert from the Planning Unit and Mr Emukuny Martin from Information Communication and Technology Unit for their ineffable commitment and dedication that helped me immensely to produce this report. In a similar vein, I whole heartedly thank all Faculty Deans, all Heads of departments of both Academic and Administration for their cooperation during our development of data collection instrument and the data collection itself.

I greatly appreciate the management's contribution to budget execution, monitoring, and preparation. In addition, efforts have been made to improve Performance-Based Management through holding quarterly review meetings.

The DVC-F&A office would like to thank the university council, senior management, and board for providing the necessary funds to prepare the 2022/2023 report. Muni University sincerely owes the entire board and donors. Our deepest gratitude for their financial and technical efforts to support Muni University with the resources necessary to achieve its goals. We call on all stakeholders to renew their commitment to support the implementation of the annual plans.

Rev. Fr. Professor Odubuker Picho Epiphany, MIDM
**DEPUTY VICE CHANCELLOR - FINANCE AND
ADMINISTRATION**

EXECUTIVE SUMMARY

Muni University Strategic Annual Performance Report for Financial Year 2022/2023 reflects the overall institutional achievements accrued during her budget implementation. The University operates a double learning system which embraces both physical teaching and online learning using blended learning system.

During the Financial Year, Muni University has been able to achieve a number of outputs that were set out in the approved budget. The construction of science laboratory block has moved to 46% completion level; construction of administration block has moved to 36% completion level. Despite the fact that funding has been unstable, the University embarked on a strategy to partition 3 class rooms so as to allow more space for the increasing new students and 14 new programs that were accredited by National Council for Higher Education. One Vehicle was procured to support coordination and monitoring of operations at the University.

The budget implementation was in line with the annualized budget outputs and followed the directional pathway of the Human Capital Development Program (HCM) in the National Development Plan III (NDP III) with its associated indicators of the Program Implementation Action Plans (PIAPS) that guided the measurement and score. This process was supported using the Results Based Management (RBM) System. A Monitoring and Evaluation (M&E) plan guided the process of evaluation of the budget and output performance every quarter; monitoring was also done by the Budget Monitoring Unit (BMU) of the Ministry of Finance, Planning and Economic Development to affirm our reports.

During the Financial Year 2022/2023, Muni University received **Twenty-four Billion and seven Hundred Thirty-three Million one hundred sixty-five eight hundred seven Uganda shillings** (24,733,165,807

billion), of which **65.9%** (16,320,122,736 billion) was for wage, **23%** (5,703,009,737 billion) non-wage and **10.9%** (2,710,033,334 billion) **for Infrastructure Development.**

Muni University has two ongoing construction projects, that is Multi-Purpose Health Science Laboratory Block at 46% and the Administration annex at 36% construction level. If the University had been given 100% of the development budget over the past three financial years, the multi-purpose health science laboratory would now be 100% complete and in use. On this, note I implore the Ministry of Education to add their voice to Muni University heart cry to the Ministry of Finance, Planning and Economic Development (MoFEP) to fulfill her financial obligation of releasing appropriated funds to address this noble challenge of inadequate laboratory space and this will motivate our highly treasured research scientist to conduct aggressive research in agriculture, medicine, technological innovation that will cause the discovery of new knowledge and development of solutions that enhance societal living.

Though Muni University is predominantly dependent on government of Uganda funding, collaborations and alternative funding is being sought out by academic staff through aggressive proposal writing. The University believes that this strategy will help to complement inadequate government resources hence stir productivity within the West-Nile region through the various innovations and research products that will be rolled out within the communities.

Teaching and learning; the University rolled out ten (10) Undergraduate programs and two (2) post-Graduate programs. These academic programs attracted a total of seven Hundred and eighty (780) students (526 males and 254 Females). National Council for Higher Education accredited 14 new programs that respond to program student's needs. In the next FY2023/2024 the University will have a total of 26 academic programs operational. 50 academic publications were produced by the teaching staff which have helped to harness new and improve on existing knowledge to address key societal problems.

Government of Uganda provided **269 students for sponsorship of which 42 were female and 277 males**, these were paid living out allowance during the FY2022/2023, the University was also privileged to **graduate 260 students (190M & 70F)** in various disciplines (237 bachelors & 23 Post Graduate diplomas).

The University through its community outreach arm has continued to support community health, education and agricultural programs that are being championed by the government to address the socio-economic needs of the populace through holding research seminars, health clinics, farm clinics. The field attachments to schools has helped improve learning in these schools since the region inadequately benefits from the science based teachers that are recruited by the Education Service Commission as majority of schools lack qualified science teachers. Health Centre III have also benefited from student nurses who support the existing medical staff at the facilities. An effort is also being made by the Faculty of Agriculture to not only place the students to existing farms but also place them at sub-counties to support rolling of improved farming methods to address the farmer's problems that are being experienced due to changing rain patterns.

The University has expanded its research agenda of strengthening food security by enriching the highly nutritious beans to contain enough proportion of zinc to solve anemic deficiencies. Further research is also being conducted in studying the various virus strains caused by over three bat species (2 insect and 1 fruit-eating bat within the West-Nile region districts of Arua, Koboko and Yumbe districts understand the different virus strains caused by bats and understanding the malaria strains caused by the 2 different types of mosquitoes under study and believe these three (3) research studies will be able to improve livelihood and health qualities of Ugandans.



VISION

A model University for
transformation and development



MISSION

To provide quality education,
generate knowledge,
promote innovation and
community empowerment for
transformation.



UNIVERSITY CORE VALUES

Quality
Equity
Responsiveness
Professionalism
Innovativeness

CHAPTER ONE

INTRODUCTION

1.1 Background

Muni University was established in 2013 as the sixth Public University in Uganda located on Muni Hill in Arua City in the West Nile region. Muni University was legally established by Statutory Instrument No. 31 of the Parliament of the Republic of Uganda in 2013 with the mandate stipulated under the general functions of the Universities under Sections 22, 23, 24, 25 of the Universities and Other Tertiary Institutions Act, 2001 as amended in 2003 and 2006. It is a body corporate with perpetual succession and may sue or be sued in its corporate name and subject to the establishing Act, may do all such things as bodies corporate may lawfully do.

As a public institution, Muni University is funded by the Government of Uganda through public tax revenue. Muni University operates under the general policy direction of the Ministry of Education and Sports. The University is regulated by the National Council for Higher Education (NCHE) standards and regulatory framework/guidelines. The University was started through a taskforce appointed by Ministry of Education and Sports.

1.2 Statutory Mandate, Objects, and functions

The mandate of the University is derived from the following statutory objects and functions:

Objects

The objects for which the University is established are:

- (a) To equitably expand higher education at undergraduate and postgraduate levels.
- (b) To increase the number of scientists in Uganda that includes basic and applied science and science teachers.
- (c) To develop human resources appropriate for a decentralised system of governance.
- (d) To produce engineering, technology, and medical personnel appropriate for rural industrialization and development; and
- (e) To undertake basic and applied research geared towards rural transformation.

Functions

The functions of the University are:

- (a) To provide instructions to all students admitted to the University and to make provision for the advancement, transmission, and preservation of knowledge, and to stimulate intellectual life in Uganda.
- (b) To organize and conduct courses with particular emphasis on nursing, information and communications technology, medicine, science, education, Agriculture and skills training.
- (c) To conduct teaching, research, outreach activities, examinations, and award degrees, diplomas, and certificates.
- (d) To undertake the development and sustenance of research and publication in line with community needs and national development plans of Uganda; and
- (e) To disseminate knowledge and give equal opportunity of acquiring higher education to all persons, including persons with disabilities regardless of race, political opinion, or gender.

1.3 The Niche of Muni University

The Niche of Muni University is to be “Techno-Science” University.

In pursuit of her statutory mandate as specified above, the University has resolved to invest in and stand out for being Entrepreneurial in Techno-Science with focus on Triple Helix through ICT, Health, Science with Education, Climate-Smart Agriculture, energy, and engineering including skills training.

1.4 Governance and Administration

University Council

In accordance with Section 40 (1) of the Universities and Other Tertiary Institutions Act, 2001, as amended, the University Council is the supreme organ of the University. Is responsible for the overall administration of the objects and functions of the University.

During the reporting year the term of the third University Council was constituted. This is made up of 22 members consisting of Appointees from the Ministry of Educations and Sports, Representatives of the Ministry of Finance, Planning and Economic Development, Ministry of Educations and Sports, Local Government, Student Guild, Staff Associations, National Union of Disabled Person, Professional Bodies, members elected from the public and some members of top management. The University Council in their meetings approved the University Budget, University Final Accounts, Policies, and Academic Programmes.

The University Council has five Functional Committees that generate business for Council; they include:

- (i) Appointments Board
- (ii) Finance, Planning, Resource Mobilization, and Investments Committee
- (iii) Audit Committee
- (iv) Estates and Works Committee
- (v) Students Affairs Committee

These Committees help the Council in handling businesses that fall under their dockets before they are submitted to Council for discussion and approval.

University Senate

In accordance with Section 44 (1) of the Universities and Other Tertiary Institutions Act, 2001, as amended, the University Senate is responsible for the organization, control, and direction of the academic matters of the University and as such it oversees the teaching, research and the general standards of education and research and their assessment in the University.

National Council for Higher Education accredited 14 new academic programs which are to be rolled out in the financial year 2023/2024 and these are to attract more new students to boost both knowledge enhancement and Non Tax Revenue collection.

The University Senate has four Functional Committees that generate business for the Senate; they include:

- (i) Muni University Admission Board (MUAB)
- (ii) Academic, Quality Assurance and Gender Mainstreaming Committee (AQAGMC)
- (iii) Awards and Ceremonies Committee (ACC)
- (iv) Board of Graduate Training, Research, and Innovations (BoGTRI)

These Committees help the University Senate in handling businesses that fall under their dockets before they are submitted to Senate for discussion and approval.

Top Management

Top Management consists of Officers of the University appointed under section 31 to 37 of the Universities and Other Tertiary Institutions Act (UOTIA) 2001 as amended. They consist of the Vice Chancellor, Deputy Vice Chancellors, University Secretary, Academic Registrar, University Librarian, University Bursar and Dean of Students. The Top University management is charged with the responsibility of ensuring the smooth running of the University.

Structure of the University

The University carries out two major functions/roles of Administration and Academic. The administration wing is responsible for the entire administration and financial affairs of the University while the Academic wing is responsible for the Academic affairs of the University. The administrative wing holds all the administrative departments while the Academic wing holds all the Faculties and Academic Departments.

GENERAL PERFORMANCE IN FINANCIAL YEAR 2022/2023

Policies Approved

In the reporting period, 2 policies were approved by the University Council. They include:

- (i) Research and innovations guidelines
- (ii) Staff training and development policy

1.5 Compliance and Accountability

Since the beginning of the University in 2014/2015, Muni University has always had unqualified opinion by Auditor General, including the reporting year 2022/2023. The Public Procurement and Disposal Authority has every year audited the University and their findings reveals excellent performance which has made Muni University to become a center of excellence in procurement. Hence, other entities do benchmark from the University.

Muni University has a robust Audit system that supports in providing objective and independent assurance and advisory role during planning, budgeting, execution, and evaluation of the budget. The auditing function has helped the institution to achieve many outcomes due to their assurance and advisory services that they provided. The internal audit unit helped the University to accomplish its objectives by bringing out a systematic, disciplined approach to evaluate and improve the effectiveness and efficiency of governance, risk management, and control processes. In the Financial year 2022/2023, the Audit

Unit prepared and submitted Internal Audit Annual Risk Based Plan to the Council Audit Committee and other stakeholders including Internal Auditor General, and Top Management in accordance with International Professional Practicing Frameworks (IPPFs). The Unit also generated and submitted four Quarterly reports to the Council Audit Committee, and other stakeholders including Internal Auditor General, and Top Management. The Unit also undertook verification of supplies and works procured in the reporting year.

One board of survey was conducted, report produced, one six months and nine month financial statements were prepared and submitted to Auditor and Accountant General respectively.

1.6 Planning, Budgeting and Finance

Muni University Conducts Planning, Budgeting and Budget Execution in accordance with the Government of Uganda Public Finance Management Act 2015, as amended, Budget Call Circulars and Guidelines issued by the Ministry of Finance Planning and Economic Development from time to time.

In the Financial Year (FY) 2022/2023 the University was appropriated a budget of Uganda shillings 25.939 billion (**Twenty-five Billion, nine Hundred and thirty-nine Million one hundred twenty-two seven hundred thirty-six Shillings Only**) and received 24.733 billion (**Twenty-four Billion, Seven Hundred and thirty-three one hundred sixty-five eight hundred seven Shillings Only**) to support the implementation of the planned activities. The University submitted four (4) quarterly budget and Output performance reports to the Ministry of Finance, Planning and Economic Development. The Annual Budget Performance for FY 2022/2023 is presented in Table 1.

Table 1: Annual Budget Performance FY2022/2023

	Approved Budget	Revised Budget	Released by End Q4	Spent by End Q4	% Budget Released	% Budget Spent	% Releases Spent
Wage	15.694	16.320	16.320	16.314	104.0 %	104.0 %	100.0 %
Non-Wage	5.541	5.650	5.624	5.477	102.0 %	98.9 %	97.4 %
GoU Devt	3.890	3.890	2.710	2.036	69.7 %	52.3 %	75.1 %
Ext Fin.	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
GoU Total	25.125	25.861	24.654	23.827	98.1 %	94.8 %	96.6 %
Total GoU+Ext Fin (MTEF)	25.125	25.861	24.654	23.827	98.1 %	94.8 %	96.6 %
Arrears	0.079	0.079	0.079	0.079	100.0 %	100.0 %	100.0 %
Total Budget	25.204	25.939	24.733	23.906	98.1 %	94.9 %	96.7 %
<i>A.I.A Total</i>	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
Grand Total	25.204	25.939	24.733	23.906	98.1 %	94.9 %	96.7 %
Total Vote Budget Excluding Arrears	25.125	25.861	24.654	23.827	98.1 %	94.8 %	96.6 %

Source: PBS

Notes:

1. The Development Budget was insufficiently released at 65.9% hence affecting completion time of the Health Science Laboratory Block which is still at 46% completion. This has affected the ability of the University to roll-out more Academic Programs and Students doing advanced laboratory practice. Equally, the progress of the Administration Annex building was negatively affected at 36%. The Administrative Staff have inadequate office space for effectiveness and efficiency.
2. Inadequate funding especially for capital development, constraining the completion of the ongoing multiyear projects.
3. Under release of development funds.
4. Under staffing due to inadequate wage bill allocation resulting into increased use of Part Time Lecturers.
5. Late and/or non-payment of fees by students escalating the University's receivables.
6. Inadequate infrastructure.
7. Limited funds to cater for living out allowances for Government-sponsored students due to Tri semester caused by the impact of Covid-19

1.7 The Financial and physical Performance 2022/23

This financial budget performance shows the variance between funds disbursed from Government of Uganda and Muni University level of absorption as presented in Table 2.

Table 2: Financial performance FY 2022/23

Budget category	Approved Budget FY 2022/23 (UGX)	Revised Budget FY 2022/23 (UGX)	Actual FY 2022/23 (UGX)	(%) Realization
GOU Wage	15,694,000,000	16,320,122,736	16,320,122,736	100.00
GOU Non-Wage Recurrent	5,620,000,000	5,729,000,000	5,703,009,737	99.54
GOU Development	3,890,000,000	3,890,000,000	2,710,033,334	69.67
Total	25,204,000,000	25,939,122,736	24,733,165,807	95.35

Source: IFMS

Notes

- i. Out of the approved budget of UGX. 25,204,000,000, the government approved an additional UGX. 109,000,000 and UGX. 635,000,000 for gratuity and wage respectively in quarter 4, leading to an approved revised budget of UGX. 25,939,122,736 through a supplementary.
- ii. Out of the approved revised budget of UGX. 25,939,122,736, UGX. 24,733,165,807 was released during the FY 2022/23 accounting for 95.35% realization.
- iii. Only 69.67% of the budget for GOU Development was released in the year under review, and this has led to the delay in the completion of the two Multiyear construction projects of the Multipurpose laboratory at the Faculty of Health Sciences and the Administration Block Annex respectively.

1.8 Summary of Issues in Budget Execution

Table 3: Overview of Vote Expenditures (UGX Billion) FY 2022/23

	Initial Budget (UGX)	Revised Budget (UGX)	Warrant (UGX)	Actual Expenditure (UGX)	Variance (Revised Vs Actual) (UGX)	Variance (Funding Vs Actual) (UGX)
	Jun-23	Jun-23	Jun-23	Jun-23	Jun-23	Jun-23
EXPENDITURE						
Employee Costs	17,948,487,404	18,684,119,054	18,684,118,054	18,609,407,857	74,711,197	74,710,197
Goods and Services	2,791,796,362	2,791,796,362	2,700,771,362	2,620,829,638	170,966,724	79,941,724
Property, Plant and Equipment	3,790,000,000	3,790,000,000	2,675,033,334	2,655,702,689	1,134,297,311	19,330,645
Subsidies						
Grants and other transfers	70,000,000	70,000,000	70,000,000	70,000,000		
Social Benefits						
Interest Expenses						
Other Expenses	524,615,300	524,615,300	524,615,300	524,569,530	45,770	45,770
Domestic Arrears Paid	78,627,757	78,627,757	78,627,757	78,627,757		
Total expenditure	25,203,526,823	25,939,158,473	24,733,165,807	24,559,137,471	1,380,021,002	174,028,336

Source: IFMS

Out of the approved warrant of UGX. 24,733,165,807, the University did not spent UGX. 174,028,336 leading to a sweepback to the Treasury as shown in Table 4.

Table 4: Unspent Funds - By Nature of Expenditure FY 2022/23

Expenditure	Warrant (UGX)	Actual Expenditure (UGX)	Variance (Funding VS Actual) (UGX)	Remarks
Employee Costs	18,684,118,054	18,609,407,857	74,710,197	Wage and Gratuity
Goods and Services	2,700,771,362	2,620,829,638	79,941,724	Assorted goods and services due to IFMS challenges.
Property, Plant and Equipment	2,675,033,334	2,655,702,689	19,330,645	ICT retooling projects due to IFMS challenges.
Other Expenses	524,615,300	524,569,530	45,770	Small office equipment due to insufficient funds
Total	24,584,538,050	24,410,509,714	174,028,336	

Source: IFMS

1.9 Non-Tax Revenue (NTR) Performance

The University contributes directly to the government resource envelop (MTEF) through the contribution of Non tax Revenue which is collected by Uganda Revenue Authority and in the FY 2022/23, the University performed as shown in the table 5.

Table 5: Non-Tax Revenue Performance FY 2022/23

Approved Budget FY 2022/23 (UGX)	Actual Collection FY 2022/23 (UGX)	(%) Collection
1,175,000,000	1,397,799,536	118.96

Source: AIMS

Notes

- i. Out of the total collection of UGX. 1,397,799,536, UGX. 266,000,000 relates to the receivables of the prior year collected in FY 2022/23, representing 19.03% of the total collections, leaving the University with actual collection of UGX. 1,122,000,000 for FY 2022/23 and UGX. 9,799,536 in students' prepayments.
- ii. Out of the total collection of UGX. 1,397,799,536, UGX. 190,027,276 relates to the rental income received from Desert Breeze and Kajo Keji Health Training Institute for the use of Muni University Guest House and Muni University Capacity Building Centre respectively. This is part of the University's resource mobilization effort to supplement on the releases from the government.

1.10 Information Technology and E-learning services

The internet services are provided by the Research and Education Network for Uganda (RENU) which is a non-profit consortium formed by Universities in Uganda to provide research and collaboration network to the Universities at a subsidized rate. RENU provides the University with a block of public internet version 4 protocol addresses at zero cost and training for capacity building for ICT staff. RENU provided 62.25 Mbps to support academic learning at the institution.

The University uses the eLearning platform used is Moodle, an open-source and free learning management system. All the University academic programmes by the eLearning policy were delivered using a blended approach.

1.11 University Clinic

Muni University has an operational health facility at the level of health centre II that provides Out-Patient Department (OPD) health services to both University staff and students. The Facility is equipped with three staff that include two nurses and one laboratory technician. New students receive health screening services to ascertain their health condition at the time of reporting for their academic programs.

The University management ensures that the facility is equipped with necessary medicines for administering to ailing students. The University Clinic laboratory is equipped with a

micro-scope, centrifuge and routinely reagents to support in performing clinical tests to assess the cause of their ailments so as to administer the right medication under right instruction of an assigned medical doctor. The University clinic provided health services to a total of 2,522 persons (1,368 males & 1,154 females) in Financial Year 2022/2023.

The University clinic staff conduct community outreaches around the community with Arua Regional Referral Hospital staff to strengthen community health surveillance, immunization, integrated community health management and managing 12 Village Health Teams.

1.12 Benchmarking visits from sister Universities

Muni University has continued to share leadership and governance skills with other Universities in an effort to champion quality delivery of higher education across the both government and private teaching institutions. As a result, four Universities visited Muni University on an experiential learning visit. These were Bunyoro, Busoga, Mountains of the Moon and Soroti University.



Figure 1: Mountains of the Moon University staff visiting Muni University

A team from the Mountain of the Moons University (MMU) led by their Chairperson of the University Council, Eng. Dr. Ben Manyindo & the VC Prof. Pius Coxwell Achanga visited Muni University to benchmark on salient issues of University governance.



Figure 2: Members of Bunyoro University task force on governance and leadership knowledge sharing

On 5th April 2023, Members of the Bunyoro University management Task-force Committee led by their Chairperson Vice Chancellor Prof. Samuel Kyamanywa are on campus for best-practice benchmarking. The Acting VC, Associate Professor Simon Anguma says the visit is an expression of confidence at the University.



Figure 3: A team from Mountains of the Moon University on Library experiential learning

On 21st November 2022, a team from Mountains of the Moon University visited Muni University to understand the technical and operational functions in the Muni University library to increase the utilisation of library resources at their University. Sr. Katuutu, the Ag, led the team and co-led by the principal Librarian Ms. Lady Mary Kabapagasa, the Principal Librarian and Digital services.

On 2nd November 2022, a team from Soroti University Guild Leadership benchmarking at Muni as seen in Figure 3 below;



Figure 4: Soroti University Guild on a leadership-learning visit

CHAPTER TWO

HUMAN RESOURCE MANAGEMENT

2.1 Performance Management

The Human Resource Department of the University regularly ensures the institutions human resource gaps are identified and filled, the staff are trained, appraised, rewarded, motivated, and promoted following set-out criteria on recruitment, rewards, sanctions as specified in the University's Human Resource Manual.

2.2 Recruitment of Staff

2.2.1 Externally Recruited Staff

The University in the reporting year 2022/2023 recruited 12 new employees. (F=3, M=9) from external sources. The newly recruited staff are presented in Table 6.

Table 6: Externally Recruited Staff

S/No.	Names	Position Appointed to
1	Mr. Anyase Ronald Amaza	Assistant Lecturer in Pharmacology
2	Mr. Isingoma Bigabwa James	Assistant Lecturer in Curriculum and Media Studies
3	Ms. Hellen Nakayiza	Assistant Lecturer in Computer Science
4	Mr. Francis Adrapi	University Bursar
5	Ms. Joan Walusansa	Secretary
6	Ms. Amina Chandia	Secretary
7	Mr. Gumushabe Micheal	Assistant Lecturer in Mechanical Engineering
8	Mr. Andama Geoffrey	Lecturer in Physics
9	Mr. Bwayo Edward	Lecturer in Physics
10	Mr. Odama Fred	Driver
11	Mr. Emokori Ronald	Driver
12	Mr. Aniku Joseph	Driver
13	Mr. Sunday Ependu	Tractor Operator

2.2.2 Internal Promotions

In the year ended 30th June 2023, 16 academic staff were internally promoted to the next ranks. These included one senior lecturer promoted to Associated Professor and 13 Assistant lecturers promoted to lecturer positions.

a) *Associate Professor*

Table 7: Associate Professor

S/No	Names	Position promoted to
1	Professor Morgan Andama	Associate Professor in Biology

b) *Senior Lecturers*

Table 8: Senior Lecturers

S/No	Names	Position promoted to
1	Dr. Robert Opoke	Senior Lecturer in Biology
2	Dr. Lawrence Nkamwesiga	Senior Lecturer Information Systems

c) *Lecturers*

Table 9: Lecturers

S/No	Names	Position promoted to
1	Dr. Edemacu Kennedy	Lecturer in Computer Science
2	Dr. Dan Abudu	Lecturer Information Systems
3	Guma Ali	Lecturer Computer Science
4	Omara Polycarp	Lecturer Curriculum Studies
5	Okwong Davis	Lecturer in Psychology
6	Ojok Walter	Lecturer in Chemistry
7	Akwongo Betty	Lecturer in Biology
8	Oryema Bosco	Lecturer in Physics
9	Kimuli Philly Ivan	Lecturer in Mathematics
10	Arop Martin Deosmons	Lecturer in Mathematics
11	Oloya Benson	Lecturer in Chemistry
12	Omwene Philip Isaac	Lecturer in Agricultural Engineering
13	Taban Habibu	Lecturer in Computer Science

2.3 Appointment of Deans of Faculties

During the Financial year, the Board appointed 5 acting Deans as substantive Deans of Faculties as below in Table 10.

Table 10: Appointment of Deans of Faculties

S/No.	Names	Faculty
1	Dr. Joyce Bukirwa Ssesanga	Dean Faculty of Education
2	Dr. Amandu Yassin Is'haq	Dean Faculty of Management Science
3	Dr. Morgan Andama	Dean Faculty of Science
4	Dr. Andogah Geoffrey	Dean Faculty of Techno-Science
5	Dr. Alfred Alumai	Dean Faculty of Faculty of Agriculture and Environmental Science

2.4 Confirmation of staff

A total of 33 staff were recommended to and confirmed by the Appointments Board during the reporting year as shown in Table 11.

Table 11: Administrative staff confirmed during the year

S/No	Names	Position
1.	Mr. Martin Emukuny	Network Administrator
2.	Mr. William Edema	Chief Medical laboratories
3.	Mr. Drapari Abdinego	Engineering Assistant Electrical

S/No	Names	Position
4.	Mr. Charles Torach	Laboratory Technician Electrical
5.	Mr. Richard Dramundu	Laboratory Technician Electrical
6.	Mr. Douglass Ongom	Laboratory Technician Mechanical
7.	Mr. Cosmas Andrug	Senior Medical laboratory Technician
8.	Solomon Odur	Laboratory Technician Animal Science
9.	Peter Okumu	Computer Laboratory Attendant
10.	Okello Moses Agen	Laboratory Assistant Chemistry
11.	Mr. Michael Lee	Laboratory Assistant Biology
11.	Ms. Androa Hellen	Office Attendant
12.	Ms. Amaziru Linda	Office Attendant
13.	Ms. Japiem Gifty	Office Attendant
14.	Officer Christopher	Security Guard
15.	Kennedy Emazu	Computer Laboratory Attendant

2.4.1 Academic staff confirmed during the year 2022/2023

The following Academic Staff were promoted during the reporting year as in Table 12.

Table 12: Academic staff confirmed during the year 2022/2023

S/N	Name	Title
1	Dr. Julius Matsiko	Lecturer Environmental Chemistry
2	Nansukusa Yudaya	Assistant Lecturer Software Engineering
3	Mr. Nasaaga Musa Bashir	Assistant Lecturer electrical Engineering
4	Mr. Enock Wambi	Assistant Lecturer Software Engineer
5	John Padde Roberts	Lecturer Medical Laboratory Sciences
6	Winnie Akiteng	Assistant Lecturer Medical Laboratory Sciences
7	Derrick Hope	Assistant Lecturer Public Health
8	Mr. Ssemujju Stephen	Assistant Lecturer in Public Health
9	Mr. Ismail Draguma Legason	Assistant Lecturer in Public Health
10	Dr. Dricile Ratib	Lecturer Public Health
11	Mr. Deus Twesigye	Teaching Assistant/ Clinical Instructor
12	Mr. Charles Ofuti Acadribo	Assistant Lecturer Tourism & Hospitality
13	Ms. Batamuriza Rehema	Assistant Lecturer Procurement and Logistics
14	Mr. Innocent Bayo	Assistant Lecturer Human Resource Management
15	Mr. Alex Aliga	Lecturer Economics
16	Mr. Mulabbi Andrew	Assistant Lecturer Geography
17	Ms. Suzan Laker	Assistant Lecturer English Language Studies
18	Noah Ochima	Assistant Lecturer Electrical Engineering

2.5 Staff Capacity Development

In the reporting year only 38 (36%) of the 105 Academic Staff of the University had PhDs. The NCHE Quality Assurance Framework requires 60% of the academic staff to hold PhD

for the staffing level in the institution to be ideal, 50% for the staffing to be good and 15-50% for staffing to be acceptable. The current academic staff with PhD are not enough for the University to efficiently achieve its Vision. As such, the University has been encouraging and supporting some of the staff to pursue PhD studies. The details of the staff pursuing PhD studies in various Universities in the world are presented in Table 13.

Table 13: Academic & Administrative Staff Pursuing PhD Studies

S/N	Name	Study Category	University
1	Polycarp Omara	PhD (Educational Planning & Management)	Kyambogo University
2	Davis Okwong	PhD (Educational Psychology)	Makerere University
3	Martin Arop Deosborn	PhD (Mathematics)	Makerere University
4	Amos Drasiku	PhD (Nursing Science)	Makerere University
5	Julius Tibyange	PhD (Biochemistry)	University of Aberdeen, UK
6	Fred Bwayo Masika	PhD (Biology)	Makerere University
7	Imran Ejotre	PhD (Biology)	Institute of Molecular Parasitology, Humboldt University, Germany
8	Peter Nyakuni	PhD (Nursing Science)	Makerere University
9	Alexis Kakyo	PhD (Nursing Science)	Victoria University, Australia
10	Robert Afayo	PhD (Biostatistics and Epidemiology)	Makerere University
11	Betty Akwongo	PhD (Biology)	Makerere University
12	Godfrey Muhwezi	PhD (Chemistry)	Mbarara University of Science and Technology
13	Joseph Asega	PhD (Mathematics Education)	Makerere University
14	Fiona Mukimba	PhD (Computer Science)	Makerere University
15	Josephat Oling Oroma	PhD (Software Engineering, Computer Science)	University of Eastern Finland
16	Opio Innocent Miria	PhD (Mechanical & Energy Engineering)	Makerere University
17	Balitumye Michael	PhD (Literature)	Bishop Stuart University
18	Birungi Amina	PhD (Education)	Kyambogo University
19	Akwar Denis Colon	PhD (Educational Psychology)	Sam Houston State University
20	Aliga Alex	PhD (Economics)	Makerere University
21	Mulabbi Andrew	PhD (Geography)	Mada University, Indonesia
22	Moses Okello	PhD (Crop science)	Makerere University
23	Zech Halasi Gidong	PhD (Agricultural Economics)	Makerere University
24	Akena Geoffrey Oyo	PhD (Economics)	Makerere University
25	Batamuriza Rehema	PhD (Supply Chain Management)	Jomo Kenyatta University
26	Tibyange Julius	PhD (Researcher)	University of Aberdeen, Scotland, UK
27	Benson Musinguzi	PhD (Medical Microbiology)	Makerere University
28	Atiku Saad Mahjub	PhD (Bio-chemistry)	Makerere University
29	Hillary Edema	PhD (Bioinformatics and Biotechnology)	Arctic University of Norway
30	Nasejja Stella Bazibu	PhD (Physics)	Kyambogo University

S/N	Name	Study Category	University
31	Emong Paul	PhD (Bio-Informatics)	Makerere University
32	Fred Masika	PhD (Biology)	Makerere University
33	Paul Bogere	PhD in Animal Nutrition	University of Queensland, Australia
34	Nabulime Norah Bazibu	PhD Environmental Science and Technology	University of Maryland, USA
35	Malingumu Richard	PhD in Soil Science	International Centre for Insect Ecology and Physiology, Nairobi
36	Mr. Ismail Draguma Legason	PhD Oncology (Molecular Epidemiology)	University of Oxford
37	John Roberts Padde	PhD in Clinical Diagnostics	Nanjing Medical University
ADMINISTRATIVE STAFF			
1	Rev. Fr. Professor Odubuker Epiphany Picho	PhD (Knowledge Management)	International School for Social and Business Studies. Mariborska Cesta 7 3000 Celje Slovenia
2	Ijosiga Abdu Wahid	PhD (Human Resource Management)	University of Zambia
3	Rev. Acema Patrick	PhD (Christian Ministry)	Uganda Christian University
4	Mr. Emmanuel Natal Banya	PhD (Management)	UNICAF University
5	Philliam Adoma	PhD (Information Science)	Makerere University
6	Bosco Apparatus Buruga	PhD (Information Science)	University of South Africa

Table Showing Staff who Earned PhDs in 2022/2023

Nine (9) staff who were undertaking their PhD studies graduated with PhDs in various fields as shown in Table 14.

Table 14: Staff that earned PHD's in FY 2022/2023

S/N	Name	Study Category	University
1	Ali Guma	PhD (Information Technology)	Nelson Mandela African Institute of Science
2	Dan Abudu	PhD (Geodetic & Geographical Information Technologies)	Middle East Technical University, Ankara in Republic of Turkey
3	Phillip Isaac Omwene	PhD (Environmental Engineering)	Gebze Technical University
4	Oryema Bosco	PhD (Physics)	Mbarara University
5	Walter Ojok	PhD (Chemistry)	Mbarara University
6	Andama Geoffrey	PhD (Physics)	Mbarara University
7	Phily Ivan Kimuli	PhD (Mathematics)	Makerere University
8	Martin Arop Deosborn	PhD (Mathematics)	Makerere University
9	Benson Oloya	PhD (Chemistry)	Makerere University

2.6 Nomenclature of Academic Staff

To deliver teaching, learning, and research effectively and efficiently, the University recruited 107 Academic Staff to perform the various Faculty functions.

A summary of academic staff by nomenclature is presented in Table 15. The names and qualifications of the staff are presented in the specific faculties of the University in the next sections of this report.

Table 15: Academic Staff Profiled by Ranks

S/N	Rank	Male	Female	Total	(%)
1	Professor	02	00	02	2
2	Associate Professor	03	00	03	3
3	Senior Lecturer	09	01	10	10
4	Lecturer	25	02	27	25
5	Assistant Lecturer	42	18	60	57
6	Teaching Assistant	04	01	05	05
Total		85	22	107	100
%		79	21	100	

2.7 Summary of University Staff Categories

In the reporting year, the University had a total of 243 (Academic, Administrative and support) staff who serve the University in implementing her Vision, Mission, and Objectives. The summary of the University Staff, in their different categories, is presented in Table 16.

Table 16: Muni University Staffing as of 30th. June 2023

S/N	Category of Staff	Male	Female	Totals
1.	Academic Staff	85	22	107
2.	Administrative Staff	34	13	47
3.	Support Staff	59	30	89
	Total	178	65	243

2.8 Guidance and Counselling

Staff who had challenges on career and behaviour were guided through counselling, training, and mentorship. Those who had work related and interpersonal challenges were counselled on case-by-case basis.

2.9 Health, Safety, and Medical Care

Two hundred thirty-five (235) staff of the University were enrolled on medical insurance cover scheme procured from Jubilee Health Insurance Company of Uganda Limited at the end of the FY 2022/2023. The scheme ran from 1st July 2022 to 30th June 2023. Under this scheme, the staff benefited in In-Patient, Outpatient, Optical, Dental, Funeral and Maternity Cover.

2.10 Discipline handling and Management of employee grievances

The Human Resource Department handled two disciplinary cases over the period to conclusion and two employee grievances were successfully resolved.

2.11 Exit Management

During the reporting year, six (7) staff (5 Academic, 1 Administrative and 1 support) exited the University. The Human Resource Department conducted exit interviews to ascertain the reasons for their exit. The list of exited staff is in table 17 below;

Table 17: Staff that exited the University in FY-2022/2023

S/No	Names	Title	Date of exit
1	Mr. Mutego Ronard	University Bursar	September, 2022
2	Dr. Ndugu Nelson	Lecturer, Physics	November, 2022
3	Mr. Samuel Ocen	Assistant Lecturer, Computer Science	February, 2023
4	Ms. Atima Rose	Assistant Lecturer Mechanical Engineering	August, 2022
5	Mr. Akwar Dennis	Assistant Lecturer Curriculum and Media Studies	August, 2022
6	Dr. Lugolole Robert	Lecturer, Physics	December 2022
7	Mr. Ojok Patrick	Driver	February, 2023

CHAPTER THREE

INFRASTRUCTURAL PROJECTS

3.1 Construction projects in FY 2022/2023

Muni University undertook six (2) major construction projects. These are tabulated in Table 18.

Table 18: Construction Projects in FY 2022/2023

S/N	PROJECT	SCOPE	STATUS
1	Completion of the construction of Health Science Laboratory building	<ul style="list-style-type: none">• Health Building• External works	Incomplete – construction on going (46%)
2	Construction of Administration block Annex	<ul style="list-style-type: none">• Administration block• External works	Incomplete– construction on going (41%)



Figure 5: Health Science Laboratory Building at ring beam level (46% completion rate)



Figure 6: Administration Block Annex at Third Floor level (36% completion rate)

CHAPTER FOUR

MOVABLE AND IMMOVABLE ASSETS

4.1 Introduction

Muni University owns both movable and immovable assets which facilitate her operations in discharging her responsibilities towards the achievements of her objects.

The University has a vast arable and viable land that is hosting the University premises which include Student Lecture Halls, Administration Offices, Student play area, University Clinic, and a Guest House. The current structures occupy 15% of the University land parcel. Eighty-Six percent (85%) of the land is yet undeveloped. Refer to Table 11 for the details of land and their status.

4.2 Immovable Assets

a) Land Parcels

Right from the appointment of the taskforce that commenced its work in 2010, the taskforce members aggressively acquired several parcels of land across the districts of West Nile Sub-Region. This was not only to acquire space but also strategically provide the future of the University which by Section 22 (1) of universities and other Tertiary Institutions Act 2001 as amended, exist in perpetuity. In pursuant of the same, the taskforce members ensured that they processed certificates of freehold for all the parcels of lands save for one that the process to obtain for it the certificate of freehold is ongoing. The details of the land parcels are presented in Table 19.

Table 19: Details of Land and Status

Site/Plot No	Location	Land sizes (Acres)	Date of Acquisition	Status	Title Deed No
Muni Hill	Muni University Main Campus	130.054	2010	Partly developed & occupied by university	NPL/3340 Regd:31/7/2014 at 4:45pm, INST.00005827, Vol.HQT210 Folio 9
Okollo	Muni University Okollo site	2,973.13	2010	Vacant	NPL/3961 Regd:05/02/2014 at 4.15pm Inst.00002950 Vol.HQT85 Folio 21
Pakwach	Muni University Paroketo site	147.266	2011	Vacant	NDLB/1337, Regd:17/5/2016 at 3:50 pm, INST.00020852, Vol. HQT793, Folio 14
Yumbe	Muni University Bidibidi site	439.58	2011	Occupied under partnership by Prime Minister's office/UNHCR	Lease process is on:

Site/Plot No	Location	Land sizes (Acres)	Date of Acquisition	Status	Title Deed No
Arua City	Muni University Arua City site	0.044	2014	Vacant	REGD 08/08/2018 AT 12:14PM, NST: ARU-00000516
Oluko	Muni University CBC	3.239	06/06/2017	Developed & occupied by university	NPL/3947, Regd:20/2/2014,2.05pm, INST.00003160, Vol. HQT106, Folio 6
Zombo	Zeu Sub-county	23 Acres	2018	Vacant	Under process

c) Buildings

The university currently has the following building infrastructure.

(i) Muni Hill Campus

Table 20 Building Infrastructures at Muni Hill Campus

S/N	STRUCTURE/COMPONENT
1	2 Storey Lecture block
2	1 Storey Administration block
3	ICT Laboratory block
4	ICT workshop block
5	Clinic block
6	Library block
7	Guest House
8	Multi-purpose Health Science Laboratory Building
9	Utility Building



Figure 7: Multi-purpose health science laboratory block with part of it under completion

4.3 Movable Assets

To carryout daily operations of the University, in a bid to discharge its mandate, the University acquired movable assets which include motor vehicles, generators and tractors and their implements as in Table 21.

Table 21: Assets and Movable Properties and their status

S/N	Vehicle/Equipment Type/ Make	Make/Model	Registration/Serial No	Status
1	Station Wagon	Mitsubishi	UG 2250 E	Functional
2	Double Cabin Pick up	Isuzu-Dmax/2012	UG 2247 E	Not Functional
3	Double Cabin Pick up	Isuzu-Dmax/2012	UG 2246 E	Not Functional
4	University Bus	Isuzu	UBD 751 E	Functional
5	Station Wagon	Mitsubishi	UBD 560 M	Functional
6	Station Wagon	Mitsubishi	UAY 080 Z	Functional
7	Station Wagon	Mitsubishi	UAY 087 Z	Functional
8	Pickup	Mitsubishi	UAY 081 Z	Functional
9	Double Cabin Pick up	Isuzu-X Rider/2019	UBF 970 H	Functional
10	Double Cabin Pick up	Isuzu-X Rider/2019	UBF 850 H	Functional
11	Nissan Double Cabin Pick up	Nissan/2021	UBL 756V	Functional
12	Station Wagon	Toyota-Fortune Runner/2020	UBK 377 B	Functional
13	Station Wagon	Nissan-Terra/2022	UBN 376B	Functional
14	Tractor	Taffe	UBH 144 N	Functional
15	Tractor	Taffe	UBH 086 N	Functional
16	Caterpillar Generator		-	Functional
17	Brush cutter (hand mowers) 02	2022	QY160126	Functional
18	Caterpillar Generator (150kVA)	-	-	Functional
19	Welding generator (5KVA)	ISO9001CE	-	Functional
20	Electric jet car washer (50HZ)	-	Em2150w	Functional
21	Car diagnostic tool	-	HS30040302	Functional
22	Tractor trailer (6500Kg)	-	UBL 726P	Functional

Muni University acquired a new station wagon for the University Secretary during the Financial Year. It is shown in Figure 8.



Figure 8: Newly acquired station wagon vehicle for University Secretary

CHAPTER FIVE

ACADEMIC AND STUDENTS' AFFAIRS

5.1 Introduction

The office of the Academic Registrar is charged with the responsibility of admitting students, enrolling, registering, and preparing students for graduation. Meanwhile the office of the Dean of Students is charged with responsibility of managing students' welfare.

5.2 Academic Programmes Accredited

The University has six faculties running a total of fourteen (14) academic programmes from bachelor's to master's degrees. The focus of the University is to produce graduates with positive attitude, hands-on skills and experience, resilience, and favorable global competitiveness with emphasis on STEI/STEM Programme [Strategic Plan: 2022/2023 – 2024/2025]. The programmes are listed in Table 22.

Table 22: Academic Programmes Accredited

SN	Faculty	Programme	Code	Duration
1.	Faculty of Technoscience (FTS)	Bachelor of Information Technology	MIT	3 Years
		Bachelor of Information Systems	ISM	3 Years
		Master of Science in Artificial Intelligence	MAI	2 Years
		Master of Science in Computer Science	MCS	2 Years
2.	Faculty of Education (FoE)	Higher Education Certificate- Humanities, Biological Sciences, & Physical Sciences	HEC	1 Year
		Bachelor of Science with Education	Biological	3 Years
			Biological-Physical Education	
			Physical	
			Physical-Physical Education	
			Economics	
			Computer Studies	
			Agriculture	
		Postgraduate Diploma in Education	PGDE	1 Year
		Bachelor of Education (Primary)	BED-P	3 Years
		Bachelor of Early Childhood Care and Education	ECE	3 Years
		Master of Education (Education Planning and Management)	M.ED-EPM	2 Years
3.	Faculty of Health Sciences (FHS)	Bachelor of Nursing Science	NSM	4 Years
		Master of Public Health	MPH	2 Years

SN	Faculty	Programme	Code	Duration
4.	Faculty of Management Science (FMS)	Bachelor of Business Administration and Management	BBM	3 Years
		Bachelor of Economics	ECM	3 Years
		Bachelor of Procurement and Supply Chain Management	PCM	3 Years
		Postgraduate Diploma in Financial Management	PGDFM	1 Year
		Postgraduate Diploma in Human Resource Management		
		Master of Business Administration	MBA	2 Years
		Master of Tourism and Hospitality Management	MTH	2 Years
5.	Faculty of Agric. & Env'tal Sci. FAES)	Bachelor of Science in Agriculture	ASM	4 Years
6.	Faculty of Science (FoS)	Higher Education Certificate- Physical Sciences	HEC-P	1 Year
		Higher Education Certificate- Biological Sciences	HEC-B	1 Year
		Bachelor of Science	BSM	3 Years
		Master of Science in Chemistry	MSC	2 Years
		Master of Science in Mathematics	MSM	2 Years
		Master of Science in Biodiversity Conservation	MBC	2 Years
		Master of Science in Climate Change and Disaster Risk Management	MCD	2 Years

5.3 Student Enrolment

In the reporting year, the university had a total enrollment of 841 students (588 Males and 253 females) in the six faculties for the 11 Academic Programmes. 48 weeks of lectures held and 3 semester examinations conducted The details are presented in Table 23.

Table 23: Student Enrollment in FY 2022/2023

SN	Faculty	Programme	Prog. Code	Programme Duration	Year 1			Year 2			Year 3			Year 4			Grand Totals		
					M	F	Tot	M	F	Tot	M	F	Tot	M	F	Tot	M	F	Tot
1	Faculty of Agriculture and Environmental Science (FAES)	Bachelor of Science in Agriculture	ASM	4 Years	18	6	24	21	9	30	9	4	13			48	19	67	
		Sub-Totals			18	6	24	21	9	30	9	4	13			48	19	67	
2	Faculty of Education (FOE)	Higher Education Certificate (Humanities)	HEC-H	1 Year	5	4	9									5	4	9	
		Bachelor of Science with Education	(SMB, SMBPE, SMP, SME, SMC, SMA & SMPE)	3 Years	49	8	57	59	8	67	44	7	51			152	23	175	
		Bachelor of Education (Primary)	BED-P	3 Years	49	29	78	57	66	123						106	95	201	
		Bachelor of Early Childhood Education	ECE	3 Years	5	6	11									5	6	11	
		Master of Education (Educational Planning and Management)	MED. EPM	2 Years	14	8	22	4	6	10						18	14	32	
		Sub-Totals			122	55	177	120	80	200	44	7	51			286	142	428	
3	Faculty of Health Sciences (FHS)	Bachelor of Nursing Science	NSM	4 Years	26	12	38	32	15	47	23	10	33	23	15	38	104	52	156
		Sub-Totals			26	12	38	32	15	47	23	10	33	23	15	38	104	52	156
4	Faculty of Management Science (FMS)	Bachelor of Business Administration & Management	BBM	3 Years	5	0	5	5	8	13	6	7	13			16	15	31	
		Bachelor of Economics	ECM	3 Years	0	0	0	0	1	1							1	1	
		Postgraduate Diploma in Financial Management	PGDFM	1 Year	5	8	13									5	8	13	
		Sub-Totals			10	8	18	5	9	14	6	7	13	23	15	38	21	24	45
5	Faculty of Science (FSC)	Higher Education Certificate (Biological & Physical Sciences)	HEB & HEP	1 Year	6	2	8									6	2	8	
		Sub-Totals			6	2	8									6	2	8	
6	Faculty of Technoscience (FTS)	Bachelor of Information Systems	ISM	3 Years	7	3	10	7	4	11	14	2	16			28	9	37	
		Bachelor of Science in Information Technology	ITM	3 Years							9	3	12			9	3	12	
		Bachelor of Information Technology	MIT	3 Years	13	0	13	11	3	14						24	3	27	
		Sub-Totals			20	3	23	18	7	25	23	5	28			61	15	76	
GRAND TOTALS					202	86	288	196	120	316	105	33	138	46	30	76	526	254	780

5.4 Graduation

In the Reporting Year, the University held its Fourth Graduation virtually. A total of 261 students graduated under different programmes. This fulfills one of the strategic objectives of producing well trained and qualified graduates for the labour market within the Strategic Plan period [Strategic Plan: 2022/2023 – 2024/2025] as shown in Table 24.

Table 24: Showing the number of students who graduated in FY 2022/2023 by program

S/N	Programme	2020/2021			2021/2022			Overall		
		M	F	Tot	M	F	Tot	M	F	Tot
1.	Bachelor of Information Systems	13	7	20	12	9	21	25	16	41
2.	Bachelor of Science in Information Technology	12	2	14	13	-	13	25	2	27
3.	Bachelor of Science with Education (Biological)	14	8	22	10	5	15	24	13	37
4.	Bachelor of Science with Education (Physical)	29	6	35	29	2	31	58	8	67
5.	Bachelor of Nursing Science	21	8	29	21	16	37	42	24	66
6.	Postgraduate Diploma in Financial Management	16	7	23	-	-	-	16	7	23
	Total	105	38	143	85	32	117	190	70	261

5.5 Sports and Recreation

Muni University participated for the first time in this competition where three sporting disciplines were taken i.e. Football (men), Woodball (men and women), and Badminton (men and women). Muni University football team was in group C together with Ndejje University, Kampala University, Kenya Methodist University and Mountain of the Moon University. Muni University won 2 – 0 against Mt of the Moon, 3 – 0 against Kenya Methodist, drew 0 – 0 against Kampala University and the game against Ndejje University did not take place due to irregularity from the organizer. This affected the team from qualifying to the knock out stages. But two of our Woodball players reached quarter finals in Fairway competitions. Badminton players also tried their best though none of them reach quarter finals. The East Africa Games was scheduled from 16th – 21st December 2022.



Figure 9: Official flag-off of Muni University team for East Africa Games 2022 by University Secretary

CHAPTER SIX

LIBRARY AND INFORMATION SERVICES



Figure 10: Muni University Library

6.1 Introduction

Muni University Library is a robust and dynamic library vital to the academic life of the University. The library provides an environment for discovery, reflection, and expansion of knowledge. The library's collections are built to meet the research and teaching needs of the University Community.

Students are concerned with personal study space, interactive learning areas, strong information resources and technology, and operational hours. For faculty, the library is one of the most important institutions on

campus. Faculty are especially concerned with collections, allocations, acquisitions, preservation of knowledge, and availability of key scholarly works in all media.

Library materials have traditionally been acquired in physical formats, but increasingly are being acquired in digital formats to support the University in delivering its mandate. Its primary role is to collect and preserve knowledge in the various forms important to the University Community. Some of the library achievements in the reporting year include:

6.2 Trainings for Library Users

Given the importance of capacity building in promoting effective utilization of library information resources and management, the University Library conducted various pieces of training for library users as seen in Figure 11.

To mark Library Week, the Library organized a 4-day training in data analysis using SPSS and STATA to mark library week and this was attended by 76 participants.



Figure 11: Photo showing training on SPSS and STATA to mark Library Week

A summary of various trainings the library organised in the reporting year are presented in Table 25.

Table 25: Library Trainings held in the Reporting Year

S/N	Training	No. of Participants		
		M	F	Total
1	Organised training for Bachelor of Science in Agriculture students on the use of: 1.1 Online Public Access Catalogue (OPAC). 1.2 Mendeley citation management software. 1.3 Scientific & nonscientific information sources attended by 15 students.	9	6	15
2	Created awareness to 63 library users of the available functions, facilities, services, and resources in the library	46	17	63
3	Trained 56 community and school librarians organized by Books for Development at Gipir & Labongo Safari Lodge, Pakwach.	36	20	56
4	Organized 4 days training in data analysis using SPSS and STATA to mark library week for 76 students.	40	36	76
5	Trained Bachelor of Business Management year two students on Searching & retrieving e-journals, and citation and referencing attended by 9 participants; 5 males and 4 females.	5	4	9

6.3 Information Resources Acquired

Procured 132 copies of textbooks supplied by Ms Booklines Africa Ltd and received a total of 133 copies of textbooks as a donation. In addition, library paid membership and eResources subscription to the Consortium of Uganda University Libraries (CUUL) The Consortium of Uganda University Libraries (CUUL) presented a certificate of appreciation to Muni University in recognition of her outstanding commitment to supporting CUUL activities.



Figure 12: Ag. UL handing over certificate from CUUL to University Officers

Muni University Library has access to 400+ journals from Cambridge University Press, Emerald Publishing Group Ltd, Taylor & Francis Group accessible at <https://library.muni.ac.ug/> on desktop computers, laptops, smartphones, but more importantly on Kindle Fire; purpose-built for reading—glare-free display that reads like real paper, even in bright sunlight with more reading time –lasts up to 3 days, on a single charge via USB-C.

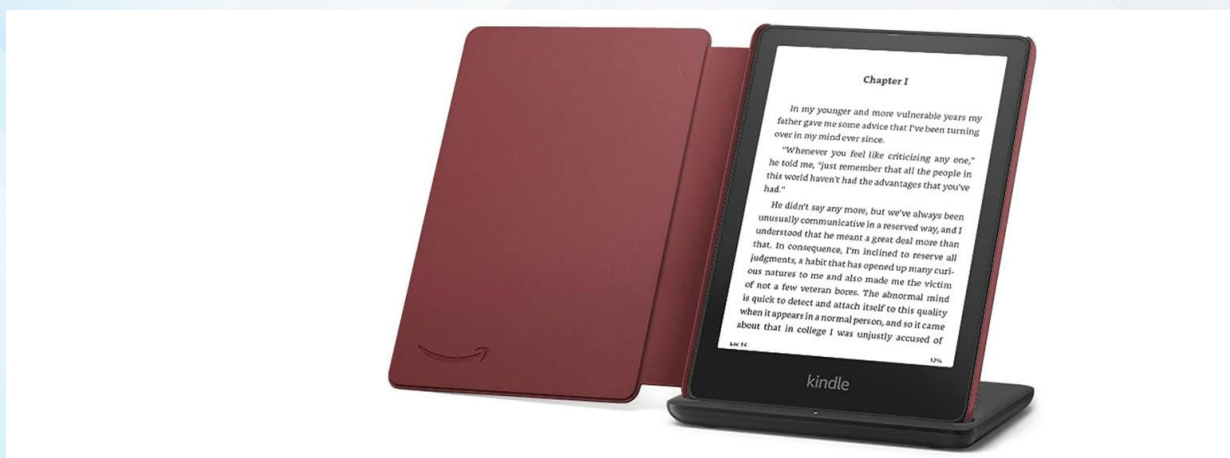


Figure 13: Photo showing a kindle fire

To make the best use of the information resources acquired, users are trained on how to search, access, and retrieve such information resources for filling the gap in their information needs.

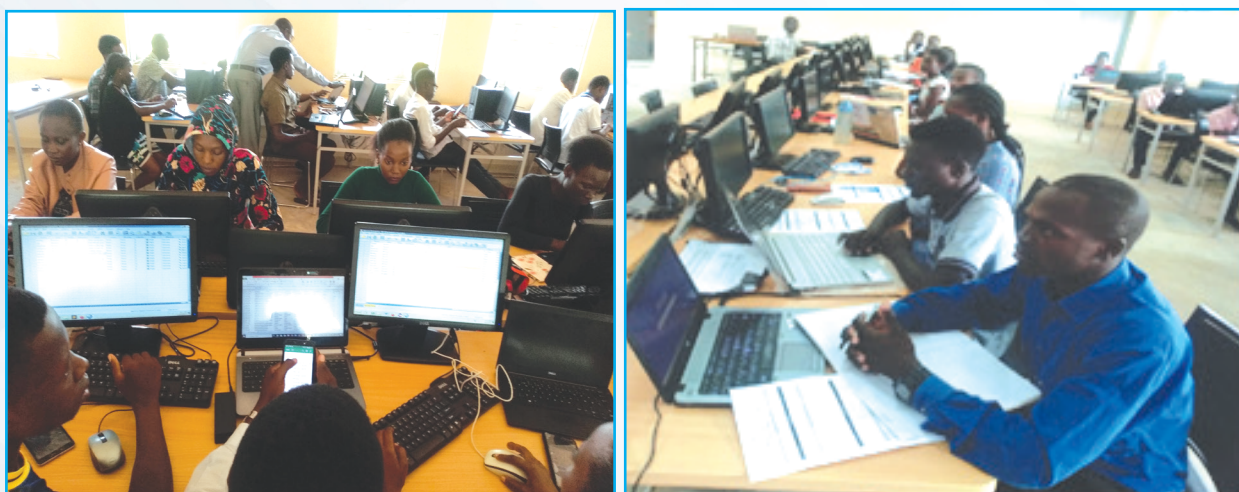


Figure 14: Users been trained to make best use of the information resources

6.4 Information Storage and Dissemination

Library received research publications from faculties of: Technoscience, Education, Science, Agriculture & Environmental Sciences, Health Sciences, and Management Sciences and uploaded them into the Institutional Repository for information sharing and preservation. The Online Public Access Catalogue (OPAC), Facebook, Twitter, WhatsApp, and YouTube are used for promoting and marketing, and accessing library information services. In addition to that, the library provides Kindle Tablet and laptop borrowing to its users as shown in Table 26.

Table 26: Articles Published FY 2022/23 in the University Repository

S/N	NO. OF ARTICLES PUBLISHED					
	FACULTY/DEPARTMENT	Q1	Q2	Q3	Q4	TOTALS
1	Technoscience	01	00	00	08	09
2	Education	00	00	01	00	01
3	Science	01	04	02	03	10
4	Agriculture & Environmental Sciences	04	05	04	01	14
5	Health Sciences	03	01	03	02	09
6	Management Sciences	01	02	07	03	13
7	Management and Administration Staff	00	00	01	01	02
	Total	10	12	18	10	58

6.5 Library Outreach

6.5.1 Higher Education Exhibition

The library participated in the 13th Higher Education Exhibition organised by National Council for Higher Education from 20th to 24th September 2022 to showcase how it supports the University ODeL programme.

6.5.2 Lodonga Community Library

The University Library conducted an assessment on refurbishing and redesigning the Lodonga Community Library in Figure 15 for its smooth running. As a result of the assessment, in collaboration with Books for Development with whom we signed a MoU as witnessed by the University Legal Officer in Figure 16, Muni University Library shall provide technical expertise and hands-on skills on reorganizing shelves and re-shelving books to enable the readers easily access books.



Figure 15: Photo showing Lodonga Community Library

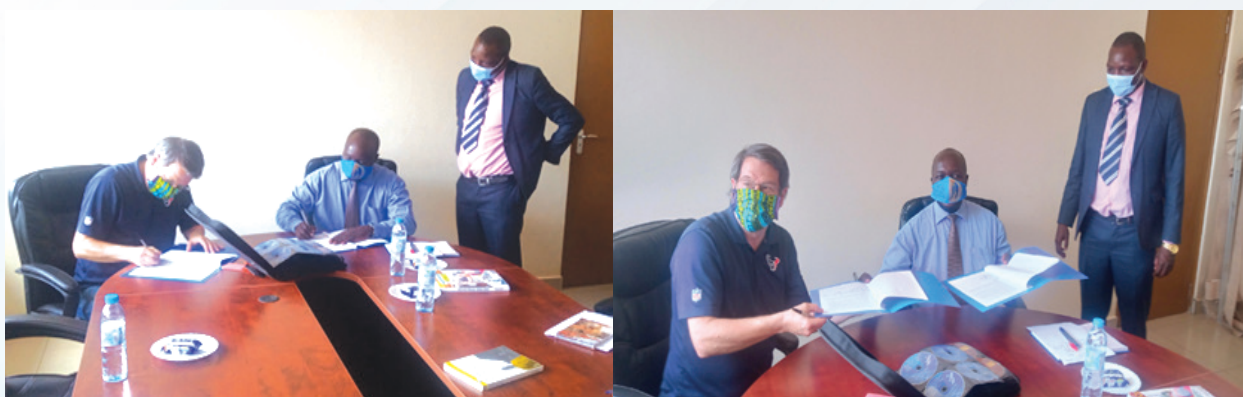


Figure 16: Signing of a MoU between Books for Development and Muni University

6.5.3 Training of Community and school librarians at Pakwach

As indicated in table 25, the training that took place at Gipir & Labongo Safari Lodge, Pakwach was facilitated by Muni University Library staff: Mr. Osamai, Mr. Samanya and Mr. Adoma besides others.



Figure 17: Photo showing facilitators in planning meeting for the training



Figure 18: Photo showing training of community and school librarians

CHAPTER SEVEN

FACULTY OF TECHNOSCIENCE

7.1 Introduction

Faculty of Technoscience was the first Faculty established by University Council in 2014 to train **Technologists** and **Engineers** in line with the establishment of Muni University. The overarching objective is to spearhead **Technoscience** philosophy of **Making Things Work** by situating teaching and learning, research and innovation, and community outreach in the context of solving societal problems. The faculty further pursues the **Triple Helix** model to engage Industry (local, national, and international) and Government (local, national, regional and international) to stimulate innovative and sustainable socioeconomic development in the society.

Vision:

A Centre of Excellence in Technology and Engineering Education, Research and Innovation, and Societal Transformation.

Mission:

To deliver world class education in technology and engineering; produce and use scientific knowledge; and innovate entrepreneurial solutions for societal transformation.

7.2 Administrative Structure of the Faculty

The faculty is headed by the Dean who is elected by members of the faculty. Currently, Dr Geoffrey Andogah is the Dean of the faculty. The Dean is assisted by Dr Taban Habibu, Head of Department – Computer Science and Electrical Engineering.



Dr. Andogah Geoffrey
Dean - Faculty of Technoscience



Dr. Taban Habibu
HoD - Computer Science and Electrical Engineering

7.4 Research Focus

The current research focus of the faculty encompasses a broad spectrum of themes in Computer Science and Electrical Engineering. We are focusing on applied research relevant to national interests such as developing technologies for accurate weather prediction, developing technologies for traffic lighting systems for Arua City and new regional cities, and promoting solutions developed by students. The faculty provides incubation labs for staff and students to develop and test prototypes and market the developed solutions and technologies.

7.5 Teaching and Learning

Our teaching and learning activities are conducted on semester system with each semester running fifteen weeks of teaching and learning, and two weeks for physical examinations. Our teaching approach is blended, with some lectures delivered online or virtually, and practical lessons and final examinations, conducted physically at the campus. At the end of semester two, we conducted ten weeks of recess-term learning at the University and ten weeks of industrial training at different industry locations in Uganda.

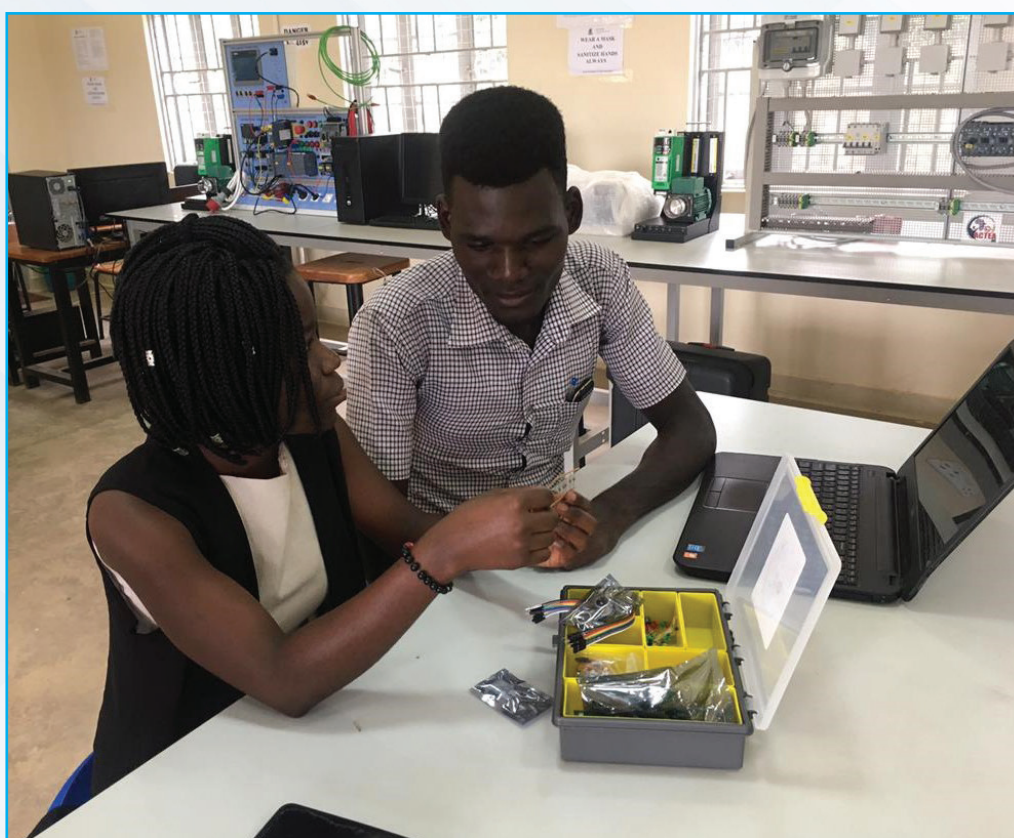


Figure 19: Internet of Things (IoT) Practical Session

7.6 Field Attachment/Recess Term

Year three academic year 2022/2023 students' internship backlog was completed starting from December 2022. 14 Bachelor of Information Systems (ISM) and 12 Bachelor of Science in Information Technology (ITM) students conducted successfully industrial training/internship in various workplaces in Uganda. Year two students also finished their community engagement successfully. All students produced and handed reports about

their activities to the University Department. The results were approved by the departmental board as well as the Faculty Board. Currently year three and year two are continuing with their semester II of academic year 2022/2023. The year ones started their community engagement at various workplaces in Uganda.

7.7 Training Organized

Given the importance of Capacity Building to have empowered manpower who can discharge their responsibilities effectively and efficiently for realization of organizational objectives various departments and units organized different training programmes in tandem with their foci. The major ones are presented in Table 27.

Table 27: Trainings Held in FY 2022/2023 by Staff of the FTS

S/N	Name of Staff	Title of the Training Held	Institution	Date	Duration
1	Dr. Geoffrey Andogah, Dr. Taban Habibu, Ms. Yudaya Nansukusa, Mr. Makanga Jackson, Mr. Enoch Wambi and Mr. Richard Dramundu	Manuscript Drafting and Publication based on IMRaDs Style	Muni University	31 st May 2023 – 1 st June 2023	2 Day

7.8 Trainings Attended

To fill performance gaps of the staff the University provides opportunities for training for its staff in different aspects of their responsibilities so that they can deliver to the expectations. The major ones are presented in Table 28.

Table 28: Trainings Attended in FY 2022/2023 by Staff of the FTS

S/N	Name of Staff	Title of the Training/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
1	All Faculty Staff	Manuscript Drafting and Publication based on IMRaDs Style	Muni University	31 st May 2023 – 1 st June 2023	2 Days
2	Dr. Taban Habibu, Dr. Geoffrey Andogah	Training Workshop on Effective & Efficient Faculty Management	Muni University	13 th June 2023	1 Day
3	Dr. Abudu Dan, Dr. Geoffrey Andogah	E-learning Training Workshop within the framework of Applied Human Machine Intelligence in East Africa (AHUMAIN) -Project ID: 101082883	Ardhi University, Dar-es-salaam, Tanzania	30 Jan - 3 Feb 2023	5 Days

7.9 Conferences/Workshops/Seminars

To broaden the personal and institutional networks, promote deeper understanding, uncover new learnings and reinforce exiting best practices in specific disciplines, the staff in the faculty participated in several conferences/workshop/seminars. The major ones are as seen in Table 29.

Table 29: Conferences/Workshops/Seminars Attended by Staff of FTS

S/N	Staff Name, Title & Department	Name of Conferences/ Workshops/ Seminars	Organiser	Date Held	Participant/ Presenter
1	All Faculty Teaching Staff	Workshop on Research and Publication	Muni University	31 May – 1 Jun 2023	Teaching staff of Faculty
2	Mr. Innocent Opiro Miria, Mr. Richard Dramundu, Dr. Geoffrey Andogah	Master Classes and Final Symposium held at Ardhi University, Dar es Salaam, Tanzania	Applied Curricula in Technology for East Africa (ACTEA) Project	21 - 31 Aug 2022	ACTEA Consortium Partners
3	Dr. Geoffrey Andogah	AHUMAIN Project Kick-Off Meeting held at Karume Institute of Science and Technology, Zanzibar, Tanzania	Applied Human Machine Intelligence in East Africa (AHUMAIN)	4 – 12 Feb 2023	AHUMAIN Consortium Partners

7.10 Collaborations and Partnerships

Muni University, being a community centered institution of higher learning works in collaboration with various stakeholders to jointly transform society. The ACTEA project was a highly challenging yet immensely rewarding endeavor that brought together various partners. It created abundant opportunities for all participants, fostering a collaborative environment for future cooperation in multiple aspects of engineering education and beyond. The project delivered a comprehensive set of courses, along with the provision of new equipment and valuable training, equipped the East-African partners with the necessary tools and knowledge to actively engage with the local labor market and industry. By bridging the gap between academia and practical skills, the ACTEA project laid the foundation for sustainable growth and development in the field of industrial technology and offered a pathway to success for the involved institutions and individuals as shown in Table 30

Table 30: Collaborations and Partnerships

S/N	Partner	Area of collaboration	Lead Partner	Duration
1	ACTEA Consortium Partners ¹	Applied Curricula in Technology for East Africa (ACTEA) – Project ID: 597931-EPP-1-2018-1-BE-EPPKA2-CBHE-JP	Artesis Plantijn Hogeschool Antwerpen - Belgium	3 Years / Ended in Nov 2022
2	AHUMAIN Consortium Partners ²	Applied Human Machine Intelligence in East Africa (AHUMAIN) -Project ID: 101082883	Artesis Plantijn Hogeschool Antwerpen - Belgium	3 Years
3	Arua Technical Institute - Regem	Electrical Engineering and Automation, Welding Engineering	Muni University	Open
4	Huawei ICT Academy	Certified Huawei ICT Academy	Huawei ICT Academy	Open
5	Cisco Networking Academy	Cisco Academy	Cisco Networking Academy	Open

- ¹ ACTEA Consortium Partners - AP Hogeschool – Belgium; Howest – De hogeschool West-Vlaanderen – Belgium; Fachhochschule Dortmund – Germany; Technological Educational Institute of Crete – Greece; Mekelle University – Ethiopia; Jimma University – Ethiopia; Mbarara University of Science and Technology – Uganda; Muni University – Uganda; Mzumbe University – Tanzania; Ardhi University – Tanzania; Research and Education Network for Uganda – Uganda; Tanzania Education and Research Network -Tanzania.
- ² AHUMAIN Consortium Partners – Muni University, Makerere University – Uganda, The Research and Education Network for Uganda (RENU) – Uganda, Innovent Financial Consult, Ardhi University – Tanzania, Karume Institute of Science and Technology – Tanzania, Sahara Consult Company Limited – Tanzania, Universidad De Vigo – Cypress, Neapolis University – Spain, Hogeschool West-Vlaanderen Howest – Belgium, Artesis Plantijn Hogeschool Antwerpen – Belgium.

7.12 Community Engagement

Muni University, being a community institution of higher learning extends her services through sharing of knowledge and engaging in offering leadership and governance for community and institutions functioning for transformation of society. The major community engagements undertaken by the faculty are presented in Table 31.

Table 31: Faculty of Technoscience Community Engagements

S/N	Staff Name, Title & Department	Type of Community Engagement	Venue	Date Held	Participant
1	All staff of the Faculty of Technoscience	Computer Repairs and Setting up of Computer Laboratory, On-spot Solar Energy Support	Schools, Technical Institutes, and Health Centres in the districts of Koboko, Maracha, Yumbe, Moyo, Terego, Madi-Okollo, Nebbi, Pakwach and Zombo districts e.g., Moyo Technical Institute, Omugo Technical Institute, Kulikulinga Health Center III and Moyo Secondary School,	05 - 09/06/2023	Students and Staff of Secondary Schools, Technical Institutes, and Hospital and Health Centers

7.13 Staff of the Faculty

To deliver teaching, learning, and research effectively and efficiently at the University, specifically at the Faculty, the University recruited 22 staff to perform the various Faculty functions. Different categories of staff employed by the University for the Faculty are presented in Table 32.

Table 32: Staff and their Qualifications of the Faculty of Technoscience

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
1	Dr. Andogah Geoffrey	Male	PhD	Power Systems Automation; Search Engine; NLP; Machine Learning; Software Development	Senior Lecturer	12 CU
2	Dr. Nkamwesiga Lawrence	Male	PhD	Information Technology, Information Systems, and Mechanical Engineering	Senior Lecturer	17 CU

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
3	Dr. Edemacu Kennedy	Male	PhD	Computer Science	Lecturer	16 CU
4	Dr. Taban Habibu	Male	PhD	Computer Science	Lecturer	15 CU
5	Dr. Guma Ali	Male	PhD	Information Technology	Lecturer	10 CU
6	Dr. Dan Abudu	Male	PhD and Post-Doc Track	GIS and Remote Sensing	Lecturer	7 CU
7	Mr. Josephat Oling Oroma	Male	PhD Track	Software Engineering, Computer Science	Lecturer	16 CU
8	Ms. Mukimba Fiona	Female	PhD Track	Computer Science	Assistant Lecturer	16 CU
9	Mr. Nasaaga Musa Bashir	Male	PhD Track	Electrical Power Systems	Assistant Lecturer	4 CU
10	Ms. Nafuna Ritah	Female	PhD Track	Computer Science	Assistant Lecturer	15 CU
11	Mr. Kalyankolo Umaru	Male	PhD Track	Electrical Engineering Power systems	Assistant Lecturer	4 CU
12	Ms. Nakayiiza Hellen Raudha	Female	PhD Track	Computer Science	Assistant Lecturer	18 CU
13	Mr. Noah Ochima	Male	PhD Track	Energy Systems	Assistant Lecturer	11 CU
14	Mr. Opio Innocent Miria	Male	PhD Track	Mechanical & Energy Engineering	Assistant Lecturer	-
15	Ms. Salama Asikuru	Female	Master	Control Systems, Electrical Engineering	Assistant Lecturer	11 CU
16	Mr. Enock Wambi	Male	Master	Computer Science & Technology	Ass Lecturer	16 CU
17	Ms. Nansukusa Yudaya	Female	Master	Computer Science	Assistant Lecturer	12 CU
18	Mr. Makanga Jackson	Male	Master	Mechanical & Materials Engineering	Assistant Lecturer	3 CU
19	Mr. Innocent Odoch	Male	National Diploma	Mechanical Engineering	Lab Technician	-
20	Mr. Douglas Ongom	Male	National Diploma	Mechanical Engineering	Lab. Technician	-
21	Mr. Torach Charles	Male	Higher Diploma	Electrical Installations	Lab Technician	-
22	Innocent Odoch	Male	National Diploma	Mechanical Engineering	Lab Technician	-
23	Douglas Ongom	Male	National Diploma	Mechanical Engineering	Lab Technician	-

Note: The following staff members with low workload were recruited to handle programs in the Department of Electrical Engineering and Automation, as well as the Bachelor of Mechanical and Materials Engineering, both of which are currently undergoing accreditation with NCHE: Mr. Nasaaga Musa Bashir, Mr. Kalyankolo Umaru, Mr. Opio Innocent Miria, and Mr. Makanga Jackson.

CHAPTER EIGHT

FACULTY OF EDUCATION

8.1 Introduction

The Faculty of Education (FoE) started as a Department of Education in 2015 under the Faculty of Techno Science with only one programme of Bachelor of Science with Education, it now offers both undergraduate and postgraduate studies. The accredited programmes in the faculty are Diploma in educational leadership and management, Bachelor of Science with Education, Postgraduate Diploma in Education, Bachelor of Education Primary, Bachelor of Early Childhood Care and Education, Master of Education in Education Planning and Management, and Higher Education Certificate in Humanities.

The quality of teacher education is a great concern world over and the status of teachers must derive from their professional qualifications, skills, attitudes, and competences. The FoE at Muni University works to produce teachers with high caliber of professional competences that can exercise autonomy and judgment in the world of work. Emphasis on transforming lives through professional teacher

education by promoting quality practical teaching approaches. In so doing, FoE aims at producing teachers that possess an in-depth subject knowledge, up-to-date pedagogical skills, reflective practices, and ability to ably teach individuals and groups of learners with various needs. In a bid to achieve the vision, FoE collaborates with sister universities nationally and internationally. The faculty jointly offers a diploma in educational leadership and management, tailored to equip school leaders with the 21st knowledge and skills in managing diversity. DELM is a component of a 5-year “Foundations for Learning (F4L)” Project that is being implemented in West Nile, Uganda. The programme targets head teachers and deputy head teachers.

The Faculty of Education provides a firm foundation to teacher trainees and educational managers that equips them with knowledge, competences, skills and attitudes, awareness and confidence required to teach, and to manage change as professionals in a rapidly evolving world.

VISION AND MISSION STATEMENTS

Vision:

A committed, dedicated, competent and exemplary teacher for the 21st century.

Mission:

To produce quality, adoptive and adaptive teachers that meet the knowledge, attitudinal and skills demands for the 21st Century.

8.2 Administrative Structure of the Faculty

The faculty is headed by the Dean who is elected by members of the faculty. Currently, Joyce Bukirwa Rebecca is the Dean of the faculty. The faculty has three Heads of Department namely, Dr. Paul Edabu Head of Department Curriculum and Media Studies; Mr. Polycarp Omara Head of Department – Foundations of Education; Mr. Davis Okwong Head of Department Psychology.

8.4 Research focus

Building strong leadership, psychological and pedagogical competences for enhanced education system

8.5 Field attachment/recess term

Two sets of school practice conducted in February-May 2023, for Bachelor of science with education and Bachelor of education primary 44 students offering Bachelor of Science with education were posted in secondary schools in Arua city and the districts of Arua, Koboko, Nebbi and Zombo. Additionally, 61 students offering Bachelor of Education primary (BED-P) external were posted to primary schools in the districts of West Nile and Acholi sub-region. Moreso, from May to June 2023, thirty-five (35) head teachers offering educational leadership and management under Foundations for Learning (F4L) project jointly, implemented by Aga Khan University have been attached for a hands-on experience in their schools on 21st century educational leadership and management practices, gender and inclusive education and computer application in educational leadership and management.

8.6 Training Organised

Given the importance of Capacity Building to have empowered manpower who can discharge their responsibilities effectively and efficiently for realization of organizational objectives various departments and units organised different training programmes in tandem with their foci. The major ones are presented in Table 33.



Joyce Bukirwa Rebecca (PhD)
Dean Faculty of Education



Mr. Polycarp Omara
HoD – Foundations of Education

Table 33: Trainings Organised by Faculty of Education Staff

S/N	Name of Staff	Title of the Training Held	Institution	Date	Duration
1	All Faculty Staff	Data analysis using SPSS	Muni University	April 2023	1 Day
2	All Staff of Faculty of Education	Research supervision	Muni University	2022	1 day

8.7 Training Attended

To fill performance gaps of the staff the University provides opportunities for training for her staff in different aspects of their responsibilities so that they can deliver to the expectations. The major ones are presented in Table 34.

Table 34: Trainings Attended by Faculty of Education Staff

S/N	Name of Staff	Title of the Training/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
1	Joyce Bukirwa Rebecca	Organized the 8 th International East African Psychology Conference	Muni University	6 th - 8 th October 2022	3 days
2	Joyce Bukirwa Rebecca	PhD Proposal defense and Research findings Presentations seminar	Nkumba University	12 th May, 2023	1 day
3	Joyce Bukirwa Rebecca	Regional Writing Workshop - Facilitators Guide on Teaching and Training at AKU in Tanzania	AKU in Tanzania	15 th – 19 th August 2022	5 days
4	Joyce Bukirwa Rebecca	Diversity Management in Higher Institutions of Learning	Kisubi University	7 th February 2023	5 days
5	Joyce Bukirwa Rebecca	UGANET workshop	Arua	1st March 2023	1 day
6	Dr. Paul Edabu	YYF Project - Training of Trainers (ToT)	Kampala International University	17 th -18 th February, 2023	2 Days
7	Polycarp Omara	Inter-University Research Methods Training on Child Focused Research (Module Five) Organised by AfriChild Centre, P.O Box 7062, Kampala, Uganda.	E- Learning Centre, Uganda Christian University, Mukono:	22 nd Aug to 02 nd Sep, 2022	10 days
8	Polycarp Omara	Inter-University Research Methods Training on scientific writing on Child Focused Research (Module Six) Organised by AfriChild Centre, P.O Box 7062, Kampala, Uganda.	E- Learning Centre, Uganda Christian University, Mukono:	12 th to 16 th Dec. 2022	05 days
9	Polycarp Omara	Gender Responsive Pedagogy (GRP) Mentors' training workshop, Aga Khan Foundations.	White Castle Hotel, Arua	9 th to 12 th Sept 2022	3 days

S/N	Name of Staff	Title of the Training/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
10	Polycarp Omara	Postgraduate (MEDEPM) supervisors' training workshop	Muni university	28 th Sept 2022	01 day
11	Polycarp Omara	Gender responsive pedagogy TOT workshop, Aga Khan Foundations.	White Castle Hotel, Arua	16 th to 18 th June 2023	3 days
12	Polycarp Omara	DELM content development and facilitation strategies, Aga Khan university and Muni University.	Muni university	18 th to 20 th May 2023	3 days
13	Aliga Alex	EfD Water Resource Management Training for Urban Sector	Makerere University	April 10 th , 2023	1 Day
14	Michael Balituumye	PhD Proposal defense and Research findings Presentations	Muni University	12 th & 13 th May, 2023	2 days
15	Michael Balituumye	Supervising School Practice for the Lower Secondary	Kyambogo University	28 th February 2023	1 day

8.8 Conferences/Workshops/Seminars

To broaden the personal and institutional networks, promote deeper understanding, uncover new learnings, and reinforce exiting best practices in specific disciplines, the staff in the faculty participated in several conferences/workshop/seminars. The major ones are as seen in Table 35.

Table 35: Conferences/Workshops/Seminars Attended by Faculty of Education Staff

S/N	Staff Name	Name of conferences/ work-shops/ seminars	Organiser	Date Held	Participant/ Presenter
1	Joyce Bukir-wa Rebecca	1 st International Conference on Trends in Curriculum Development and Implementation organised held at Munyonyo	NCDC	26 th – 27 th April, 2023	Participant
2	Joyce Bukir-wa Rebecca	Women Conference at Arua	APC	25 th May 2023	Presenter
3	Joyce Bukir-wa Rebecca	Counselling and Guidance session with First Year Education students	Department of Psychology	17 th May, 2023	Presenter
4	Joyce Bukir-wa Rebecca	Global Mental Health online Conference on Compassion Fatigue	Sebastian Family Psychology Practice	23 rd , June, 2023	Participant
5	Joyce Bukir-wa Rebecca	PhD Seminar on institutional Pedagogy skills	Nkumba University	26 th May, 2023	Participant
6	Joyce Bukir-wa Rebecca	Symposium at Makerere University on National Development	Makerere University	30/03/2023	Participant

S/N	Staff Name	Name of conferences/ work-shops/ seminars	Organiser	Date Held	Participant/ Presenter
7	Joyce Bukir-wa Rebecca	Restore A Girl Association workshop	Department of Psychology- Muni University	08/03/2023	Presenter
8	Joyce Bukir-wa Rebecca	Dissemination workshop on Uganda Public Universities Timetable	Dr. Agaba Makerere University	6 th March,2023	Participant
9	Joyce Bukir-wa Rebecca	Stakeholders' Experience Sharing workshop for fifteen Universities at Rider hotel.	FAWE Uganda	29 th September 2022	Participant
10	Joyce Bukir-wa Rebecca	National Multiplication workshop 2022 (NMT) on management of diversity in Uganda's higher education institutions	Kyambogo University	16 th – 20 th October 2022	Participant
11	Joyce Bukir-wa Rebecca	Review of Muni Establishment in the council Hall	Muni University	15 th September 2022	Participant
12	Joyce Bukir-wa Rebecca	International Network for Christian Education Uganda	Forest Cottages in Bukoto	13 th October 2022	Participant
13	Joyce Bukir-wa Rebecca	Orientation of MEDEPM	Faculty of Education, Muni University	3 rd October 2022	Presenter
14	Joyce Bukir-wa Rebecca	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February, 2023	Presenter
15	Joyce Bukir-wa Rebecca	Workshop on Programme Development and Review	Muni University	19 th April, 2023	Participant
15	Dr. Paul Edabu	The 3 rd International Conference on Governance and Service Delivery in Developing Economies: Theme: Sustainable Service Delivery: Partnerships and Innovations	Uganda Management Institute, Kampala	25 th -27 th , October,2022	Presenter
16	Dr. Paul Edabu	International Conference on Education and New Learning Technologies (EDUCLEARN-2023) held at Mombasa, Kenya	World Research Organization	9 th -10 th , June 2023	Co-Presenter
17	Dr. Paul Edabu	The 8 th International East Africa Psychology Conference in collaboration with Muni University and Kisubi University.	Muni University	6 th -8 th October, 2022	Participant
18	Dr. Paul Edabu	Orientation of MEDEPM	Faculty of Education, Muni University	3 rd October 2022	Presenter
19	Dr. Paul Edabu	Workshop on Peace Education and Prevention of Violent Extremism in Teacher Education	Muni University	17 th August, 2022	Presenter

S/N	Staff Name	Name of conferences/ work-shops/ seminars	Organiser	Date Held	Participant/ Presenter
20	Dr. Paul Edabu	Stakeholder Engagement Workshop on Peace Education and Prevention of Violent Extremism in Teacher Education	Makerere University's Department of Science, Technological, and Vocational Education (DSTVE) and UNATU	29 th July,2022	Participant
21	Dr. Paul Edabu	Participated in University, Secondary Schools and Community Engagement Workshop organized by KIU-YY Foundation Empowerment Program	Kampala International University	24 th October,2022	Participant
22	Dr. Paul Edabu	Workshop on Programme Development and Review	Muni University	19 th April, 2023	Participant
23	Dr. Paul Edabu	MUNIRIF Awareness Raising Meeting	Directorate of Graduate Training Research and Innovation (DGTRI), Muni University	28 th February, 2023	Participant
24	Dr. Paul Edabu	Book Launch entitled: "Agroforestry: a primer design and management principles for people and the environment"	Muni University	24 th February,2023	Participant
25	Dr. Paul Edabu	Participated in preparation of launch of DELM (Diploma in Education Leadership and Management) program Collaboration with Aga Khan Foundation and Muni University	Muni University	26 th May 2023	Participant
26	Dr. Paul Edabu	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February, 2023	Participant
27	Polycarp Omara	Workshop on Peace Education and Prevention of Violent Extremism in Teacher Education	Muni University	17 th August, 2022	Participant
28	Polycarp Omara	Review of Muni Establishment in the council Hall	Muni University	15 th September 2022	Participant
29	Polycarp Omara	Participated in preparation of launch of DELM (Diploma in Education Leadership and Management) program Collaboration with Aga Khan Foundation and Muni University	Muni University	26 th May 2023	Organizer
30	Polycarp Omara	Workshop on Programme Development and Review	Muni University	19 th April, 2023	Participant
31	Polycarp Omara	Workshop on Programme Development and Review	Muni University	19 th April, 2023	Participant

S/N	Staff Name	Name of conferences/ work-shops/ seminars	Organiser	Date Held	Participant/ Presenter
32	Polycarp Omara	DELM stakeholders' engagement workshop	Muni University	5 th Jan, 2023	Organizer
33	Polycarp Omara	Association of primary school head teachers of Arua district general meeting	Eruba primary school	24 th Feb. 2023	Speaker
34	Polycarp Omara	2 nd Africhild Annual Conference: Using research evidence to improve child well-being in Uganda: Opportunities for policy and research	Golf Course Hotel-Kampala	28/2/2023	Presenter
35	Polycarp Omara	4th Regional Conference, with the theme Building Resilient Education Systems beyond Crises.	Aga Khan University, IED, East Africa Dar es Salaam.	1 st -3rd February 2023	Presenter
36	Davis Ok-wong	The 8 th International East Africa Psychology Conference in collaboration with Muni University and Kisubi University.	Kisubi University	6 th -8 th October 2022	Participant
37	Aliga Alex	MUNIRIF Awareness Raising Meeting	Directorate of Graduate Training Research and Innovation (DGTRI), Muni University	28 th February, 2023	Participant
38	Laker Suzan	Workshop on Peace Education and Prevention of Violent Extremism in Teacher Education	Muni University	17 th August, 2022	Presenter
39	Laker Suzan	Book Launch entitled: "Agroforestry: a primer design and management principles for people and the environment".	Muni University	24 th February, 2023	Participant
40	Aminah Birungi	Writer's workshop on Literacy Instructional model	UNITE funded by USAID	20 th to 26 th March	Participant
41	Aminah Birungi	Writer's workshop on material development for Alphabetic Principle	UNITE funded by USAID	22 nd to 26 th May	Writer
42	Aminah Birungi	Orientation Workshop for ECO schools' stakeholders in Uganda	The Albertine Rift Conservation Society (ARCOS)	21 st June	Participant
43	Aminah Birungi	Workshop for Community Leadership Content Writing.	Plan International	16 th -20 th January	Facilitator
44	Aminah Birungi	The 2 nd National Early Childhood Care and Education Symposium	MoES	27 th -30 th March	Presenter
45	Asega Joseph	Instructional Materials Development with Aga Khan Foundation	Aga Khan Foundation	18 th -20 th May, 2023	Participant

S/N	Staff Name	Name of conferences/ work-shops/ seminars	Organiser	Date Held	Participant/ Presenter
46	Asega Joseph	Longitudinal data collection with Aga Khan University	Aga Khan University	1 st -12 th May, 2023	Participant
47	Asega Joseph	Time Tabling Training	MoES	25 th March	Participant
48	Mrlsingom-aBigabwa James	Workshop on Programme Development and Review	Muni University	19 th April, 2023	Participant
49	Balituumye Michael	Islamic University in Uganda Interdisciplinary Conference	IUIU – Mbale	11-13 June 2023	Participant
50	Balituumye Michael	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February, 2023	Participant
51	Okwong Davis	Counselling and Guidance session with First Year Education students	Muni University	17 th May, 2023	Presenter

8.9 Research Dissemination/Communication

The Staff of the University from time to time organises/attends research dissemination seminars where they disseminate their research findings to stakeholders. The major ones are presented in Table 36.

Table 36: Research Dissemination/Communication Conducted by FOE

S/N	Staff Name	Research paper	Venue	Date Held	Participant
1	Joyce Bukirwa Rebecca	Visual Art Therapy and Artistic Expression in Uganda: A Case of Violent Experiences by Students in Selected Secondary Schools in Bundibugyo District	Nkumba University	10th March 2023	Supervisor
2	Dr. Paul Edabu	Controlling Practice on Integration of ICT in Instructional Process in Public Secondary Schools in Kenya (Virtual)	Mombasa, Kenya	9 th -10 th , June 2023.	Participants in the International Conference on Education and New Learning Technologies
3	Dr. Paul Edabu	Head Teachers' Participative Leadership Style and Teachers' Job Satisfaction in Public Primary Schools in Baringo Central Sub-County, Baringo County, Kenya	Uganda Management Institute, Kampala	25 th – 27 th , October 2022	Conference Participants
4	Polycarp Omara	Children's exposure to violence in refugee educational setting in West Nile Uganda: Mitigating the effects on children's education and social wellbeing.	Yumbe district local government head quarters	26 th Oct. 2022	Presenter
5	Polycarp Omara	Children's exposure to violence in refugee educational setting in West Nile Uganda: Mitigating the effects on children's education and social wellbeing.	Rhino Camp base camp, Madi Okolo	28 th Oct. 2022	Presenter

S/N	Staff Name	Research paper	Venue	Date Held	Participant
6	Polycarp Omara	Forms and perpetrators of violence against children in refugee education settings in West Nile, Uganda	Golf Course Hotel Kampala	28 February 2023	Presenter
7	Polycarp Omara	Application of Developmental Supervision Model in Secondary Schools in Arua, Uganda.	Aga Khan University, ED, EA, Dar es Salaam	1 st to 3 rd February 2023	Presenter

8.10 Consultancy Services

In the reporting year, the Faculty of Education staff carried out several consultancy services in their different knowledge disciplines. The major ones are presented Table 37.

Table 37: Consultancy Services Carried out by FOE

S/N	Staff Name, Title & Department	Consultancy Service	Organization	Date Held
1	Joyce Bukirwa Rebecca	External Examination	Makerere University & UCU	10th Nov 2022, 3rd April 2023 & 3r May 2023
2	Joyce Bukirwa Rebecca	Reviewing Abstracts and Full Papers on Reconceptualising Curriculum in the 21st Century for Socio-economic Transformation	NCDC	March - April 2023
3	Joyce Bukirwa Rebecca	Guidance and counselling services to Christian women cells in Manibe	APC	8th March 18th, 25th and 27th June 2023
4	Joyce Bukirwa Rebecca	Guidance, Counselling and Mentorship	Restore A Girl Association	20th Nov 2022, 15th Jan 2023, 12th Feb 2023, 20th May 2023
5	Dr. Paul Edabu, Senior Lecturer, Educational Planning & Management	Participated in the Review of Muni University Human Resource Manual	Muni University	25 th -29 th March, 2023
6	Alex Aliga Lecturer, Economics	Cost Politics in Uganda	Collaboration UMI and Bergen University Norway	5 th – 28 th , February, 2023
7	Mr Isingoma Bigabwa James Ass. Lecturer Curriculum and Media Studies	Inclusive education training in the pilot secondary schools of the Northern Uganda NUDIPU/ MoES	NUDIPU/ MoES	8 th -15 th June, 2023
8	Polycarp Omara, Foundations of education	Gender Responsive Pedagogy for PDTs of Yumbe district, at Escape Village, Yumbe	Aga Khan Foundation	7 th to 9 th Dec 2022

9	Polycarp Omara, Foundations of education	Gender Responsive Pedagogy for teachers of Arua district, at White castle hotel, Arua	Aga Khan Foundation	7 th to 9 th Sept 2022
10	Birungi Aminah Ass. Lecturer Early Childhood Education	Mapping of play and Social emotional Learning into the Early Learning Curriculum and Identifying barriers to the uptake of play in Moroto and Wakiso	Save the Children Uganda	6 th February -8 th March 2023
11	Balituumye Michael	End line Evaluation for Women Leadership and Advocacy Initiative (WLAI) project in Torit, Eastern Equatoria State and Juba, Central Equatoria State	CARE International South Sudan	January-February 2023
12	Balituumye Michael	Evaluation of the Pilot Phase of the Pupil-Management School Farm Project	African Renewal University	October-November 2022

8.11 Collaborations and Partnerships

Muni University, being a community institution of higher learning works in collaboration with various stakeholders to jointly transform society. The major ones are presented Table 38.

Table 38: FOE Collaborations and Partnerships

S/N	Partner	Area of collaboration	Lead Partner	Duration
1	Aga Khan University, IED, EA	Foundations of Learning project, Curriculum Development, and Implementation; Research	Muni University	05 years
2	University college Absalon, Denmark	Staff and Student exchange; Reduction of Violence Against Children	University College Absalon	05 years
3	Africhild Center, Kam- pala	Inter-University research Methods Training	Afri-child Center, Kampala	04 years
5	NTC Muni	Teaching BED- P	Muni University	Open
6	ATIR	Teaching of vocational and Technical Education	Muni University	Open

8.12 Staff of the Faculty

To deliver teaching, learning, and research effectively and efficiently at the University, specifically at the Faculty, the University recruited 21 staff to perform the various Faculty functions. Table 39 presents the different categories of staff employed by the University for the Faculty.

Table 39: FOE Staff and their Qualifications

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
1	Joyce Bukirwa Rebecca	Female	PhD	Educational Psychology	Senior Lecturer	15
2	Dr. Paul Edabu	Male	PhD	Education Management and Planning	Senior Lecturer	15
3	Okwong Davis	Male	PhD. Track	Educational Psychology	Lecturer	23
4	Polycarp Omara	Male	PhD. Track	Educational leadership and Management	Lecturer	19
5	Balitumye Michael	Male	PhD. Track	Literature	Asst. Lecturer	18
6	Aliga Alex	Male	PhD. Track	Economics	Lecturer	15
7	Asega Joseph	Male	PhD. Track	Mathematics Education	Asst. Lecturer	15
8	Mulabbi Andrew	Male	PhD. Track	Geography	Asst. Lecturer	Study Leave
9	Amina Birungi	Female	PhD. Track	Early childhood Education	Asst. Lecturer	12
10	Laker Suzan	Female	Master	English Language Studies	Asst. Lecturer	15
11	Isingoma Bigabwa James	Male	Master	Curriculum and Media Studies	Asst. Lecturer	03

CHAPTER NINE

FACULTY OF AGRICULTURE AND ENVIRONMENTAL SCIENCE

9.1 Introduction

Agriculture is one of the most important sectors to Uganda's economy. The agriculture sector employs approximately 80% of Uganda's population and contributes about 32% to the GDP. Despite its importance to Uganda's economy, agricultural production and productivity remains low due to reliance on natural weather conditions, limited Agro-input use, and continued use of traditional methods and equipment for cultivation. As a result, over 40% of the population in Uganda suffers from food insecurity annually. Food insecurity can be overcome by doubling the food production to meet the rapidly growing human population. However, this additional food will have to be produced on existing agricultural land that is often degraded with poor soil fertility. Moreover, smallholder farming systems that produce food are susceptible to climate change. In addition, limited knowledge on improved production practices, coupled with limited human resource capacity in Uganda, constrain agricultural production. Studies have shown a limited capacity of high level trained agricultural scientists in Uganda, declining student numbers offering agricultural sciences at university, and an aging pool of research staff in various agricultural institutions. Enhancing agricultural production and productivity will require human capital investment and support for national development programmes as envisaged under Uganda's National Development Plan (NDP3). Therefore, there is need to build the capacity of technical

and professional personnel to enhance the capacity of smallholder farmers and other stakeholders along various agricultural value chains to increase production and productivity.

On the other hand, environmental degradation is of concern nationally and globally. There is a strong link among environment, development, and sustainable agriculture. Environmental issues are anchored in the global agenda such as the Sustainable Development Goals (SDGs) and Convention on Biological Diversity (CBD). They are also addressed under Uganda's Constitution, National Environment Policy 1994, National Forest Policy 1995, Vision 2040, National Biodiversity Strategy and Action Plan (NBSAP), and Third National Development Plan (NDP3). The major environmental and natural resources challenges confronting Uganda and most developing countries include climate change, forest and wetland degradation, poor waste management, water and air pollution, declining soil fertility, and loss of biodiversity. Uganda's rapid population growth (3.5%) coupled with increasing impacts of climate change will escalate environmental and natural resources degradation.

The West Nile region faces several agricultural and environmental challenges. The Faculty of Agriculture and Environmental Science (FAES) at Muni University was established in 2020 to provide human and scientific

capacity to address these challenges at the local, national, and regional levels. FAES has two-degree programs – Bachelor of Science in Agriculture (BSc. Agric.) and Bachelor of Science in Environment and Natural Resources (BSc. ENR). However, only the BSc. Agric. Program is currently operational. The BSc. ENR is expected to become operational during Academic Year 2023/2024.

The BSc. Agric. program aims to produce professionals with the ability understand, analyse, synthesize, and integrate key issues in agriculture, and design targeted solutions that contribute towards stimulating and maintaining a vibrant agriculture sector capable of significantly reducing poverty among farming communities and ensuring food and nutrition security. On the other hand, our BSc. ENR will produce professionals with ability to understand, analyse and integrate key causes of environmental problems, and design targeted solutions to address them. Such professionals will later be able to specialize in the various aspects in the environment and natural resources.

Our running BSc. Agric. programme will produce competent professionals in the agricultural sciences who will be able to:

- a) Apply desirable agricultural knowledge, skills, values, and attitudes for efficient service delivery.
- b) Be creative and innovative in the process of analysing, interpreting, and identifying solutions to challenges in the agriculture sector.
- c) Manage agricultural/farm enterprises profitably.
- d) Carry out further research in the field of agriculture and other related fields.

Upon completion of the 4-year BSc. Agric. programme the graduate can:

- a) Demonstrate technical competence in the science and practice of agriculture.
- b) Offer effective leadership and interpersonal skills to manage agriculture-related enterprises.
- c) Demonstrate in-depth knowledge for professional careers as scientists, technical advisors, entrepreneurs, marketers, or financial managers.
- d) Integrate knowledge acquired through coursework with fieldwork, internship placement, and outreach activities be immediate assets to employers.

VISION, MISSION, AND OBJECTIVES STATEMENTS

Vision:

To be a centre of excellence in agricultural and environmental science education, research, and innovation for community empowerment and transformation.

Mission:

To train competitive agricultural and environmental scientists for societal transformation.

Objectives:

- a) To produce globally competitive graduates in the agricultural and environmental sciences.
- b) To conduct fundamental cutting-edge and applied research.
- c) To promote short-term and medium-term skills development courses.
- d) To contribute to agricultural innovations and environmental conservation for sustainable development.

9.2 Administrative Structure

The administrative structure of the Faculty of Agriculture and Environmental Science consists of the Dean and Heads of Departments, which are elective positions.

The current Dean is Dr. Alfred Alumi. He is assisted by three (3) Heads of Departments as follows:

- a) Dr. Alex Abaca | Head of Department for Crop Science.
- b) Dr. Robert B. Onzima | Head of Department for Animal Science.
- c) Dr. Philip I. Omwene | Head of Department for Agricultural Engineering.



Dr. Alfred Alumi
**Dean | Faculty of Agriculture &
Environmental Science**



Dr. Alex Abaca
**Head of Department | Crop
Science**



Dr. Robert B. Onzima
**Head of Department | Animal
Science**



Dr. Philip I. Omwene
**Head of Department |
Agricultural Engineering**

9.3 Program Offered

Bachelor of Science in Agriculture (BSc. Agric.)

The Bachelor of Science in Agriculture program of Muni University is practical-oriented and aims to train students in the field of agricultural production and management. It embraces both the science and practice necessary for food production, as well as offers students valuable “hands-on” skills in farm management, marketing, and community outreach (Figure 14).



Figure 20: Coffee Agronomist at Kawakom Limited explaining to BSc. Agric Year II students of Muni University how to plant and train coffee seedlings in Zombo District during fieldwork.

9.4 Research Focus

The Faculty of Agriculture and Environmental Science (FAES) undertakes basic and applied research in the broader areas of agriculture, natural resources management, and environment. The research focuses on innovations and technologies that lead to mitigating climate change, ensuring income, food, and nutrition security, and enhancing environmental sustainability. These efforts are geared towards improving livelihoods and overall development of the communities that Muni University serves. As such, FAES has positioned itself as modern technological hub for agricultural and environmental research using cutting-edge tools, such as biotechnology, bioinformatics, and genomics.

A list of grants/research projects that were implemented by members of staff in FAES during FY 2022/2023 is presented in Table 40. The research grants contribute to the overall research focus of FAES (Table 40).

Table 40: Summary of research projects implemented

SN	Contact Person(s)	Project/Research Area
1	Dr. Alfred Alumai	Establishing an Agribusiness Incubation Hub at Muni University (AIH Project).
2	Dr. Francis Onyilo Dr. Alfred Alumai	Nematology education in Sub-Saharan Africa (NEMEDUSSA Project).
3	Dr. Alfred Alumai	Chase poverty and hunger: Diversifying food systems for food and nutrition security, poverty reduction, and inclusive development in Northern Uganda (DINU Project).
4	Dr. Alfred Alumai	Tolerance and resistance responses of African bats to viral antigens: Immunological trade-offs in zoonotic reservoir hosts (UBIS Project).
5	Dr. Alex Abaca	Multi-locational evaluation of advanced breeding bean lines prior to their releases as new varieties. Experiment ongoing at ADRAA in Madi-Okollo district, Abi ZARDI in Arua City, and ZEU DFI in Zombo district.
6	Dr. Francis Onyilo	The adaptation study of Pro-Vitamin A banana in the banana-legume system as an option for improving soil health, nutrition, climate change mitigation and livelihoods improvement. Trial set up at Adraa Agriculture College, in Madi-Okollo district, with 8 lines of Pro-Vitamin Banana, and other 10 other local banana germplasm.
7	Mr. Moses Okello	Evaluating the performance of paddy rice lines for yields, and their reactions to major pests and diseases. Study established at the Muni University
8	Mr. Moses Okello Dr. Alex Abaca Dr. Francis Onyilo	Established demonstration plots in Pukwero sub county in Pakwach district for: (a) Sorghum (2 varieties of SEREDO and KADAN), (b) Green gram (2 varieties), (c) Dolichos bean (1 variety), and (d) Cowpeas (1 variety). These commodities were fronted as options for production in the predominant sandy soils and high temperatures along the Nile valley districts of Pakwach, Madi-Okollo, Obongi, and Moyo since common bean doesn't do well in this sub-region of West Nile.

SN	Contact Person(s)	Project/Research Area
9	Prof. Robert Kajobe Assoc. Prof. Clement Okia Ms. Sandra Langi	Development and commercialization of bee products for increased income and export in Uganda
10	Prof. Robert Kajobe Mr. Richard Malingumu Ms. Sandra Langi	REFOOTURE (Regenerative Food and Future) project is a collaboration between Muni University and Wageningen University and Research. The project collects evidence, identifies pathways towards regenerative and inclusive food systems in Eastern Africa
11	Prof. Robert Kajobe Mr. Richard Malingumu	Waste to clean energy: Fuelling sustainable futures together by closing the loops project
12	Assoc. Prof. Clement Okia Mr. Richard Malingumu	Harnessing the potential of trees-on-farms for meeting national and global biodiversity targets project
13	Ms. Sandra Langi	Unlocking the potential of phage infused and beeswax nang-nang products
14	Dr. Robert Onzima	Catalyzing goat value chains (CAGOV) to increase climate resilience, incomes and assets of smallholder farmers and urban youths in West Nile
15	Dr. Paul Bogere	Modulation of the host mucosal immune response to porcine respiratory disease complex using infeed probiotics

9.5 Field Attachment/Recess Term

The faculty was not able to conduct field attachment or carry out recess term activities for all classes due to lack of funds. As a result, the faculty has postponed field attachment and recess semesters to the Semester I of Academic Year 2023/2024 (AY 2023/2024). These activities will be rearranged and will run concurrently with activities of Semester I of AY 2023/2024.

9.6 Trainings Attended

Training is one element of capacity building that focuses on providing specific skills for specific problems. Capacity building helps in developing skills, knowledge, and abilities to empower staff to manage resources better and increase productivity. Only one member of staff of FAES attended training to enhance their capacity during FY 2022/2023 (Table 41).

Table 41: Trainings attended by staff in FAES

S/N	Name of Staff	Title of the Training Held	Institution	Date	Duration
1	Ms. Dorcus Nassazi	Crash Course on Molecular Biology – facilitated by the VIB-International Plant Biotechnology Outreach (VIB-IPBO) and Ghent University	Moi University, Eldoret, Kenya	20-24 March, 2023	5 days

9.7 Workshops Attended

To fill performance gaps of the staff the University provides opportunities for training for its staff in different aspects of their responsibilities so that they can deliver to the expectations. The major ones are presented in Table 42.

Table 42: Workshops and other trainings attended

S/N	Name of Staff	Title of the Training / Workshops / Conferences/ Seminars	Venue	Date	Duration
1	Mr. Moses Okello	Third Joint NARO-MAK Scientific Conference (Presented a paper titled <i>"Analysis of current rice bacterial blight disease situation in Africa and transformative genome editing deployment management"</i>)	Speke Resort Hotel, Munyonyo, Kampala	14-16 March 2023	3 days
2	Dr. Francis Onyilo	Pan African Nematology Association/Network Conference (PANEMA)	University of Mpumalanga, Mbombela, South Africa	25 Feb- 5 March, 2023	9 days
3	Dr. Alfred Alumai	RUFORUM AGM 2022	University of Zimbabwe, Harare, Zimbabwe	10-17 December, 2022	7 days
4	Dr. Alex Abaca	RUFORUM AGM 2022	University of Zimbabwe, Harare, Zimbabwe	10-17 December, 2022	7 days

9.8 Research Dissemination/Communication

Research dissemination and communication activities carried out by staff in FAES during FY 2022/2023 is presented in Table 43. The research was disseminated through either presentation at meetings/conferences or through publications in journals.

Table 43: Research dissemination/communication conducted

S/N	Name of Staff	Research Paper / Publication	Venue	Date	Participant
1	Mr. Moses Okello	Analysis of current rice bacterial blight disease situation in Africa and transformative genome editing deployment management (presented at the Third Joint NARO-MAK Scientific Conference)	Speke Resort Hotel, Munyonyo, Kampala	14-16 March, 2023	Other researchers
2	Ms. Sandra Langi	Replacement of fishmeal using poultry-based protein sources in feeds for pikeperch (<i>Sander lucioperca</i> , Linnaeus, 1758) during grow out phase. <i>Aquaculture International</i> . https://doi.org/10.1007/s10499-022-00964-x	Aquaculture International (online)	2022	Co-authors

S/N	Name of Staff	Research Paper / Publication	Venue	Date	Participant
3	Ms. Sandra Langi	Recent advances in the utilization of insects as an ingredient in aqua feeds: A review. <i>Animal Nutrition</i>	Animal Nutrition (online)	2022	Co-authors
4	Dr. Alex Abaca	Grain Hermetic Storage Adoption in Northern Uganda: Awareness, Use, and the Constraints to Technology Adoption. <i>Agricultural Sciences</i> , 13, 989-1011. http://dir.muni.ac.ug/xmlui/handle/20.500.12260/468	Agricultural Sciences (online)	2022	Co-authors
5	Dr. Philip Isaac Omwene	Novel chromatographic purification of succinic acid from whey fermentation broth by anionic exchange resins. <i>Bioprocess Biosystems Engineering</i> . https://doi.org/10.1007/S00449-022-02805-W	Bioprocess Biosystems Engineering (online)	2022	Co-authors
6	Assoc. Prof. Clement A. Okia	Provisional classification of wild edible fruits based on their nutrient profiles. Profiles. <i>Acta Scientific Nutritional Health</i> 7.1, 39-48	Acta Scientific Nutritional Health (online)	2023	Co-authors
7	Dr. Philip Isaac Omwene	Conforming to agricultural water reuse criteria: Water recovery by electro-oxidation integrated with nanofiltration/reverse osmosis. <i>Environmental Process</i> , 10, 11 (2023)	Environmental Process (online)	2023	Co-authors
8	Dr. Philip Isaac Omwene	Investigating the removal efficiency of different textile dye classes from wastewater by electrocoagulation using aluminium electrodes. <i>Int. J. Environ. Sci. Technol.</i> (2023). https://doi.org/10.1007/s13762-023-04841-9	International Journal of Environmental and Scientific Technology (online)	2023	Co-authors
9	Dr. Clement A. Okia	Providing targeted incentives for trees on farm: A transdisciplinary research methodology applied in Uganda and Peru. <i>Earth Systems Governance</i> , 16, p100172	Earth System Governance (online)	2023	Co-authors
10	Prof. Robert Kajobe Mr. Richard Malingumu	A healthy diet for a growing population: A case study of Arua, Uganda. <i>Food Security</i> , 1-17	Food Security (online)	2023	Co-authors
11	Dr. Alex Abaca	Effect of phosphorus-based fertilizer on groundnut yield and incidence of groundnut rosette disease in West Nile Region of Uganda. <i>Uganda Journal of Agricultural Sciences</i> , 21(2), 1-14	Uganda Journal of Agricultural Sciences (online)	2023	Co-authors

9.9 Collaborations and Partnerships

Muni University's mission is to provide quality education, generate knowledge, promote innovations, and empower communities for transformation. In this regard, Muni University works in collaboration with various partners to achieve this mission. During FY 2022/2023, FAES partnered with some partners as presented in Table 44.

Table 44: Collaborations and partnership engagements by FAES

S/N	Partner	Area of collaboration	Lead Partner	Duration
1	Makerere University (Makerere University Regional Centre of Excellence for Crop Improvement [MaRCCI])	Research, co-supervision of graduate students, and joint grant-seeking	Makerere University	Open
2	Adraa Agriculture College	Research, teaching, training, and learning	Muni University	Open
3	PALM Corps	Research and training	PALM Corps	Open

Key: PALM Corps = Promoters of Agriculture and Market Linkages.

9.10 Community Engagement

The Faculty of Agriculture and Environmental Science engaged in five (5) community engagement activities during FY 2022/2023. These activities are presented in Table 45.

Table 45: Community engagements by FAES

S/N	Name of Staff	Community Engagement	Venue	Date	Participant
1	Prof. Robert Kajobe Mr. Richard Malingumu Ms. Sandra Langi	Stakeholder workshop on Regenerative and Inclusive Food Systems (RIFS) in the West Nile region from 8th to 9th November 2022	Muni University, Arua	8-9 November, 2022	Approx. 30 participants
2	Dr. Philip I. Omwene	Consultative meeting with Head of Programs of UNHCR in Yumbe, Dr. Orkhan Nasibov, to discuss biogas and other possible renewable energy solutions for refugee communities	Yumbe	5 December, 2022	Approx. 10 participants
3	Mr. Moses Okello Dr. Alex Abaca	Site selection, land preparation and establishment of demonstration fields for drought tolerant legume varieties of Cowpeas, green gram and cereals (sorghum) in Pukwero, Pakwach District	Pukwero, Pakwach District	March 2023	Approx. 20 participants (farmers)
4	Staff of FAES	Training Madi-Okollo District extension staff on sustainable fertility management	Madi-Okollo	Jan-March 2023	16 Extension staff of Madi-Okollo District (3F and 13M)
5	Staff of FAES	Conducted stakeholder mapping in all the districts of West Nile plus Nwoya (Amatheon Agri Ltd and Afro Kai Purongo Ltd), Gulu (Gulu Country Dairy Farm), and Amuru (Atiak Sugar Factory) for student industrial placement	West Nile, Nwoya, Gulu, Amuru	Jan-June 2023	Variable



Figure 21: Ms Alice of Gulu Country Farm welcoming the team from FAES to the farm during stakeholders' mapping for industrial training placements for BSc. Agriculture students (left). The team discussing bio-gas production at Gulu Country Farm and the possibility.

9.11 Staff of the Faculty of Agriculture and Environmental Science

The Faculty of Agriculture and Environmental Science currently has 19 full-time members of staff. Of these, 14 (73.7%) are teaching staff and 5 (26.3%) are support staff. The staff jointly contribute to the teaching, learning, and research mandate of the University (Table 46).

Table 46: Current members of staff in the FAES

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load (CU)
Teaching Staff						
1	Alfred Alumai	M	PhD	Entomology	Senior Lecturer Dean, FAES	0
2	Alex Abaca	M	PhD	Plant Breeding	Lecturer HOD, Crop Science	16
3	Robert Boyle Onzima	M	PhD	Animal Breeding and Genetics	Lecturer HOD, Animal Science	15
4	Phillip Isaac Omwene	M	PhD	Environmental Engineering	Lecturer HOD, Agricultural Engineering	9
5	Francis Onyilo	M	PhD	Plant Pathology and Biotechnology	Lecturer	14.5
6	Clement Akais Okia	M	PhD	Agroforestry	Assoc. Prof	3.0
7	Moses Okello	M	PhD track	Plant Breeding and Biotechnology	Lecturer	13.5
8	Zech Halasi Gidongo	M	PhD track	Agricultural Economics	Lecturer	12.0
9	Francis Ogwang	M	Master's degree	Soil Science	Assistant Lecturer	10.0

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load (CU)
10	Richard Malingumu	M	PhD track	Soil Fertility and Plant Nutrition	Assistant Lecturer	7.5
11	Paul Bogere	M	PhD track	Monogastric Nutrition and Production	Assistant Lecturer	10.0
12	Sandra Langi	F	Master's degree	Aquaculture	Assistant Lecturer	7.0
13	Maureen Norah Nabulime	F	PhD track	Agricultural Engineering	Assistant Lecturer	Study Leave
14	Denis Gobo	M	Master's degree	Agricultural Extension	Assistant Lecturer	13.0
Support Staff						
15	Hillary Edema	M	PhD Track	Bioinformatics and Biotechnology	Laboratory Technician	Study Leave
16	Victor Wadri	M	Bachelor's degree	Soil Science	Laboratory Technician	
17	Solomon Odur	M	Master's degree	Laboratory Science Education and Industry	Laboratory Technician	1.5
18	Dorcus Nassazi	F	Master's track	Ethnobotany	Laboratory Technician	0.5
19	Betty Nyangwire	F	Master's track	Crop Science	Laboratory Technician	Study Leave

Note: Dr. Alfred Alumai did not have teaching load since courses that needed his expertise had not yet started.

9.12 Innovations at Faculty of Agriculture and Environmental Sciences

9.12.1 Muni Beans

Uganda is faced with high rates of malnutrition partly brought by hunger as result of climatic change. Muni University Scientist, Dr. Alex Abaca, is currently leading a study to enhance the nutritional composition of the common bean (*Phaseolus vulgaris*, L), through bio-fortification as a cheap option to address the prevalence of mineral nutrient deficiency (MND) and malnutrition. A wide assembly of germplasm, from different genetic backgrounds, including Zambian (landraces and commercial), Brazilian (EMBRAPA), and Colombian (CIAT core collection) varieties, are being evaluated in the study as follows:

Development of Iron-rich and Zinc-rich Bean Varieties

Sixteen (16) out of 18 bean lines are currently undergoing field trials at three (3) locations – Abi ZARDI, Adraa Agriculture College, and Zeu District Farm Institute. This research aims to identify and select bean cultivars rich in iron and zinc. In addition to the nutrition content, the bean lines will be evaluated for yield potential. The cultivars found to be high in nutrition content (iron and zinc) and yield potential will then be selected for release for mass production.



Figure 22: Bean lines in a field adaptation study at Abi ZARDI



Figure 23: Mature bean lines in the field at Abi ZARDI

i) **Biochemical and nutritional analyses of the bean lines**

Ninety-eight (98) samples of bean powder from the 16 breeding lines that were grown in the three locations (Abi ZARDI, Adraa Agricultural college, and Zeu District Farm Institute) were prepared and submitted to the Uganda Industrial Research Institute (UIRI) for biochemical analyses (proteins, carbohydrates, fat, fibre, total solid, vitamins) and nutritional (Ca, Mg, P, Fe, Zn, Cu, ...). This is aimed at determining the nutritional levels of these breeding lines prior to their release as new varieties.



Figure 24: Prepared samples for biochemical and nutritional analyses prior to sending to UIRI Laboratory

The laboratory results have shown significant ($p < 0.05$) difference amongst these Muni bean breeding and NAROBAN lines (**Figure 35** and **Table 47**). This implies that Muni Bean lines have the potential to address the malnutrition among the bean growing communities.

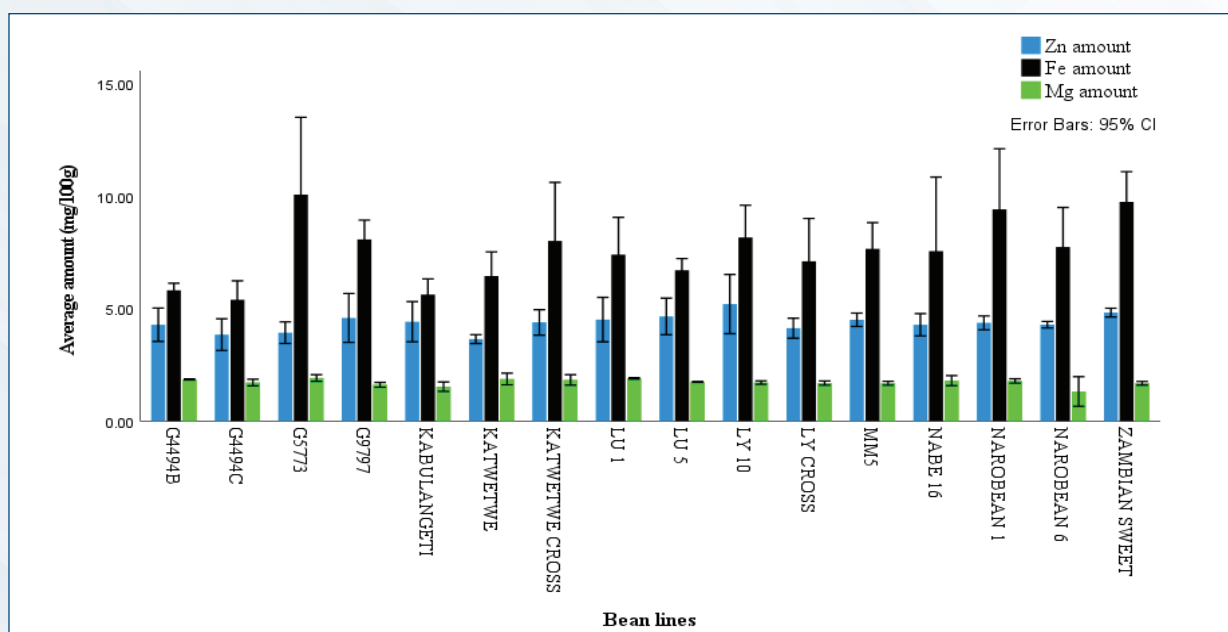


Figure 25: Variation in mineral contents (Iron- Fe, Magnesium – Mg, and Zinc – Zn) among evaluated bean lines

Table 47: Variation in Muni Mineral content lines as compared to the NAROBEAN lines

Bean lines	Comparison of amount elements (Zn, Ca, Fe, and Mg) in different bean lines with known bean varieties (Nabe 16, Narobean 1, and Narobean 6)											
	Zn (p-value)			Ca (p-value)			Fe (p-value)			Mg (p-value)		
	NABE 16	NAROBEAN 1	NAROBEAN 6	NABE 16	NAROBEAN 1	NAROBEAN 6	NABE 16	NAROBEAN 1	NAROBEAN 6	NABE 16	NAROBEAN 1	NAROBEAN 6
G4494B		0.998	0.796	0.994	0.540	0.911	0.001*	0.206	0.007*	0.020*	0.567	0.118
G4494C		0.219	0.111	0.145	0.119	0.651	0.004*	0.134	0.004*	0.012*	0.440	0.335
G5773		0.219	0.078	0.099	0.554	0.667	0.004*	0.204	0.708	0.151	0.292	0.046*
G9797		0.529	0.630	0.499	<0.001*	0.269	0.013*	0.702	0.251	0.665	0.082	0.012*
KABULANGETI		0.740	0.892	0.715	<0.001*	0.039*	<0.001*	0.172	0.006*	0.017*	0.046	0.017*
KATWETWE		0.012*	<0.001*	<0.001*	0.334	0.623	0.076	0.430	0.025*	0.139	0.594	0.432
KATWETWE CROSS		0.729	0.937	0.666	0.973	0.950	0.049*	0.787	0.357	0.828	0.802	0.641
LU 1		0.607	0.727	0.575	<0.001*	0.195	0.040*	0.916	0.132	0.728	0.281	0.016*
LU 5		0.342	0.418	0.281	<0.001*	0.490	0.001*	0.528	0.029*	0.180	0.519	0.284
LY 10		0.124	0.143	0.106	0.738	0.752	0.020*	0.674	0.315	0.641	0.375	0.170
LY CROSS		0.572	0.290	0.416	<0.001*	0.310	0.007*	0.766	0.102	0.544	0.268	0.098
MM5		0.346	0.426	0.120	<0.001*	0.242	0.016*	0.940	0.155	0.927	0.236	0.069
ZAMBIAN SWEET		0.025*	0.009*	<0.001*	0.825	0.951	0.053	0.144	0.784	0.042*	0.226	0.061

* Statistically significant difference compared using students t-test ($p < 0.05$)

i) Establishment of National Bean Participatory Evaluation Trial 2023A Season

Fifteen (15) bush bean lines and six (06) climbing bean lines have been planted in 12 districts of Uganda for 2023A season. The bush beans were established in Hoima, Kabale, Bukomasimbi, Mayuge, Mbale, Sironko, Dokolo, Oyam, Adjumani, Koboko, Madi-Okollo, and Zombo districts. The climbing beans were established in Hoima, Kabale, Sironko, Mbale, and Zombo districts. The National Bean Participatory Trial (NBPT) evaluation is a mandatory requirement by the Ministry of Agriculture, Animal Industries, and Fisheries) MAAIF prior to release of breeding lines in order to test their performance across different agro ecologies of Uganda.

Several sets of data sets on agro-morphological and pest and disease have been collected from the trials in all locations by Muni University. The harvest of these trials has already started in some locations, therefore there is an urgent need to plan for 2023B season in these locations.



Figure 26: National Bean Participatory Trial in Lobule Sub-County, Koboko District, 2023A Season



Figure 27: National Bean Participatory Trial data collection in Bulindi ZARDI, Hoima District, 2023A



Figure 28: National Bean Participatory Trial data collection in Kachwekano ZARDI, Kabale District, 2023A season

9.12.2 Vitamin A-rich Banana

Eighteen (18) research lines of vitamin A-rich banana are currently undergoing field trials in Madi-Okollo, at Adraa Agriculture College. Data to be collected will include climate-resilience, banana yield, pests and disease resistance, soil health and soil organic matter content, and carbon sequestration. Also, banana cultivars will be evaluated for vitamin content; those found to be rich in vitamin content will then be selected and re-evaluated for yield potential prior to release for mass production.

Data collection on fruits has started since the plantation has already started to produce bunches. Additionally, 120 new banana planted holes have already been made in preparation for 2023B trial extension. More local West Nile banana germplasm will also be collected and included in this extension as well.



Figure 29: Vitamin A-rich banana lines intercropped with beans in the field at Adraa Agriculture College, in Madi-Okollo District



Figure 30: Vitamin A-rich banana lines undergoing field testing at Adraa Agriculture College, in Madi-Okollo District



Figure 31: Vitamin A-rich banana evaluation outlook after the long dry season. The field evaluation is established at Adraa Agriculture College, in Madi-Okollo District

9.12.3 Development of Rice Varieties

Over 1,000 rice accessions comprising of varieties, breeding lines, magic populations, and elite lines have been introduced at Muni University from the Africa Rice Centre, in West Africa, by Moses Okello. Of these, 8 breeding lines have been selected and are being evaluated in Kabanyolo (Makerere University) and at Muni University for biotic stress (rice blast and bacterial blight), abiotic stress (drought), and qualitative traits (aroma and grain quality). Furthermore, rice breeding work has continued at Muni University to generate more breeding populations aimed at releasing new varieties of rice.

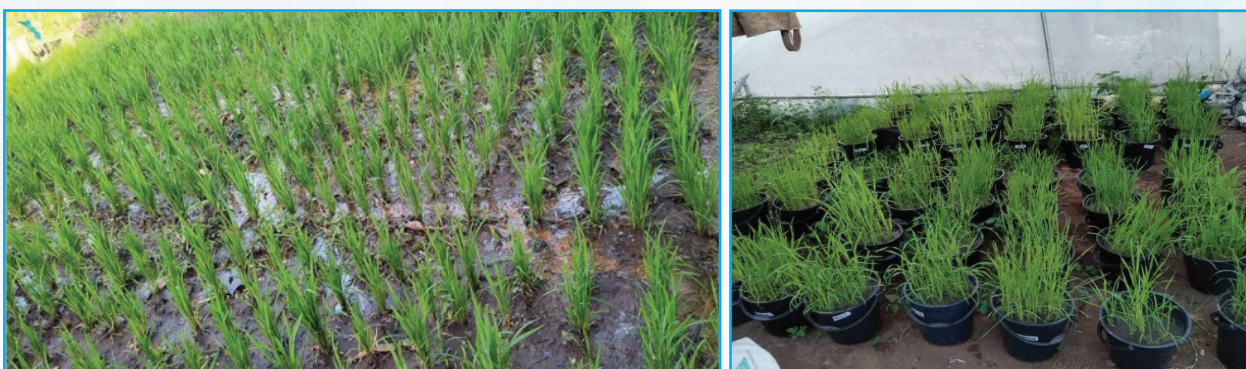




Figure 32: Rice breeding work currently on-going at the varandah of Muni University classroom block following the collapse of our greenhouse

The research highlighted above is expected to contribute to building climate-resilience and food and nutrition security in the region.

CHAPTER TEN

FACULTY OF MANAGEMENT SCIENCE

10.1 Introduction

The Faculty of Management Science is relatively small, considering its human resource, student population, age, and facilities. This Faculty was operationalised in 2020/2021. The faculty was established initially with five (5) departments, i.e., Departments of Economics, Tourism and Hospitality Management, Marketing and Logistics Management, Business Administration and Management, and Accounting and Finance. Considering the foundations and functions of Management as a concept, the faculty realise that the five (5) departments mainly serve more of the private sector of the economy. Yet, the University's establishment object (c) requires the University to develop human resources for decentralised governance. Hence, the Faculty proposed the creation of another department that would serve the object (c) more appropriately. Therefore, the Ministry of Public Service approved the creation of the Department of Public Management in 2023.

This report details the planned activities, performance and the faculty operations and outputs in 2022/2023. The activities covered the primary mandates of the University, including Teaching and Learning, Research and Innovation and Community outreach. The report also covers collaborations the faculty is engaged in with its partners. The report also compares data from the previous year. A summary of the critical operations is presented in the following sections.

Vision:

To be a Regional Centre of Excellence of Management Science

Mission:

To Advance Training in Management Science through Research and Innovation for Positive Human Transformation

10.2 Faculty Academic Programmes

The faculty ran undergraduate and postgraduate programmes during the ending Academic Year 2022/2023. The two (2) undergraduate programmes are Bachelor of Business Administration and Management (BBAM) and Bachelor of Economics (BoE). Postgraduate Diploma in Financial Management (PGDFM).

The faculty will roll out new undergraduate and postgraduate programmes following the Faculty Strategic Plan during 2023/2024. Some of the new courses planned to rollout include Master of Business Administration (MBA), Master of Tourism and Hospitality Management (MTHM), Postgraduate Diploma in Human Resource Management (PGDHRM), and Bachelor of Procurement and Supply Chain Management (BPSCM). The faculty will run a total of six (6) programmes.

10.3 Administrative Structure at the Faculty

The Dean who is elected by members of the Faculty. Currently, Dr Amandu Yassin Is'haq is the Dean of the Faculty. The Faculty has three heads of department who include Dr. Aitaa Sam Kilimvi, for Business Administration and Management (BAM), Dr. Nazarous Rukanyangira, for Marketing and Logistics Management (MLM) and Dr Nickson Nagaaba for Accounting and Finance . The Faculty will be operationalising the Department of Public Administration Management in FY 2022/2023.



Dr Amandu Yassin Is'haq
Ag. Dean Faculty of Management Science



Mr. Aitaa Sam Kilimvi
Ag. HoD – FA



Dr. Nazarous Rukanyangira
Ag. HoD– MLM



Dr Nickson Nagaaba
Ag.HOD- Accounting & Finance

10.4 Conferences/Workshops/Seminars

The staff also participated in some conference/workshops/seminars during the year. Some of the cases are presented in the Table 48.

Table 48: Conferences/Workshops/Seminars Attended

S/N	Staff Name, Title & Department	Name of conferences, workshops/seminars	Organiser	Date Held	Participant/Presenter
1.	Mr Akena Geoffrey Oyoo, Department of Economics	Building Stronger Universities in Africa (BSU) Conference	Gulu University	24-25 Nov 2022	Mr Akena Geoffrey Oyoo
2.	Mr Akena Geoffrey Oyoo, Department of Economics	Integrated Planning and Reporting by the Planners and Economists in Uganda	National Planning Authority	23-26 May 2023	Mr Akena Geoffrey Oyoo
2.	Dr Nazarious Rukanyangira	Statistical Data Analysis Using SPSS and EPI Info	UMI	13-24 March 2023	Members of the public
3.	Dr Nagaaba Nickson	A sensitisation workshop on the East African Qualifications Framework and Dissemination and Validation of the EAC higher education fee's structure model to be	Inter-University Council for East Africa (IUCEA) held in Mbarara	2-3 March 2023	IUECEA
4	Dr Nagaaba Nickson	National Qualification Framework for the Accountancy Profession in Uganda	Uganda Institution of Certified Accountants of Uganda and National Council for Higher Education	December 16 2022	NCHE
5	Dr Nagaaba Nickson	Institutional and Programme review	Uganda National Council for Higher Education	December 13, 2022	NCHE

10.5 Research/other dissemination

Details of the dissemination are provided in the Table 49.

Table 49: Research/Other Dissemination

S/N	Staff Name, Title & Department	Research/Other paper	Venue	Date Held	Participant
1.	Dr Amandu Yassin Is'haq Dr Nazarious Rukanyangira	Muni University Marketing	Muni University	May 2023	Muni University Community
2.	Dr Amandu Yassin Is'haq Prof. Robert Kajobe	Public Lecture	Muni University	March 31, 2023	The public (Local governments/ other public sector, & private sector institutions)

10.6 Consultancy Services/Training

The faculty had the opportunity to provide consultancies and training to fulfil object (c) of the establishment of the University (That is, providing training to build capacity for decentralisation governance). In this regard, the faculty provided trainings for Koboko Municipal Local Government staff in Public Financial Management. Table 50 details out some of training programme.

Table 50: Consultancy Services/Training for Koboko Municipal Council

S/N	Staff Name, Title & Department	Consultancy Service	Organisation	Date Held
1.	Dr Amandu Yasin Is'haq Dr Sam Aitaa Kilimvi	Public Financial Management I/II	Koboko Municipal Council	July/Oct, 2022
2.	Dr Sam Aitaa Kilimvi Dr Amandu Yasin Is'haq	Public Financial Management I/II	Koboko Municipal Council	July/Oct 2022



Figure 33: Closing Ceremony for Public Financial Management Training for Koboko Municipal Council (Cohort I) on Friday, 29, 2022



Figure 34: Closing Ceremony for Public Financial Management Training for Koboko Municipal Council (Cohort II) on Friday, October 2022



The Chief Finance Officer, Mr Amule Yassin, received his certificate of Participation from the Acting Vice Chancellor, Professor Simon Anguma Katrine, at the Training Centre (Business Incubation Centre in the Witness of the Academic Registrar, Mr Felix Opio and the Dean Faculty of Management Science, Dr Amandu Yassin Is'haq.

10.7 Collaborations and Partnerships

The Faculty of Management Science (FMS) was assigned to coordinate several Collaborations on behalf of the University. The faculty coordinated collaboration between the University and Start Hub Africa, Lemon School of Entrepreneurship (LSE) and Uganda Investment Authority (UIA), as listed in Table 51.

Start Hub Africa and Muni University signed MoU to collaborate in several youth Entrepreneurship skills development areas. As such, Start Hub Africa established a branch of the Youth Entrepreneurship Club at Muni University. The student club has had several entrepreneurship skills trainings and participated in national pitch events. The Club is now vibrant. The faculty developed a grant to sponsor Youth Entrepreneurship Skills development with LSE, as listed in Table 51.

Table 51: Collaborations and Partnerships

S/N	Partner	Area of Collaboration	Lead Partner/Focal Person	Duration
1.	Start Hub Africa	Youth Entrepreneurship Capacity Building and Start ups	Dr Amandu Yassin Is'haq	Open & due for review
2.	Lemon School of Entrepreneurship – India	Entrepreneurship Skills Development	Dr Amandu Yassin Is'haq	Open & due for review
3.	Islamic University in Uganda	Resources	Dr Amandu Yassin Is'haq	Open & due for review
4.	Uganda Investment Authority	SMEs Development and Sustainability	Dr Amandu Yassin Is'haq	Open & due for review

10.8 Community Engagements

In pursuance of the University mandate of Community Outreach engagements, the faculty had two (2) community outreach activities. One was on September 16, 2022, in Maracha District, Alikua Subcounty Owavu Parish, where Dr Amandu engaged the Parish Development Model Parish Committee in providing an interpretation of the PDM documents and other general advice regarding the aims/objectives and the responsibility of the PDM stakeholders in achieving the PDM objectives. The second community engagement was providing training in Strategic planning and annual budgeting for Uganda Muslim Supreme Council (UMSC) Arua Muslim District. Other details are provided in Table 52.

Table 52: Community Engagements

S/N	Staff Name, Title & Department	Type of Community Engagement	Venue	Date Held	Participant
1.	Dr Amandu Yassin Is'haq	PDM Advisory Service	Owavu Parish meeting held at Church of Uganda, Alikua Subcounty, Maracha District	September 16, 2022	Owavu Parish Community, Parish Chief, Alikua Subcounty Chief, and LC 1 Chairman of the Parish
2.	Dr Amandu Yassin Is'haq	Training of UMSC Strategic Planning/ Budgeting	Arua UMSC H/Q	25/5/2023	UMSC Council Members/County Sheiks/Chairs

10.9 Students Study Trips

A student study trip was conducted at the Karuma Hydro Power Construction site. It was organised by the instructor of the Course Unit, Project Planning and Management, for Bachelor of Business Administration and Management (BBAM) year II students to appreciate theories of Project Planning and Management in practice. The study was planned and implemented by Dr Nickson Nagaaba on Sunday, March 12, 2023. Pictures showing the Project staff explaining the project activity progress and some of the students who participated in the study activity.



Figure 35: Bachelor of Business Administration students on a study tour at Karuma Hydro-power electric plant

CHAPTER ELEVEN

FACULTY OF SCIENCE

11.1 Introduction

The Faculty of Science was founded by Muni University Council in 2018 with four departments including, the Department of Physics, Chemistry, Biology and Mathematics. The faculty imparts into the students an in-depth knowledge of the core scientific disciplines of Biology, Chemistry, Physics and Mathematics through the Faculty-led and supervised research, innovation projects and community outreach activities. The faculty brings a lens of teaching sciences, research, innovation, and community engagement in all its programs. This model of learning fosters curiosity among academic staff and students and promotes creative problem-solving skills. Faculty of Science has well-trained academic staff and technical staff in the various fields of Physics, Chemistry, Biology, and Mathematics. Thirty percent of the academic staff have PhDs,

and a good number are already pursuing their PhD studies in reputable Universities around the globe.

Our research and innovations aim at improving the livelihood of the community and the state of the environment from the threats of degradation, diseases, climate change, energy and food crisis and bridge gap in scientific knowledge and technological advancement.

11.2 Administrative Structure of the Faculty

The faculty is headed by the Dean who is elected by members of the faculty. Currently, Assoc. Prof. Morgan Andama is the Dean of the faculty. The Dean is assisted by Heads of Department who includes Dr. Jalira Namugaya – Mathematics, Dr. Patrick Mungufeni – Physics, Dr. Hakim Nsubuga – Chemistry, and Dr. Robert Opoke – Biology.



Vision:

Scientific derived knowledge and research for development

Mission:

To promote applied scientific research and innovation competencies



Assoc. Prof. Morgan Andama
Dean Faculty of Science



Dr Jalira Namugaya
Ag. HoD – Mathematics



Dr. Patrick Mungufeni
Ag. HoD – Physics



Dr. Hakim Nsubuga
Ag. HoD – Chemistry



Dr. Robert Opoke
Ag. HoD – Biology

11.4 Research focus

Staff and students of the faculty are engaged in undertaking research in the natural and applied science disciplines including, Water quality, Natural Products, Medicinal plants, Environmental Chemistry, Entomology, Botany, Zoology, Immunology, Biochemistry, Molecular Biology, Paleoecology, Renewable energy, Space Science, Astronomy, Pure and Applied Mathematics. Our research findings are published in high impact journals which can as well be accessed through the Muni University Institution Repository.

11.5 Training Organised

Given the importance of Capacity Building to have empowered manpower who can discharge their responsibilities effectively and efficiently for realization of organizational objectives various departments and units organised different training programmes in tandem with their foci. The major ones are presented in Table 53.

Table 53: Trainings Attended by the Faculty Staff

S/N	Name of Staff	Title of the Trainings/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
1	Assoc. Prof. Morgan Andama	Training Workshop on Programme Development and Institutional Review	Council Hall- Muni University	18 th -19 th April 2023	2 days
2	Assoc. Prof. Morgan Andama	Inter-University Research Methods Training in Grants Writing	Uganda Christian University Main Campus, Mukono	22 nd August to 2 nd September 2022	10 days

S/N	Name of Staff	Title of the Trainings/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
3	Ms. Betty Akwongo	Inter-University Research Methods Training in Grants Writing	Uganda Christian University Main Campus, Mukono	22 nd August to 2 nd September 2022	10 days
4	Assoc. Prof. Morgan Andama	Inter-University Research Methods Training in Scientific Writing	Uganda Christian University Main Campus, Mukono	12 th -16 th December 2022	5 days
5	Ms. Betty Akwongo	Inter-University Research Methods Training in Scientific Writing	Uganda Christian University Main Campus, Mukono	12 th -16 th December 2022	5 days
6	Ms. Betty Akwongo	Biology society of Uganda (BioSU): inception meeting: Towards transforming the landscape of life sciences in Uganda.	Hosted by Makerere University Main Campus: Attended online	5 th May 2023	9:00 - 12:00 hours
7	Dr. Robert Opoke	Training Workshop on Programme Development and Institutional Review	Council Hall- Muni University	18 th -19 th April 2023	2 days
8	Dr. Omony John Bosco	Training Workshop on Programme Development and Institutional Review	Council Hall- Muni University	18 th -19 th April 2023	2 days
9	Mr. Arop Martin	Attended a training workshop on programme development and review	Council Hall- Muni University	18 th -19 th April 2023	2 days
10	Mr. Arop D. Martin	Course Hero summit	Online	July 28-29, 2022-	2 days
11	Dr. Bob Senyange.	Pan Africa congress of Mathematicians	Congo-Brazzaville	1-5 August 2022	5 days
12	Dr. Jalira Namugaya	Induction workshop for Muni University Council members	Muni University	23 rd - 24 th August	2 days
13	Dr. Jalira Namugaya	Attended a workshop on grant proposal writing organized by Eastern African Network for women in Basic sciences and Uganda Women Mathematicians as a response to CWM funding call	Hotel Lavena in Kampala	15 th December, 2022	1day
14	Dr. Kimuli Ivan Philly	NCHE program and institutional reviewers' workshop	NCHE	14 th December 2022	1 day

S/N	Name of Staff	Title of the Trainings/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
15	Dr. Jalira Namugaya	Attended a networking and team building workshop organized by Eastern Africa Network for Women in Basic Sciences (EANWoBAS)	Hotel Lavena in Kampala	6 th to 7 th Jan, 2023	2 days
16	Dr. Jalira Namugaya	Attended a workshop on grant proposal writing organized by Faculty of Science, Muni University as a response to MUNIRIF	Online	14 th Feb, 2023	1 day
17	Dr. Jalira Namugaya	Attended a conservation conference organised by the Ministry of Tourism, Wildlife and Antiquities	Online	9 th Feb 2023	1 day
18	Mr. Arop Martin	Attended AIMS Refresher training	Council Board room, Muni University	15 th March, 2023	1 day
12	Mr. Mwebesa Edson	Participated in Mathematics Day for A Level Students,	Muni University	18 th March 2023	1 day
13	Mr. Mwebesa Edson	Attended Nvivo one day training organized by Statistics Department of Infectious Disease Institute (IDI) Limited	College of Health Sciences, Makerere University		
14	Mr. Mwebesa Edson	Completed <i>"Fundamentals of Medical Statistics with RCTs"</i>	Online	7 th to 13 June 2023	7 days
15	Mr. Martin Arop	Attended a training workshop on programme development and review	Muni University Council Hall	18 th and 19 th April 2023	2 days
16	Dr. Walter Ojok Dr. Hakimu Nsubuga	Webinar Titled "Bioinspired Engineered Materials and their interactions with microorganisms" by Prof. Jessica D. Schiffmann	American Chemical Society webinar (Venue: Online)	21/6/2023	1 hour
17	Dr. Hakimu Nsubuga	Training workshop on effective & efficient faculty management organized by Muni University-Department of Human Resource.	Muni University-Council Hall	13 th June 2023	1 day
18	Dr. Hakimu Nsubuga	Facilitated a session on Advancing Research and Innovation in Higher Education in a Training workshop on effective & efficient faculty management organized by Muni University-Department of Human Resource.	Muni University-Council Hall	13 th June 2023	1 Hour

S/N	Name of Staff	Title of the Trainings/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
19	Mr. Muhwezi Godfrey	Training on LC-MS/MS and GC-MS/MS training. Prof. Ivan Spanik of Slovak University	Directorate of government analytical laboratory	17th June 2023	
20	Mr. Muhwezi Godfrey	Workshop on Advanced research methods training by Dr. Peter Samuels of University Birmingham	Network for Multidisciplinary research in Africa (NEMRA)	May 15 th -16 th 2023	2 Days
21	Dr. Matsiko Julius	How to Get Published Webinar Series-How to Secure Funding	Online	21 st June 2023	1 Hour
22	Dr. Benson Oloya	Post-Doc Training	Max Planck Institute for Medical Research, Stuttgart, Germany	March 2023 to April 2023.	2 months
23	Mr. Paul Ecuru	Attended the AfriChild training	Mukono	12 th – 16 th December 2022	5 days
24	Dr. Patrick Mungufeni Dr. John Bosco Omony Dr. Robert Opoke	The training of institutional and programme reviewers organized by the National Council for Higher education	Kampala	14 th December 2022	1 day
25	Ms Stella Nasejje	Training in nanotechnology in materials synthesis, characterization and property testing	Joint Undertaking for an African Materials Institute, University of Nairobi, Kenya	19 th to 30 th June 2023	12 days

11.7 Conferences/Workshops/Seminars

To broaden the personal and institutional networks, promote deeper understanding, uncover new learnings, and reinforce exiting best practices in specific disciplines, the staff in the faculty participated in several conferences/workshop/seminars. The major ones are as seen in Table 54.

Table 54: Conferences/Workshops/Seminars Attended by Staff of the Faculty

S/N	Staff Name	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
1	Assoc. Prof. Morgan Andama	The 6 th Annual Procurement Summit 2022 in Hotel Africana, Kampala	The Institute of Procurement Professionals of Uganda	8 th July 2022	Participant
2	Assoc. Prof. Morgan Andama	Africhild 2 nd Annual Conference at Golf Course Hotel, Kampala	Africhild	28 th February 2023	Participant
3	Assoc. Prof. Morgan Andama	14 th East African Procurement Forum, Sheraton Hotel, Kampala	The Institute of Procurement Professionals of Uganda and Public Procurement and Disposal of Public Assets Authority (PPDA)	23 rd -24 th March 2023	Participant
4	Assoc. Prof. Morgan Andama	Effective and efficient Faculty Management	Muni University	13 th June 2023	Participant
5	Dr. Robert Opoke	Effective and efficient Faculty Management	Muni University	13 th June 2023	Participant
6	Assoc. Prof. Morgan Andama	The 7 th Annual Procurement Summit 2023 in Hotel Africana, Kampala	The Institute of Procurement Professionals of Uganda	23 rd June 2023	Participant
7	Ms. Betty Akwongo	The 7 th Annual Procurement Summit 2023 in Hotel Africana, Kampala	The Institute of Procurement Professionals of Uganda	23 rd June 2023	Participant
8	Ms. Betty Akwongo	Systematic literature review	PhD Fellows Makerere University	25 th June 2023	Participant
9	Ms. Betty Akwongo	Understanding the peer review process and why doctoral / early researchers should peer review	PhD Fellows Makerere University	26 th June 2023	Participant
10	Dr. Hakimu Nsubuga Dr. Oloya Benson Dr. Patrick Mungufeni Dr. Geoffrey Andama Dr. Julius Matsiko Dr. Bob Senyange Dr. John Bosco Omony Ms. Stella Nasejje Assoc. Prof. Morgan Andama Robert Opoke	Faculty of Science Curriculum development workshop organized by Faculty of Science.	MU-FOS BOARDROOM	24 th May 2023	Presenters/ Participants

S/N	Staff Name	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
11	Dr. Julius Matsiko	First International Conference on Curriculum Development organized by Uganda National Curriculum Development Centre.	Serena/ Online	26-27 April 2023	Participant
12	Dr. Patrick Mungufeni	United Nations/ Azerbaijan Workshop on the International Space Weather Initiative (ISWI)	The United Nations Office for Outer Space Affairs and The Baku State University	31 October – 4 November 2022	Presenter
13	Dr. Patrick Mungufeni	African Capacity Building Workshop on Space Weather Effects on GNSS	The International Center for Theoretical Physics, Trieste, Italy	3 – 14 October 2022	Participant
14	Dr. Patrick Mungufeni	ICTP-SCOSTEP-ISWI School and Workshop on the Predictability of the Solar-Terrestrial Coupling - PRESTO	The International Center for Theoretical Physics, Trieste, Italy	29 May - 2 June 2023	Presenter
15	Dr. Patrick Mungufeni	Satellite Beacon Symposium	Boston College Institute for Scientific Research	4/Aug/2022	Presenter
16	Dr. Patrick Mungufeni	United Nations Workshop on the International Space Weather Initiative: The way forward	The United Nations Office for Outer space Affairs	25 th - 30 th June 2023	Presenter
17	Mr. Arop D. Martin	Course Hero summit	Online	July 28-29, 2022-	Participant
18	Dr. Bob Senyange.	Pan Africa congress of Mathematicians	Congo-Brazzaville	1-5 August 2022	Participant
19	Dr. Jalira Namugaya	Induction workshop for Muni University Council members	Muni University	23rd- 24th August	Participant
20	Dr. Jalira Namugaya	Attended a workshop on grant proposal writing as a response to CWM funding call on	organized by Eastern African Network for women in Basic sciences and Uganda Women Mathematicians	15 th December, 2022	Presenter
21	Dr. Kimuli Ivan Philly	NCHE program and institutional reviewers' workshop	NCHE	14 th December 2022	Participant

S/N	Staff Name	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
22	Dr. Jalira Namugaya	Attended a networking and team building workshop	organized by Eastern Africa Network for Women in Basic Sciences (EANWoBAS)	6 th to 7 th Jan, 2023	Presenter
23	Dr. Jalira Namugaya	Attended a workshop on grant proposal writing as a response to MUNIRIF	organized by Faculty of Science, Muni University	14 th Feb, 2023	Participant
24	Dr. Jalira Namugaya	Attended a conservation conference	organised by the Ministry of Tourism, Wildlife and Antiquities	9 th Feb 2023	Participant

11.8 Research Dissemination/Communication

The Staff of the University from time to time organises/attends research dissemination seminars where they disseminate their research findings to stakeholders. The major ones are presented Table 55.

Table 55: Research Dissemination/Communication

S/N	Staff Name	Research paper	Venue	Date Held	Participant
1.	Imran Ejotre	Zoonotic disease transmission	National Museum of Natural History Germany	22 nd June 2023	Scientists
2.	Dr. Walter Ojok	PhD viva Voce titled Mesoporous Sorbents from Biowastes for Sustainable Fluoride Removal from Water	Mbarara University of Science and Technology (MUST)	19/4/2023	Participant
3.	Omara Polycarp, Betty Akwongo, Paul Ecuru, Denis C. Akwar, Morgan Andama	Mitigating the Effects of Violence Against Children in Refugee Educational Settings in West Nile, Uganda	Africhild 2 nd Annual Conference at Golf Course Hotel, Kampala	28 th February 2023	Presenter / Participant
4.	Betty Akwongo, Polycarp Omara, Paul Ecuru, Denis C. Akwar, Morgan Andama	Children's perspectives on the forms and perpetrators of violence in refugee educational settings in West Nile Region.	Africhild 2 nd Annual Conference at Golf Course Hotel, Kampala	28 th February 2023	Presenter / Participant
5.	Dr. Geoffrey Andama	PhD Thesis	Mbarara University	22 nd March 2023	Presenter
6.	Dr. Bosco Oryema	PhD thesis	Mbarara University	22 nd February 2023	Presenter
7.	Dr. Geoffrey Andama	Planet formation by core accretion of multi-pebble species	Max Plank Institute for Astronomy, Heidelberg, Germany	4 th June 2023	Presenter

11.8 Community Engagements

Muni University being a community institution of higher learning extends her services through sharing of knowledge and engaging in offering leadership and governance for community and institutions functioning for transformation of society. The major ones are presented Table 56.

Table 56: Faculty of Science Community Engagements

S/N	Staff Name, Title & Department	Type of Community Engagement	Venue	Date Held	Participant
1	Staff of Department of Biology	One (1) community outreach for career guidance	Uleppi Secondary School, Madi-Okollo District	15 th 07 2022	Participants
2	Staff of Department of Chemistry (Dr. Oloya Benson)	Outreach focusing on Career guidance and Examinations tips in Chemistry for "O" and "A" Level Candidates	Erussi Secondary School, Nebbi District	October 2022	Participant
3	Three staff of Department of Chemistry (Mr. Amagu Paulino, Mr. Walter O, Dr. Hakimu)	Outreach for career guidance in secondary school. to by in	St. Marys Ediofe girls' secondary school, Arua City	October 2022	Participants
4	All staff of Department of Physics	Community outreach intended to build the capacity of the staff members (laboratory technicians and Physics teachers) in secondary schools.	Otravu S. S and Maracha S. S, Maracha district	16 th November 2022	Participants
5	Two staff of Department of Biology and Department of Chemistry (Ms. Betty Akwongo, Dr. Oloya Benson)	1. Community outreach aimed at guiding S.6 Biology and Chemistry students (1 girl and 17 boys) on important key aspects in biology and chemistry including confidence building, teamwork and self-drive among the learners; reading skills; question answer approaches for structured and essay questions; Practical skills among others	St Aloysius College, Nyapeya, Zombo District	13 th November 2022	Participants
6	Staff of Department of Chemistry (Dr. Oloya Benson)	Benchmarking and Needs assessment for the development of PhD-Chemistry	Makerere University	December 2022	Participant

S/N	Staff Name, Title & Department	Type of Community Engagement	Venue	Date Held	Participant
7	Staff of Physics department and Year 3 Physics students	study tour was organized for 3 rd year Physics students (9 male and 1 female)	Karuma Hydro-power station and the oil exploration sites at King Fisher Development Area, Mputa and Nzizi wells in Kaiso-Tonya	18 th – 20 th January 2023	Participants
8	Muni University Mathematical Society including Mr. Mwebesa Edson, Mr. Joseph Asega assistant lecturers of mathematics and BSc Educ Students	Mathematics seminar on the topic Trigonometry for 180 Advanced level students (141 males, 39 females) from Mvara S.S, St. Joseph's College Ombaci, Arua Public Secondary School, St. Mary's Ediofe Girls Secondary School. Seminar was an eye-opening experience for other departments to emulate so as to reach out to the young academicians in the broadest sense.	Muni University	18 th February 2023	Facilitators and Presenters
9	Team by EANWoBAS including Dr. Jalira Namugaya	Organised a mathematics run to celebrate the international mathematics day	Buyala Junior School	18 th March, 2023	Participant
10	Some staff of Faculty of Science (, Assoc. Prof. Morgan Andama, Dr. Ivan Kimuli Philly, Ms. Betty Akwongo, Mr. Paul Ecuru, Mr. Amagu Paulino, Ms. Nasejje Stella)	School practice for Third Year Students	Secondary schools in West Nile region	6 th March 2023 – 31 st March 2023	Participants
11	Assoc. Prof. Morgan Andama	Opponent for the Viva Voce of a PhD candidate (Joseph Katswera)	Kyambogo University	May 4, 2023	Participant
12	Staff of Department of Chemistry	Benchmarking visit to Makerere University on best Practices of running a Chemistry graduate program and possibility of Memorandum of Understanding between the two sister Departments.	Makerere University, Chemistry Department	15-17 th May 2023	Participants

S/N	Staff Name, Title & Department	Type of Community Engagement	Venue	Date Held	Participant
13	Staff of Department of Chemistry	Study visits for four male 3 rd year Chemistry students and one female Higher Education Access Certificate student (representative) for gender inclusion (4 male and 1 female) and seven staff (male). The aim was to expose the final year students to advanced instrumentations in the Laboratories and establishment of partnerships.	Makerere University, Chemistry Department and Uganda National Bureau of Standards	15-17 th May 2023	Participants
14	Assoc. Prof. Morgan Andama	External Examiner for Biology Courses in Department of Biological Sciences of Kyambogo University	Kyambogo University	29 th August to 7 th September 2022	Participant
15	Assoc. Prof. Morgan Andama	External Examiner for Master of Science in Conservation and Natural Resources Management	Kyambogo University	July 2022 - date	Participant
16	Dr. Robert Opoke	Supervisor for Master of Science in Entomology and Parasitology	Gulu University	30 th Jan 2023-date	Participant
17	Dr. Robert Opoke	External Examiner of Science in Entomology and Parasitology Dissertation	Gulu University	15 th Jan 2023-date	Participant
18	Dr. Bob Senyange	Review of 1 research article, International Journal of Bifurcation and Chaos (IJBC)-	Muni University	August, 2022	yes
19	Dr. Jalira Namugaya	Review of COMSTEDA 19 conference papers (10 papers) organized by SMASE- Africa,	Muni University	October/ May, 2022	
20	Dr. Jalira Namugaya	Part of the team by EANWoBAS that Organised a mathematics run that took place at Buyala Junior School to celebrate the international mathematics day	Online/ Buyala Junior School	18 th March, 2023	
21	Mr. Mwebesa Edson	Participated in Mathematics Day for A Level Students,	Muni University	18 th March 2023	1 day
22	Dr. Kimuli Ivan Philly.	Engaged in School practice for Third Year Students,			

11.9 Staff of the Faculty

To deliver teaching, learning, and research effectively and efficiently at the University, specifically at the Faculty, the University recruited 21 staff to perform the various Faculty functions. Table 57 presents the different categories of staff employed by the University for the Faculty.

Table 57: Faculty of Science staff and their qualifications

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
1	Jalira Namugaya	Female	PhD	Applied Mathematics	Lecturer	06
2	Philly Ivan Kimuli	Male	PhD	Pure Mathematics	Lecturer	09
3	Bob Senyange	Male	PhD	Pure Mathematics	Lecturer	09
4	Hakim Nsubuga	Male	PhD	Analytical, environmental, electrochemistry, physical, materials and biological chemistry and nanotechnology	Lecturer	08
5	Patrick Mungufeni	Male	PhD	Physics (Space Science)	Senior Lecturer	09
6	Julius Matsiko	Male	PhD	Environmental chemistry	Lecturer	08
7	Morgan Andama	Male	PhD	Biology (Palaeoenvironment & Palaeoclimate)	Assoc Prof.	09
8	Robert Opoke	Male	PhD	Biology (Agricultural & Applied biosciences (Entomology)	Senior Lecturer	12
9	John Bosco Omony	Male	PhD	Biology (Biochemistry/ Biotechnology)	Lecturer	12
10	Edward Bwayo	Male	PhD	Physics	Lecturer	06
11	Martin D. Arop	Male	PhD Track	Applied Mathematics	Lecturer	06
12	Paul Emong	Male	PhD Track	Applied Mathematics	Lecturer	09
13	Benson Oloya	Male	PhD	Organic Chemistry	Lecturer	08
14	Imran Ejotre	Male	PhD Track	Biology (Physiology, Immunology, Disease Ecology, Zoology)	Lecturer	03
15	Oryema Bosco	Male	PhD	Physics (Nuclear and Radiation Physics, Space Physics)	Lecturer	09
16	Andama Geoffrey	Male	PhD	Physics (Astrophysics)	Lecturer	09

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
17	Betty Akwongo	Female	PhD Track	Biology (Ethnobotany, Natural Resources, Ecology and Conservation)	Lecturer	03
18	Nasejja Stella Bazibu	Female	PhD Track	Physics (Materials Science for both industrial (energy) and medical applications)	Assistant Lecturer	09
19	Godfrey Muhwezi	Male	PhD Track	Environmental chemistry	Assistant Lecturer	10
20	Walter Ojok	Male	PhD	Environmental chemistry	Lecturer	08
21	Fred Masika	Male	PhD Track	Biology (Botany, Genetics, and molecular biology)	Assistant Lecturer	06
22	Edson Mwebesa	Male	Master	Disease modelling, maternal and child health issues, predictive modelling, and Data science	Assistant Lecturer	09
23	Paul Ecuru	Male	Master	Physics (Astrophysics, Space Science)	Assistant Lecturer	09
24	Amagu Paulino	Male	Master	Organic Chemistry	Assistant Lecturer	09
25	Rehemah Samanya	Female	Bachelor	Physics Laboratory	Senior Laboratory Technician	N/A
26	Mugenyi Athanatus	Male	Bachelor	Physics Laboratory	Laboratory Technician	N/A
27	Ibrahim Ssali	Male	Bachelor	Biomedical Laboratory	Laboratory Technician	N/A
28	Dennis Anguyo	Male	Bachelor	Chemistry Laboratory	Laboratory Technician	N/A
29	Driwale Raymond Baker	Male	Bachelor	Chemistry Laboratory	Laboratory Technician	N/A
30	Lubanga Nasifu	Male	Bachelor	Biology Laboratory	Laboratory Technician	N/A
31	Lee Michael	Male	Diploma	Biology Laboratory	Assistant Laboratory Technician	N/A
32	Okello E Moses Agnes	Male	Certificate	Chemistry Laboratory	Assistant Laboratory Technician	N/A

11.10 Scientific Research Collaborations

Research Collaboration between Muni University and Bucknell University (USA) in undertaking collaborative project on Uganda Bat Research Studies

TITLE: Tolerance and resistance responses of African bats to viral antigens: Immunological trade-offs in zoonotic reservoir hosts.

Funded by: The United States National Institutes of Health (**PTE Federal Award No. 1R01AI151144-01A1, value of \$2.9 million**) to Bucknell University, PA, USA, with a subaward to Muni University, the Ugandan institution of affiliation (**Sub Award No. GR299583, value of \$183,564**) where the project is being implemented.

The project has requested grant funding is for a five-year period; we have included a 6th year (no additional budget) contingency project year in our UWA request to account for any project delays (e.g., Covid-19 related interruptions).

Start date: 1 March 2021

A collaborative project between Bucknell University (USA), Muni University (Arua, Uganda), and Humboldt University (Germany)

The project runs from **1 March 2021 to 28 February 2026 (duration of 5 years)**. It is approved by the Uganda Wildlife Authority (**UWA; COD/96/02**) and by the Uganda National Council for Science and Technology (**UNCST; NS300ES**).

Principal Investigators:

Dr. DeeAnn Reeder (Bucknell)
Dr. Ken Field (Bucknell)

Co-Principal Investigator:

Mr. Imran Ejotre (Muni university, Arua, Uganda; Humboldt University, Berlin, Germany)

Other "Key Senior Personnel"

Dr. Alfred Alumai (Muni)
Dr. Morgan Andama (Muni)
Dr. Juliane Schear (Humboldt university)

Project background and rationale

Emerging infectious diseases (EIDs) such as Ebola, Marburg, Coronaviruses, etc. are a critical threat to global public health and have widespread economic consequences. More than 60% of EIDs originate from animals, and, among these, majority (71.8%) have originated from wildlife rather than from domestic animals. While many mammal groups are implicated in these emerging diseases, bats are the likely natural sources for many of these viruses. And many of these bats stay in close proximity to humans (for example in houses, in trees within homesteads, caves visited by people, etc.). Our main suspicion is that bats serve as reservoir hosts for many but especially dangerous viruses because they display tolerance of these disease-causing agents (pathogens) and that specific signatures of tolerance will be evident in their immune responses to viral antigens. Tolerance of infection is predicted to have been favoured by natural selection and may allow for high

chronic infection levels or for repeated, transiently high pathogen load and avoidance of virus induced pathology and/or immunopathological responses. Immune resistance by controlling viral replication could also play a role, most likely when a particular bat-virus relationship is more recent; either tolerance or resistance may increase spillover of these diseases to other organisms, especially humans. Through rigorous experimental work we will fill significant gaps in our understanding of the unique role that bats play in disease ecology. Furthermore, elucidating tolerance mechanisms in reservoir hosts may provide key insights into how to mitigate the immune response to disease causing organisms originating from wildlife in humans, thus effecting better treatment options.

The West Nile region directly borders South Sudan and eastern DRC. There is high human traffic across these borders, yet the two countries are among African countries that have registered frequent episodes of emerging infectious diseases and have weak public health systems. West Nile therefore serves as one of the key gateways for registering new emerging diseases. Research such as ours that tries to build necessary infrastructure for understanding the dynamics of new emerging diseases and positioned in a location like West Nile is crucial. It will over time provide a training ground to build technical human capacity in the field of disease studies.

Figure 36: Bat species being studied.

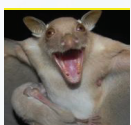


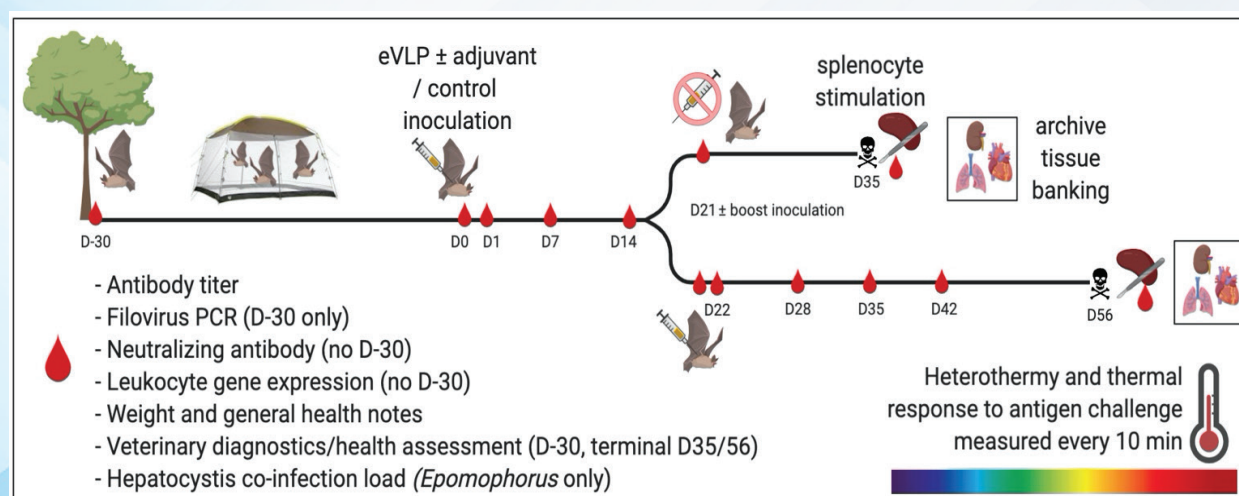
Species and life-history data		Ties to Filoviruses ^{31,47,52,61}
<i>Epomophorus labiatus</i> Little Epauletted Fruit Bat Family Pteropodidae ~ 60g		<ul style="list-style-type: none"> • Ab+ Sudan Ebolavirus (SUDV) (Towner and Reeder, unpublished) • Very closely related species are Ab+ or PCR+ for MARV, ZEBOV, RESTV • biannual birth pulses with post-partum estrous • Ecology (tree-roosting in tropical forests & peridomestic)
<i>Chaerephon pumilus</i> Little Free-tailed Bat (insectivorous) Family Molossidae ~ 11 g		<ul style="list-style-type: none"> • PCR+ Bombali virus (BOMV) • survive infection with human variant EBOV • triannual birth pulses with post-partum estrous • Ecology (crevice and cavity roosting & peridomestic)
<i>Hipposideros caffer</i> Sundevall's Leaf-nosed Bat (insectivorous) Family Hipposideridae ~ 10 g		<ul style="list-style-type: none"> • NONE: (but low sampling effort) • single birth per year • No strong ecological ties (will live in disturbed habitat but not as peridomestic as the other two species); crevice and cavity rooster • Hosts beta-CoV in subgenus <i>Hibecovirus</i>^{108,109}, closely related to SARS-like CoVs¹¹⁰

Figure 37: Project Design



Progress so far achieved:

As part of implementing the grant, Bucknell University has started setting up a specialty lab by providing assorted equipment and laboratory material and has procured a field vehicle (**Toyota Landcruiser Hard Top – Troop Carrier Model 2022, Registration No. UBM 467C**). This lab facility and project equipment will be gifted to Muni University for research and teaching after Bucknell University ceases their interest to undertake collaborative projects with Muni University.

Other achievements:

- a) Structures have been put in place for bat behavioural studies in captivity.
- b) The pilot phase has been successfully executed.
- c) Proper study has started from year 2 with success.
- d) The specialty Ecophysiology, Immunology, and Disease Ecology laboratory is being set up and will continue to be equipped incrementally.
- e) Project has engaged 3 academic staff, 3 lab technicians and 3 student interns always during the project period.
- j) PCR thermocycler (BioRad brand, runs 1 plate of 96 wells)
- k) ELISA plate reader (BioRad brand, runs 1 plate of 96 wells)
- l) Centrifuge (LW Scientific, holds 12 tubes of up to 2 ml each)
- m) Table top mini-centrifuge x2 (Sprout brand, Holds 6 tubes up to 2 ml each)
- n) Table top vortex mixer (D-Lab brand)
- o) Mini gel electrophoresis machine (VWR brand, runs up to 24 lanes)
- p) Battery-operated field light microscope (?? brand, 4x - 100x lenses)
- q) Chest freezer (Hisense brand, minimum temp -30 C)
- r) Travel refrigerator/freezer (Engel brand, runs 120 V DC from car outlet or car/marine battery, minimum temp -20 C)
- s) Three (3) Marine battery to power travel refrigerator/freezer
- t) Solar panel to charge marine battery.
- u) Liquid nitrogen duer x2
- v) Pipette sets x3 (Eppendorf, Gilson, USA Scientific brands; volumes range from 1000 ul to 10 ul)
- w) Hand-held 8-channel manual ELISA plate washer
- x) Powered air purifying respirator systems (PAPRs) x4 (3M brand, used with Tyvek suits as PPE for work with wildlife)

List of equipment so far acquired.

- a) Landcruiser 78 model 2022 Troup Carrier Registration Number: UBM 467C
- b) A2 Biosafety Cabinet
- c) Nanodrop, Nucleic Acid Quantifier
- d) Plate Shaker with heating function
- e) Portable -80 Freezer
- f) 4 Large Nitrogen Dry Shippers
- g) The Battery backup systems (UPS)
- h) Pipetting vacuum Helper (for 2,5,10 mL pipettes)
- i) IR gun thermometer

CHAPTER TWELVE

FACULTY OF HEALTH SCIENCES

12.1 Introduction

The Faculty of Health Sciences (FHS) became autonomous in 2020. It had been under the leadership and supervision of the Faculty of Technoscience since 2016 when the first program, Bachelor of Nursing Science started. The first Dean of the faculty is Dr. Mangwi Richard Ayiasi. FHS has three departments, which include Nursing and Midwifery, Public health, and Medical Laboratory sciences. Currently, one program is running at the faculty which is Bachelor of Nursing Science. Master of Public Health was accredited in 2022/2023 and the first Cohort of students will be admitted in the academic year 2023/2024. Bachelor of Midwifery Science has been recommended for accreditation, pending inspection of the premises while Bachelor of Medical Laboratory Sciences curriculum passed through the approval processes at the University, awaiting feedback from National Council for Higher Education.

12.2 Administrative Structure of the Faculty

The faculty is headed by the Ag. Dean Dr. Mangwi Richard Ayiasi. The Dean is assisted by Heads of Departments Ms. Mary Aleni (Nursing and Midwifery), Dr. Dricile Ratib (Public Health) and Ms. Akiteng Winnie (Medical Laboratory Sciences).

Vision:

To be a model health training entity to transform the health care sector.

Mission:

To provide patient-centred and quality health care training, generate knowledge, promote innovation for community empowerment and transformation.



Dr. Mangwi Richard Ayiasi
Ag. Dean
Faculty of Health Science



Dr. Dricile Ratib
Ag. HoD
Public Health



Ms. Mary Aleni
Ag. HoD
Nursing and Midwifery



Ms. Akiteng Winnie
Ag. HoD
Medical Laboratory Sciences

12.3 Research focuses

On health-related research, community or population health, and Teaching-learning processes. Based on the unique geographical positioning of Muni University, a refugee hosting community within its catchment area.

12.4 Teaching and learning

Teaching and learning were conducted for 3 semesters for the continuing students: the third still running since 17th April 2023 to date. The total number of weeks of teaching and learning was 43 as opposed to the planned 44 weeks. This was because semesters one and two were reduced in length to 14 weeks as opposed to 15 weeks of teaching and learning to return to the pre COVID-19 academic calendar. Online learning was adopted to help complete the planned syllabi during Christmas break. The current year one students have studied for 2 semesters and are starting recess term on 26th June 2023. Two-semester examinations were conducted for both continuing and year one students while 1 recess term examinations were conducted for the continuing students. Each end of semester examination ran for 2 weeks while the recess term examination ran for 1 week. The students were taught in class, clinical areas, and in the community.



Figure 38: Scenario execution during Simulation at the department of Nursing Skills Laboratory



Figure 39: Clinical Teaching at Arua Regional Referral Hospital

12.5 Field attachment

During semester two in October 2022, 34-year two nursing students were placed in four lower-level health facilities (Adumi and Oli HCIV, Bondo and Vurra HCIII) to practice community health nursing. During the community visits, the students were equipped with knowledge, skills, and attitude necessary for provision of nursing care in the community. The students were also exposed to the real-life health challenges faced by communities and organizations so that they can be prepared for health care delivery in such environment in the future.

Thirty-four (34) year four Bachelor of Nursing students are currently placed for Domiciliary in the community within 10km radius of Arua Regional Referral hospital until 21st July 2023. The students deliver mothers at the Arua Regional Referral hospital and visit them at their homes to provide postnatal care (care after birth) for seven days for the mothers, babies, and families. Clinical faculty supervise the students on day 3 and day 7 of the home visit. All the 34 students are expected to successfully complete domiciliary and care for the mothers, their babies, and families in their home environment.



Figure 40: A Nursing student caring for a postnatal mother and baby at home in Arua City (Domiciliary Care)

12.6 Training Organised

The department of Nursing and Midwifery conducted two trainings and one mentorship funded under the partnership of Seed Global Health. A 3-day Basic Emergency Care training drew 8 preceptors from Arua Regional Referral Hospital (ARRH). The facilitators were 3 Clinical Faculty Nursing Muni University. Training Preceptors from ARRH is important to the department because these preceptors supervise the Nursing students during clinical teaching in the hospital besides the Nursing Faculty.



Figure 41: Training of Preceptors on Basic Emergency Care

A five-day refresher training on quality Improvement was conducted for the faculty and ARRH staff. A total of 22 staff were reoriented on quality improvement including 10 from Muni University Faculty of Health Sciences. During the training, participants were taken through quality improvement methodology. Participants identified quality improvement projects to be implemented at ARRH and Muni University, department of Nursing and Midwifery.

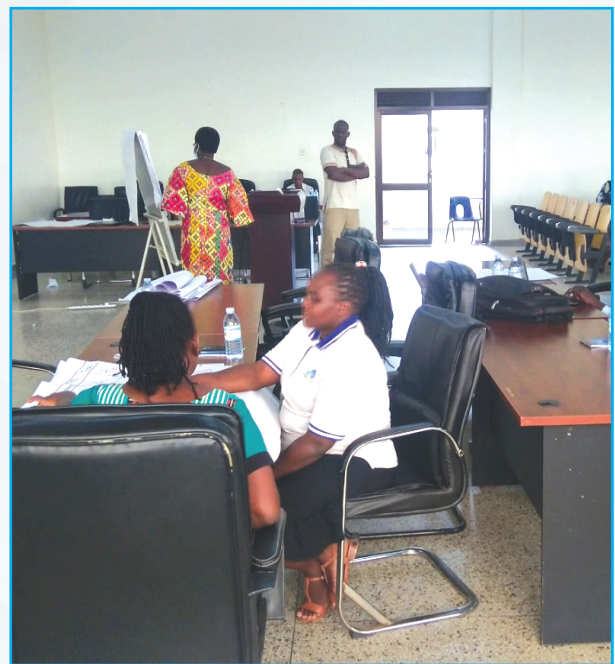


Figure 42: Quality improvement training

One mentorship was conducted on simulation-based teaching and learning by Sim for Life from Mbarara University of Science and Technology who have expertise in Medical Simulation. Eleven (11) clinical faculty were mentored in this teaching methodology.



Figure 43: Mentorship on simulation-based teaching and learning

A training was organized on faculty management by Human Resource department. Several topics were handled including effective time management, managing conflicts, and building work teams, budgeting and finance management, innovations in teaching and learning, advanced research and innovation and effective community outreach. This training was attended by two (2) staff from the Faculty of Health Sciences.

Table 58: Faculty of Health Science Training Held

S/N	Name of Staff	Title of the Training Held	Institution	Date	Duration
1	Akao May Grace Jokindu Ronald Chelimo Philis	Basic Basic Emergency Care	Muni University	7-9 September 2022	3 days
2	Aleni Mary Assusi Mildred Edna Andru Monicah Akao Mary Grace Otim Tonny Douglas Twesigye Deus Chelimo Philis Jokindu Ronald Guma Nurdin Chelimo Philis Dr. Dricile Ratib	Mentorship on Simulation Based Teaching and Learning	Muni University	May 2022	3 days

S/N	Name of Staff	Title of the Training Held	Institution	Date	Duration
3	Aleni Mary Assusi Mildred Edna Akao Mary Grace Chelimo Philis Jokindu Ronald Guma Nurdin Dr. Dricile Ratib Akiteng Winnie Edema William Tekakowe Job	Refresher Training on quality improvement	Muni University	26-30 September 2022	5 days
4	Otim Tonny Douglas Akiteng Winnies	Faculty Management Training	Muni University	13 th June 2023	1 day

12.7 Collaborations and Partnerships

Muni University being a community-oriented institution of higher learning works in collaboration with various stakeholders to jointly transform society. The major partners are presented in the table below.

Table 59: Faculty of Health Sciences Collaborations and Partnerships

S/N	Partner	Area of collaboration	Lead Partner	Duration
1	Seed Global Health	Maternal, neonatal and child health and Emergency Care	Muni University	5 years
2	Sim For Life	Simulation based education	Muni University/ Mbarara University of Science and Technology	Open
	Muni Labs	Maracha Hospital Data Project	Muni University	open
2	Ministry of Health	Malaria prevention and Indoor Residual Spraying (IRS)	Ministry of Health Division of Malaria Control	3 years
3	DINU Chase Project	Family Planning, Adolescent Health, Nutrition & WASH	NARO	3 years. Ended in February 2023
4	Muni University and University Collage Absalon- Denmark	To promote academic cooperation, staff and student exchange and joint educational projects	Muni University and University Collage Absalon- Denmark	3 years but renewable
5	Muni University and Antwerp University in Belgium	To promote academic cooperation, staff and student exchange and joint educational projects	Muni University and Antwerp University- Belgium	5 years but renewable

Seed Global Health/ Muni University/Arua Regional Referral hospital partnership aims that Muni University Nursing faculty, students and Arua Regional Referral clinical staff apply best practices in patient-centred maternal, neonatal, child health and emergency care in the Arua Regional Referral Hospital by 2025. Several activities were conducted this year including quality improvement projects in patient care at Arua Regional Referral Hospital (ARRH), Student led patient centred care activities, Training of staff (ARRH and department of Nursing and Midwifery) on Basic Emergency Care, quality improvement projects and simulation mentorships. A research project on evaluation of patient centred care approaches in patient care at ARRH is being carried out.

Sim for Life is a partnership which aims at establishing and ensuring excellency in simulation-based teaching and learning at the Faculty of Health Sciences. Several activities were implemented here including mentorships and attendance of a symposium at MUST on 16th June 2023. During the symposium, Muni University was awarded for embracing SBE and for an outstanding performance in implementing medical simulation in teaching and learning. Department of Nursing and Midwifery presented 3 research papers during the symposium.



Figure 44: Awards presented to Muni University during the symposium

DINU Chase project aims at alleviating poverty in northern Uganda (Lango and Acholi regions) focusing on eight piloting districts. It is a consortium comprising three partners with Muni University leading Family Planning (F/P), Adolescent-Friendly Health Services (AFHS) and WASH are headed by Lira University, and finally, Nutrition is being headed by Palm Corps. This project ended in February 2023.



Figure 45: Training of health workers on Family Planning in Acholi & Lango regions (DINU Chase project)

12.8 Staff of the Faculty

To deliver teaching, learning, and research effectively and efficiently at the University, specifically at the Faculty, the University recruited 29 staff to perform the various Faculty functions. The table below presents the different categories of staff employed by the University for the Faculty.

Table 60: Faculty of Health Sciences Staff, Qualifications, and Teaching Load

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
1	Richard Mangwi Ayiasi	Male	Ph.D.	Public Health	Senior Lecturer	22
2	Dricile Ratib	Male	Ph.D.	Public Health and Emerging and Neglected Infectious Disease	Lecturer	22
3	John Roberts Padde	Male	PhD. Track	Pathogen Biology	Lecturer	10
4	Drasiku Amos	Male	PhD. Track	Health Sciences	Assistant Lecturer	10
5	Tracy Alexis Kakyo	Female	PhD. Track	Clinical Education and Research	Assistant Lecturer	10
6	Nyakuni Peter	Male	PhD. Track	Health Sciences	Assistant Lecturer	10
7	Afayo Robert	Male	PhD. Track	Health Sciences	Assistant Lecturer	10
8	Tibyangye Julius	Male	PhD. Track	Microbiology	Assistant Lecturer	10
9	Benson Musinguzi	Male	PhD Track	Biosecurity	Chief Laboratory Technician	22

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
10	Atiku Saad Mahjub	Male	PhD. Track	Biochemistry	Assistant Lecturer	22
11	Dr. Odaga Jimmy	Male	Master	Surgery	Lecturer	22
12	Aleni Mary	Female	Master	Midwifery and Women's Health	Assistant Lecturer	35
13	Andru Monicah	Female	Master	Midwifery and Women's Health	Assistant Lecturer	30
14	Akao Mary Grace	Female	Master	Midwifery and Women's Health	Assistant Lecturer	31
15	Assusi Mildred Edna	Female	Master	Critical Care Nursing	Teaching Assistant/ Clinical Instructor	32
16	Ssimbwa Geoffrey	Male	Master	Physiology	Assistant Lecturer	20
17	Ismail Draguma Legason	Male	Master	Public Health	Assistant Lecturer	10
18	Akiteng Winny	Female	Master	Laboratory Medicine	Assistant Lecturer	22
19	Edema William	Male	Master	Clinical and Molecular Microbiology	Chief Laboratory Technician	22
20	Hope Derick	Male	Master	Medical Microbiology	Assistant Lecturer	22
21	Anyase Ronald Amaza	Male	Master	Pharmacology	Assistant Lecturer	10
22	Otim Tony Douglas	Male	Bachelor	Mental health	Teaching Assistant	25
23	Twesigye Deus	Male	Bachelor	General Practice	Teaching Assistant/ Clinical Instructor	27
24	Jokindu Ronald	Male	Bachelor	Hospital and Health Care Management	Teaching Assistant/ Clinical Instructor	31
25	Guma Nurdin	Male	Bachelor	Laboratory	Teaching Assistant/ Clinical Instructor	21
26	Chelimo Philis	Female	Bachelor	Laboratory	Teaching Assistant/ Clinical Instructor	7
27	Job Tekakwo	Male	Bachelor	Lab Science	Laboratory Technologist	0
28	Amadile Lawrance	Male	Bachelor	Histopathology	Laboratory Technologist	0
29	Cosmas Andrug	Male	Bachelor	Lab Science	Laboratory Technologist	12

Note: Those with CU 10 and below are on study leave

Table 61: Projects at Faculty of Health Science

Sn	Title	Principle Investigator	Start date	Duration	Budget (UGX)
1	Seed Global Health/Muni University/Arua Regional Referral hospital (Muni University Nursing faculty, students and Arua Regional Referral clinical staff apply best practices in patient-centered maternal, neonatal, child health and emergency care in the Arua Regional Referral Hospital by 2025)	Aleni Mary (Project Coordinator)	2019	5 years	Not fixed
2	The Insectary project	Dr. Mangwi Richard Ayiasi	2022	5years	Not fixed
3	Developing Artemisia herbal formulations for intermittent preventive treatment of malaria in children (IPTc) in Arua – Phase 1	Dr. Dricile Ratib	10 th June 2023	1 year	52,000,000
4	Provision of Solar Pump Clean borehole water for Muni University Community	Dr. Dricile Ratib	May 2023	2 years	70,000,000
5	Understanding malaria vector epidemiology and infectivity following indoor residual spraying in the boarder districts of West Nile region, Uganda	Dr. Mangwi Richard Ayiasi	June 2023	1 year	21,000,000

CHAPTER THIRTEEN

DIRECTORATE OF GRADUATE TRAINING, RESEARCH, AND INNOVATION

13.1 Introduction

The Directorate of Graduate Training, Research, and Innovation (DGTRI) at Muni University was fully operationalized in 2022; however, some of its activities were initially implemented under the Research and Innovation department. Structurally, Directorate reports to the University Senate through the Board of Graduate Training, Research Innovation (BoGTRI). The Graduate Training arm of DGTRI links with faculties and departments while the Research and Innovation arm has three departments, namely: Research and Innovation, Grants, and Intellectual Property Protection. The vision of the Directorate is to be a leader in graduate training, research and innovation for transformation and development, while the mission is to facilitate top-notch graduate training and transformative research and innovation at Muni University.

13.2 DGTRI policy and guiding documents

Policy documents developed in the reporting year 2022/2023

- a) Guidelines and Terms of Reference for Research Ethics Committee
- b) MUNIRIF guidelines
- c) MUNIRIF Grants Management Committee ToR
- d) Muni University Research Management Policy
- e) Research and Innovation Policy
- f) Intellectual Property Policy
- g) Community Engagement Policy
- h) Research Ethics Committee developed

In addition, Research and Ethics Committee (REC) is being set up to support the operations of the Directorate of Graduate Training Research Innovation.

Administrative Structure at the Directorate



Professor Kajobe Robert
Director Graduate Training, Research and Innovations



Associate Professor Okia Clement
Deputy Director Graduate Training, Research and Innovations

Table 62: MUIRIF grants awarded during the reporting year

Reference	Proposals Evaluated	PI & Faculty/ Unit	CO-PI & Faculty	Approved Amount
MRIF01/01	Aflatoxin Mitigation Strategies for Smallholder Farmers in the West Nile Region, Northern Uganda, Scaling up of Aflasafe	Dr. Francis Onyilo Agriculture and Environmental Sciences	Mr. Solomon Odur Agriculture and Environmental Sciences	33,000,000
MRIF01/02	Mass rearing of Acheta domesticus (Orthoptera: Gryllidae) for household income and improved food security among refugees and host communities in the West Nile region	Dr. Robert Opoke Science	Dr. Malinga Geoffrey Gulu University	49,000,000
MRIF01/03	Mobile solar-powered cold room for storage of agricultural products using an ordinary air conditioning system as a cooling unit (CHUMBA BARIDI)	Dr. Andogah Geoffrey Technoscience	Mr. Innocent Opio Miria Technoscience	54,000,000
MRIF01/04	Development of a Radio Station at Muni University	Dr. Nkamwesiga Lawrence Technoscience	Dr. Andogah Geoffrey Techno-science	50,000,000
MRIF01/05	Developing Low-Cost Machines for Desert Date (<i>Balanites aegyptiaca</i>) Nut-Cracking and Oil Extraction	Dr. Philip Isaac Omwene, Agriculture and Environmental Sciences	Sandra Langi Agriculture and Environmental Sciences	55,000,000
MRIF01/06	Safeguarding Common Drinking Water Sources for Improved Health and Educational Performance in Selected Schools in Arua District	Dr. Morgan Andama Science	Mr. Ojok Walter Science	51,000,000
MRIF01/07	Developing Artemisia herbal formulations for intermittent preventive treatment of malaria in children (IPTc) in West Nile	Dr. Ratib Dricile Health science	Dr. Alfred Alumai Agriculture and Environmental Science.	52,000,000
MRIF01/08	Increasing Market-Driven Brycinus nurse (Onang-nang) Fish Supply Chains: Implications for Value Chain Practices and Public Health	Dr. John Bosco Omony Science	Dr. Robert Opoke Science	34,000,000

Reference	Proposals Evaluated	PI & Faculty/ Unit	CO-PI & Faculty	Approved Amount
MRIF01/09	Unlocking Economic Potential of Cassava Through Improved Processing and Value Addition	Dr. Nazarious Muhimbo Rukanyangira Management Science	Mrs. Rehema Batamuriza Management Science	32,000,000
MRIF01/10	Efficient low-cost practices for online instruction in Mathematical Sciences in Universities.	Dr. Bob Senyange Science	Mr. Paul Emong Science	50,000,000
MRIF01/11	Investigating the antimalarial potential of medicinal plants from West Nile Region towards drug development	Dr. Benson Oloya Science	Dr. Morgan Andama Science	51,000,000
MRIF01/12	Improving quality assurance practices in higher education: the case of Muni university	Dr. Bona Maandera Quality Assurance	Mr. Leonny Kihembo Academic Registry	31,000,000
MRIF01/13	School-Based Teacher Mentorship for Improved Learning Outcomes: Strengthening Gender Responsive and Inclusive Pedagogies in Secondary Schools in West Nile, Uganda	Dr. Paul Edabu Education	Mr. Polycarp Omara, Education	32,000,000
MRIF01/14	Pedagogical Intervention to Improve Numeracy and Literacy Levels Among Learners in Selected Primary Schools in Madi Okollo District.	Dr. Jalira Namugaya Science	Mr. Aliga Alex Education	41,000,000
MRIF01/15	Mosquito Community Composition and malaria vector infectivity in West Nile Region	Dr. Mangwi Ayiasi Richard Health Sciences	Mr. Hope Derick Science	21,000,000

Table 63: Other grants won by the DGTRI during the reporting year

S/N	Project Name	Project Period	Principal Investigator	Source of Funding	Project Value	Status	Impact so far created	Expected output by the end of the project period
1	Strengthening transformative capacity of Higher Education Institutions for equitable and resilient governance of natural resources in refugee-host community settings in West Nile, Uganda	4 years	Assoc. Prof. Clement Okia	Austrian Development Cooperation	514,388 Euros	On-going	3 PhD students are being sponsored under the project	a. Sustainable land use management b. Sustainable energy utilization c. Natural resource governance d. New master's programme on Food systems developed e. 3 PhD graduates in Natural resources management
2	Development of innovative horticulture technologies for improved income and livelihoods among small-scale women farmers in Uganda	3.5 years	Prof. Robert Kajobe	USAID through UC Davis Horticulture Innovation Lab	385,064 USD	Started in April 2023 - (On-going)	Preparations for training of farmers in innovative horticulture technologies are in progress	a. Best Agronomic options to reduce vegetable losses determined. b. Best harvest and post-harvest handling practices for vegetables determined. c. Best marketing and market access strategies for vegetables determined

S/N	Project Name	Project Period	Principal Investigator	Source of Funding	Project Value	Status	Impact so far created	Expected output by the end of the project period
3	Making food system innovation platform operational to transform regional food systems towards regenerative and inclusivity in Ethiopia, Kenya, and Uganda (2023-2027)	5 years	Prof. Robert Kajobe	IKEA Foundation through Wageningen University & Research	950,000 Euros	Started in April 2023 (On-going)		a. Food and nutritional security assured. b. Livelihoods resilience c. Ecosystem health d. Equality and caring community
4	Development and commercialization of bee products for increased income and export in Uganda	1 year	Prof. Robert Kajobe	Government of Uganda through the STI Secretariat Office of the President	UGX 220,265,217	On-going	Training of beekeepers and Apiary trainers on-going	A. Bee products: 1) Honey: Liquid honey and chunk honey 2) Bee wax 3) Propolis B. At least 400 beekeepers trained. C. At least 60 apiary trainers trained. D. Honey and bee wax products characterized

13.4 Trainings Attended

To fill performance gaps of the staff, the University provides opportunities for training for her staff in different aspects of their responsibilities so that they can deliver to the expectations. The major trainings are presented in Table 64.

Table 64: Trainings attended

S/N	Name of Staff	Title of Training attended	Institution / Organizer of Training	Date of Training	Duration
1	Prof. Robert Kajobe Richard Malingumu	Attended induction training in Nairobi Kenya on project titled Development of innovative horticulture technologies for improved income and livelihoods among small-scale women farmers in Uganda"	Feed the Future Horticulture Innovation Lab. UC Davis	22 nd to 26 th May 2023	Five days
2	Prof. Robert Kajobe	Postharvest Solutions for Small and Evolving Operations course	Postharvest Technology Center, UC Davis, USA	25 th to 30 th June 2023	Five days
3	Prof. Robert Kajobe Sandra Langi	Attended induction training in Nairobi Kenya on a project titled "Making food system innovation platform operational to transform regional food systems towards regenerative and inclusivity in Ethiopia, Kenya and Uganda"	Wageningen University & Research	23 rd June to 1 st July 2023	Eight days

13.5 Collaborations and Partnerships

Directorate coordinated the formation of two (2) research collaborations/partnership agreements which were signed. The agreements are highlighted in Table 65.

Table 65: Research Collaborations and Partnerships signed

S/N	Collaborator / Partner	Area of Collaboration / Partnership	Lead Partner	Duration
1	Bahir Dar University in Ethiopia and Muni University	Teaching and learning Research and innovation, exchange programme for staff and students,	Muni University	5 years

S/N	Collaborator / Partner	Area of Collaboration / Partnership	Lead Partner	Duration
2	Muni University and Tet La'ngech Ltd	Joint research, joint programme development and training in Technoscience	Muni University	5 years
3	Boku University, Austria	Teaching, learning and joint research	Boku University	4 years
4	Mastercard foundation	Skilling refugee and host-community youth in the West Nile region	Mastercard foundation	4 Years

13.6 Community Engagements

The Directorate of Graduate Training, Research, and Innovation took part in three community engagement activities.

Table 66: Community engagement activities conducted

S/N	Name of Staff	Type of Community Engagement	Venue	Date of Engagement	Participants
1	Prof. Robert Kajobe	Delivered a public lecture on sustainability leadership titled "Building Sustainability Leadership in Environment and Natural Resources Governance in West Nile." 127 members (87 Male and 40 female) attended.	Muni University Health Science Hall	Friday 24 th February 2023	University community, Local governments, Schools, local and international NGOs, and members of the community around the University
2	i. Prof. Robert Kajobe, ii. Assoc. Prof Clement Okia, iii. Mr. Richard Malingumu, iv. Ms. Sandra Langi, v. Mr. Ronald Hiirya	Mapping research innovations in the West Nile region for purposes of collaboration. Districts covered: Moyo, Obongi, Koboko, Madi-Okollo, Arua, Yumbe. A total of 37 projects visited	Arua, Terego, Moyo, Obongi, Yumbe, Koboko, Nebbi, Madi-Okollo	27 th March to 6 th April 2023	Selected Farmers in their respective districts

CHAPTER FOURTEEN

CROSS CUTTING ISSUES

14.1 Introduction

This section presents a range of other areas that were supported during implementation of the University activities, as well it highlights the challenges encountered, presents recommendations that can address the weaknesses and opportunities that are explorable to move the institution to higher heights.

14.2 Gender Equity

Gender Equity reflects a balance of involvement for both female and male persons during execution of university operations in line with the gender main streaming policy as well through application of gender responsive pedagogy in teaching, learning and research.

- a) In the 2020/2021 intake/admissions, the University rolled-out admission of students under “STEM” (Science, Technology, Engineering and Mathematics) for selected academic programmes to encourage more females to apply and study at Muni University.
- b) One (1) community awareness activity was conducted on gender-based violence by Muni University. Gender equity was achieved through enabling work environment where every gender participates equally in all departmental activities as per their respective qualifications and partake equally from office amenities and refreshments hence no gender related cases were reported in the unit by the end of FY.
- c) Internal Assurance through Auditing of the Faculties regarding Students intake as per gender mainstreaming policy every academic year to ensure there is proper gender allocation for the intake slots. Deliberate effort to co-publish research articles with both male and female academic staff members (19 articles by male, 1 article by female).
- d) Domiciliary midwifery training with a focus on promoting MNCH and preventing mortality associated with MNCH as a way of addressing gender disparity among women. Sensitization of young men in the clinical setting to embrace Voluntary Medical Male Circumcision (VMMC) to address health disparity in men.

14.3 Environment

The University through its operations applies climate smart approaches to protect the environment as pointed out below.

- a) The University has continuously reduced on paper-based work for office routines as well as meetings to save the environment through embracing technology by using emails, using google meet, zoom platforms to reduce both on paper wastage and costs incurred in printing.

- b) The University participated in tree planting activities in Muni Parish, Madi-Okollo, in refugee settlements of West-Nile
- c) Sensitization of students on Wildlife conservation through study trips to Murchison Falls National Park.
- d) Sensitised the communities of Ayibiri, Ocolini, Muni, Ofude, Nyio, and Awulaka villages on safe waste management as a strategy to promote community health and prevent disease occurrences within the surrounding Muni University communities. Nursing students have been oriented on how wastes can be transformed into economic value like fecal cakes from liquid waste for manures, making airbricks from plastics, and polythene bags. Regulation of water consumption in Arua City from Enyau River to the final household use, and how to regulate the generated waste from it.

14.4 COVID-19

In the reporting year, there has been a spill-over effect of the pandemic which still had a negative effect on the performance of the University even leading to a strike as cohort of students were supported in living out allowance when only one cohort had budgetary provisions which even led to strike. With the normalisation of the running of the academic programs in 2023/2024 it is hoped that normalcy will be restored.

14.5 HIV/AIDS and Hepatitis-B

The University encouraged the staff to participate in HIV/AIDS and Hepatitis sensitization and vaccinations programs. Screening of clients in the clinical settings as part of promoting students learning and sustaining professional development practices by faculty members. Providing basic and advanced care to clients diagnosed with HIV/AIDS and hepatitis infections. It also included complications like Liver diseases, hepatocellular carcinoma, and Kaposi's sarcoma among others. Application of Ministry of Education and Sports HIV AID's workplace policy. Emphasis on avoidance of stigma and discrimination of the infected and affected.

APPENDICES

APPENDIX A

STAFF PUBLICATIONS PRODUCED IN FY 2022/2023 BY FACULTY

Faculty of Technoscience

- (1) Assessment of How Users Perceive the Usage of Biometric Technology Applications, *Recent Advances in Biometrics*, 27th July 2022, Dr. Taban Habibu.
- (2) The Effect of COVID-19 on the Ugandan Education System: A Review, *African Journal of Education, Science and Technology (AJEST)*, 7th April 2023, Dr. Taban Habibu.
- (3) Analysing the Connection Between AI and Industry 4.0 from a Cybersecurity Perspective: Defending the Smart Revolution, *Mesopotamian Journal of Big Data*, 05 May 2023, Dr. Guma Ali.
- (4) The Evolving Role of Artificial Intelligence in the Future of Distance Learning: Exploring the Next Frontier, *Mesopotamian Journal of Computer Science*, 21 May 2023, Dr. Guma Ali.
- (5) Research Paradigms for Health Equity in Intelligent Mobile Healthcare Technologies: A Critical Review, *2023 International Conference on Intelligent Sustainable Systems (ICoISS), Springer (Book Chapter)*, 16-06-2023, Ms. Nakayiza Hellen Rauhda.
- (6) Explainable Sentiment Analysis for Textile Personalized Marketing, *International Conference on the Fourth Industrial Revolution and Beyond (IC4IR+), Springer (Book Chapter)*, 03-06-2023, Ms. Nakayiza Hellen Rauhda.
- (7) Learning Analytics for Cloud-based Education Planning, *2023 7th International Conference on Trends in Electronics and Informatics (ICOEI), IEEE (Conference Paper)*, 24-05-2023, Ms. Nakayiza Hellen Rauhda.
- (8) Trustworthy Sentiment Detection for Maternal and Neonatal Healthcare, *2023 7th International Conference on Trends in Electronics and Informatics (ICOEI), IEEE (Conference Paper)*, 24-05-2023, Ms. Nakayiza Hellen Rauhda.
- (9) A Systematic Review of Renewable Energy Trend, *Newport International Journal of Engineering and Physical Sciences (NIJEP)*, 2023, Ms Nansukusa Yudaya.

Research Manuscripts Concepts Developed

- (1) A Survey on the AI approaches to Detect Aflatoxins in Food and Ruminant Milk.
- (2) Development and Adoption of DC Power Sharing Micro Grid Networks for Solar System to Bolster Energy Access in Off Grid Zones.
- (3) Exploring the Use of 3D Printing for Sustainable Manufacturing Material Selection, Design Optimization, and Environmental Impacts.

- (4) Renewable Energy Contribution in Improving Agriculture in Uganda.
- (5) Social Media in Education Social Media Platforms can be Used to Facilitate Communication and Collaboration Among Students and Teachers.
- (6) Towards the Detection of Aflatoxins in Groundnuts using Deep Learning.
- (7) Using Systems Thinking Perspectives to Analyse Students Enrolment Patterns in New Public Universities in Uganda.

Faculty of Education

- (1) **Bukirwa, J. R.** (2023). Managing attention and emotions of learners at the beginning of a core science lesson in secondary schools in Uganda. *American Journal of Sciences and Engineering Research*, 6(1).
- (2) Naturinda, R., & Edabu, P. (2023). Gender Mainstreaming and Women Development in Bushenyi District, Uganda. *African Journal of Education, Science and Technology*; 7(3). <https://doi.org/https://doi.org/10.2022/ajest.v7i3.846>
- (3) Itamunya, J. M. & Edabu, P. (2023). Influence of Students Leaders' Selection Criteria on Management of Student Discipline in Public Secondary Schools in Tigania West Sub-County, Kenya *East African Journal of Education Studies*, 6(2), 139-159. <https://doi.org/10.37284/eajes.6.2.1257>.
- (4) Korir, E., **Edabu, P.**, & Mungai, P. (2023), Influence of School Information Flow Strategy on Internal Efficiency in Public Secondary School in Nakuru County, Kenya. *African Journal of Education, Science and Technology*, 7(3), Pg 377-389. <https://doi.org/https://doi.org/10.2022/ajest.v7i3.881>
- (5) Kosgei, A.C., & **Edabu, P.**, (2023). Head Teachers' Participative Leadership Style and Teachers' Job Satisfaction in Public Primary Schools in Baringo Sub-County, Kenya; *European Journal of Education Studies* 10 (2) <http://dx.doi.org/10.46827/ejes.v10i2.4672>
- (6) Sang, M., & **Edabu, P.** (2023). Influence of Planning on Integration of Information Communication Technology in Instructional Process in Public Secondary Schools in Nandi-East Sub-County, Kenya. *African Journal of Education, Science and Technology*; 7(3). <https://doi.org/https://doi.org/10.2022/ajest.v7i3.857>
- (7) Mwaura, A., Mugwe, M., **Edabu, P.**, & Thinguri, R. (2022), Effectiveness of Industrial Attachment Exposure in Developing Trainees' Employability Skills from TVET Institutions in Nairobi County. *East African Journal of Education Studies*, 5(2), 274-284. <https://doi.org/10.37284/eajes.5.2.771>
- (8) Jeptoo, M., & Edabu, P. (2022). Influence of Peer Factor on Pupils' Academic Performance in Public Primary Schools in Tindiret Sub-County, Nandi County, Kenya. *East African Journal of Education Studies*, 5(3), 320-327. <https://doi.org/10.37284/eajes.5.3.950>

Faculty of Science

- (1) Oloya, B., Adaku, C., & Andama, M. (2023). The Cyanogenic Potential of Certain Cassava Varieties in Uganda and Their Fermentation-Based Detoxification. <http://dx.doi.org/10.5772/intechopen.110748>
- (2) Bi, W., Li, J., Xiong, M., Pan, B., Zhang, Z., **Lubanga, N.**, ... & Wang, P. (2023). The diagnostic and prognostic role of miR-27a in cancer. *Pathology-Research and Practice*, 154544.
- (3) Tan, M., Zhang, Y., Jin, L., Wang, Y., Cui, W., **Lubanga, N.**, He, B. (2023). Association between atherogenic index of plasma and prehypertension or hypertension among normoglycemia subjects in a Japan population: a cross-sectional study. *Lipids in Health and Disease*, 22(1), 1-11.
- (4) **Ojok, W.**, Bolender, J. P., Wasswa, J., Ntambi, E., Wanasolo, W., & Moodley, B. (2023). Facile synthesis and characterization of multi-walled carbon nanotubes decorated with hydroxyapatite from cattle horns for adsorptive removal of fluoride. *Heliyon*, 9(3).
- (5) **Oloya, B.**, Namukobe, J., Heydenreich, M., Ssengooba, W., Martin, J., Möller, H. M., ... & Byamukama, R. (2023). Two new compounds and the anti-mycobacterial activity of the constituents from *Zanthoxylum leprieurii* root bark. *Phytochemistry Letters*, 54, 107-113.
- (6) **Mwebesa, E.**, Nakafeero, M., Guwatudde, D., & Tumwesigye, N. M. (2022). Application of a modified Poisson model in identifying factors associated with prevalence of pregnancy termination among women aged 15–49 years in Uganda. *African Health Sciences*, 22(3), 100-107.
- (7) **Kimuli, P. I.**, & Sseviiri, D. (2022). Characterizations of regular modules. *International Electronic Journal of Algebra*, 31(2022).
- (8) Xu, J., Hao, Y., Yang, Z., Li, W., Xie, W., Huang, Y., ... **Matsiko, J.**, et al. (2022). Rubber Antioxidants and Their Transformation Products: Environmental Occurrence and Potential Impact. *International Journal of Environmental Research and Public Health*, 19(21), 14595. MDPI AG. Retrieved from <http://dx.doi.org/10.3390/ijerph192114595>
- (9) **Ojok, W.**, Ntambi, E., Bolender, J., Wasswa, J., Wanasolo, W., & Moodley, B. (2022). Synthesis and characterization of hematite biocomposite using cassava starch template for aqueous phase removal of fluoride. *Carbohydrate Polymer Technologies and Applications*, 100241.
- (10) **Akwongo, B.**, Katuura, E., Nsubuga, A.M. et al. (2022). Ethnobotanical study of medicinal plants utilized in the management of candidiasis in Northern Uganda. *Trop Med Health*, 50(78):1-22. <https://doi.org/10.1186/s41182-022-00471-y>
- (11) Amugoli, O. M., Masika, F. B., Asiimwe, A., & Ddamulira, G. (2022). Challenges and Opportunities of Oil Palm Production in Uganda. IntechOpen; <https://www.intechopen.com/online-first/84209>

- (12) **Masika, F. B.**, Lequime, S., Alicai, T., Athman, S. Y., Ipulet, P., Ddamulira, G., & Tumume, A. K. (2022). First report of Pepo aphid-borne yellows virus infecting watermelon (*Citrullus lanatus*) in Uganda. *New Disease Reports*, 46(1), e12110. <https://doi.org/10.1002/ndr2.12110>
- (13) **Omony, J. B.**, Biran, J., Kahwa, D., Aizen, J., Golan, M., Nyatia, E., ... & Rutaisire, J. (2022). Cloning of gonadotropin Gph-alpha, FSH-beta and LH-beta subunits and seasonal profiles of steroid hormones in wild-caught Nile perch, *Lates niloticus*. *General and Comparative Endocrinology*, 323, 114035. <https://doi.org/10.1016/j.ygcen.2022.114035>

Faculty of Agriculture & Environmental Sciences

- (1) **Abaca, A.**, Walakira, J., Emmanuel, O., Alfred, K., & Kassim, S. (2023). Effect of Phosphorus-Based Fertilizer on Groundnut Yield and Incidence of Groundnut Rosette Disease in West Nile Region of Uganda. *Uganda Journal of Agricultural Sciences*, 21(2), 1-14.
- (2) Rode, J., Escobar, M. M., Khan, S. J., Borasino, E., Kihumuro, P., **Okia, C. A.**, Robiglio, V., & Zinngrebe, Y. (2023). Providing targeted incentives for trees on farms: A transdisciplinary research methodology applied in Uganda and Peru. *Earth System Governance*, 16, 100172. <https://doi.org/10.1016/j.esg.2023.100172>
- (3) ÇiftçiöğluGözüaçık, B., **Omwenne, P. I.**, Ergenekon, S. M., Karagunduz, A., & Keskinler, B. (2023). Conforming to Agricultural Water Reuse Criteria : Wastewater Recovery by Electrooxidation Integrated with Nanofiltration /. *Environmental Processes*, 10(1). <https://doi.org/10.1007/s40710-023-00629-8>
- (4) **Omwenne, P. I.**, Can, O. T., Öz, U. M., Keyikoğlu, R. (2023). Investigating the removal efficiency of different textile dye classes from wastewater by electrocoagulation using aluminum electrodes. *International Journal of Environmental Science and Technology*, 20(2). <https://doi.org/10.1007/s13762-023-04841-9>
- (5) Hermelink, M.I., Pittore, K.H., Álvarez Aranguiz, A., Pereira da Silva, F.I., Roefs, M.M., **Kajobe, R.**, **Malingumu, R.** and Hengsdijk, H., (2023). A healthy diet for a growing population: a case study of Arua, Uganda. *Food Security*, pp.1-17. <https://doi.org/10.1007/s12571-022-01337-1>
- (6) **Omwenne, P. I.**, Öcal, Z. B., Yağcıoğlu, M., Karagündüz, A., & Keskinler, B. (2022). Novel chromatographic purification of succinic acid from whey fermentation broth by anionic exchange resins. *Bioprocess and Biosystems Engineering*, 1-11.
- (7) Omujal, F., Ochan, P., Okullo, P., Ogwang, P. E., **Okia, C. A.**, Natukunda, S., & Olupot, W. (2022). Provisional classification of wild edible fruits based on their nutrient profiles. *Acta Scientific Nutritional Health*, 7(1), 39–48. <https://doi.org/10.31080/ASNH.2022.06.1169>
- (8) Gassner A, Coe R, Cornelius JP, Dobie P, Miccolis A, Mukuralinda A, **Okia C. A.**, Somarriba E. (2022). Principles of agroforestry design. In Gassner A and Dobie P. eds. *Agroforestry: A primer. Design and management principles for people and the environment*. Bogor, Indonesia: Center for International Forestry Research (CIFOR) and

Nairobi: World Agroforestry (ICRAF) 58–69. <https://doi.org/10.5716/cifor-icraf/BK.25114>

- (9) Gassner A, Cornelius JP, Dobie P, Mercado A, Mukuralinda A, **Okia C. A.**, Pinon C, Somarriba E, Thorne P. (2022). Components of agroforestry systems. In Gassner A and Dobie P. eds. *Agroforestry: A primer. Design and management principles for people and the environment*. Bogor, Indonesia: Center for International Forestry Research (CIFOR) and Nairobi: World Agroforestry (ICRAF) 24–49. <https://doi.org/10.5716/cifor-icraf/BK.25114>
- (10) Gassner A, Mercado A, Miccolis A, Mukuralinda A, **Okia, C. A.**, Somarriba E. (2022). Management of trees in agroforestry systems. In Gassner A and Dobie P. eds. *Agroforestry: A primer. Design and management principles for people and the environment*. Bogor, Indonesia: Center for International Forestry Research (CIFOR) and Nairobi: World Agroforestry (ICRAF) 104–113. <https://doi.org/10.5716/cifor-icraf/BK.25114>
- (11) Okori, F., Cherotich, S., **Abaca, A.**, Baidhe, E., Adibaku, F. and Onyinge, J.D. (2022) Grain Hermetic Storage Adoption in Northern Uganda: Awareness, Use, and the Constraints to Technology Adoption. *Agricultural Sciences*, 13, 989-1011. <https://doi.org/10.4236/as.2022.139061>
- (12) **Langi, S.**, Panana, E., Alloo, C., Van Stappen, G., & Meeus, W. (2022). Replacement of fishmeal using poultry-based protein sources in feeds for pikeperch (*Sander lucioperca*, Linnaeus, 1758) during grow out phase. *Aquaculture International*, 1-16.
- (13) Odoi, J. B., **Okia, C. A.**, Gwali, S., Odong, T. L., Agaba, H., & Okullo, J. B. L. (2022). Kernel morphometric characteristics and oil content among Shea tree genotypes in Uganda. *African Crop Science Journal*, 30(4), 547-561. <https://www.ajol.info/index.php/acsj/article/view/233442>
- (14) Maulu, S., **Langi, S.**, Hasimuna, O. J., Missinhoun, D., Munganga, B. P., Hampuwo, B. M., ... & Dawood, M. A. (2022). Recent advances in the utilization of insects as an ingredient in aquafeeds: A review. *Animal Nutrition*. <https://doi.org/10.1016/j.aninu.2022.07.013>

Manuscripts

- (1) **Abaca A**, Odama E, Komakech A, Kassim S, Walakira JK, 2023. Effect of phosphorus-based fertilizer on groundnut yield and incidence of groundnut rosette disease in West Nile Region of Uganda. *Uganda Journal of Agricultural Sciences*, 21(2), pp.1-14.
- (2) Çiftçioğlu-Gözüaçık, B, **Omwene, Pl.**, Ergenekon, S. et al. Conforming to agricultural water reuse criteria: Wastewater recovery by electro-oxidation integrated with nanofiltration/reverse osmosis. *Environmental Processes*, 10, 11 (2023). <https://doi.org/10.1007/s40710-023-00629-8>.
- (3) Hermelink MI, Pittore KH, Álvarez Aranguiz A, Pereira da Silva FI, Roefs, MM, **Kajobe R, Malingumu R**, Hengsdijk, H, 2023. A healthy diet for a growing population: a case study of Arua, Uganda. *Food Security*, pp.1-17.

- (4) **Langi S**, Panana E, Alloo C, et al. Replacement of fishmeal using poultry-based protein sources in feeds for pikeperch (*Sander lucioperca*, Linnaeus, 1758) during grow out phase, 2022. *Aquacult Int*. <https://doi.org/10.1007/s10499-022-00964-x>.
- (5) Maulu S, **Langi S**, Hasimuna OJ, Missinhoun D, Munganga BP, Hampuwo BM, Ndakalimwe NG, et al., 2022. Recent advances in the utilization of insects as an ingredient in aqua feeds: A review. *Animal Nutrition*.
- (6) Okori F, Cherotich S, **Abaca A**, Baidhe E, Adibaku F, Onyinge JD, 2022. Grain hermetic storage adoption in Northern Uganda: Awareness, use, and the constraints to technology adoption. *Agricultural Sciences*, 13, 989-1011. <http://dir.muni.ac.ug/xmlui/handle/20.500.12260/468>.
- (7) Omujal F, Ochan P, Okullo P, Ogwang PE, **Okia CA**, Natukunda S, Olupot W, 2023. Provisional classification of wild edible fruits based on their nutrient profiles. Profiles. *Acta Scientific Nutritional Health* 7.1, 39-48.
- (8) **Omwene PI**, Can OT, Öz UM, et al. Investigating the removal efficiency of different textile dye classes from wastewater by electrocoagulation using aluminum electrodes. *Int. J. Environ. Sci. Technol.* (2023). <https://doi.org/10.1007/s13762-023-04841-9>.
- (9) **Omwene PI**, Öcal ZB, Yağcıoğlu M, Karagündüz A, Keskinler B, 2022. Novel chromatographic purification of succinic acid from whey fermentation broth by anionic exchange resins. *Bioprocess Biosystems Engineering*. <https://doi.org/10.1007/S00449-022-02805-W>.
- (10) Rode J, Escobar MM, Khan SJ, Borasino E, Kihumuro P, **Okia CA**, Robiglio V and Zinngrebe Y, 2023. Providing targeted incentives for trees on farms: A transdisciplinary research methodology applied in Uganda and Peru. *Earth System Governance*, 16, p.100172.

Faculty of Health Sciences

- (1) **Atiku, S. M.**, Kasozi, D., & Campbell, K. (2023). Single Nucleotide Variants (SNVs) of Angiotensin-Converting Enzymes (ACE1 and ACE2): A Plausible Explanation for the Global Variation in COVID-19 Prevalence. *Journal of the Renin-Angiotensin-Aldosterone System*, 2023.
- (2) Lines, L. E., **Kakyo, T. A.**, Grant, J. M., & Hutton, A. (2023). Invisibility of nurses and midwives in the public health response to child abuse and neglect: A policy review. *Collegian*. <https://doi.org/10.1016/j.colegn.2022.09.002>
- (3) Lines, L. E., Kakyo, T. A., Hutton, A., Mwashala, W. W., & Grant, J. M. (2023). How are responses to child abuse and neglect conceptualised in Australian policy?. *Children and Youth Services Review*, 145, 106794. <https://doi.org/10.1016/j.childyouth.2022.106794>
- (4) Lines, L. E., Kakyo, T. A., Hutton, A. E., & Grant, J. M. (2023). Nurses' and midwives' contributions to a public health response to keeping children safe from abuse and neglect—a Delphi study. *Journal of child health care*, 13674935231153248. <https://doi.org/10.1177/1367493523115324>

- (5) Atiku, S. M., Kasozi, D., & Campbell, K. (2023). Single Nucleotide Variants (SNVs) of Angiotensin-Converting Enzymes (ACE1 and ACE2): A Plausible Explanation for the Global Variation in COVID-19 Prevalence. *Journal of the Renin-Angiotensin-Aldosterone System*, 2023.
- (6) Jalinga Vuamaiku, G., Eputai, J., Andru, M., & Aleni, M. (2023). "I Don't Support It for My Children": Perceptions of Parents and Guardians regarding the Use of Modern Contraceptives by Adolescents in Arua City, Uganda. *International Journal of Reproductive Medicine*, 2023.
- (7) Gyawali, B., **Dricile, R.**, Dræbel, T., Kyanddodo, D., Nakanjako, R., Nanfuka, E., ... & Skovdal, M. (2023). Factors associated with continuity of care in hypertension and type 2 diabetes among forcibly displaced persons in the Bidibidi refugee settlement in Uganda: Protocol for a cross-sectional, mixed-methods study. *Research in Social and Administrative Pharmacy*, 19(6)
- (8) Batiibwe, M. S. K., Nannyonga, B. K., Nalule, R. M., Mbabazi, F. K., Kyomuhangi, A., Mbabazi, D. S., ... & Nakakawa, J. N. (2023). Factors related to teenage pregnancy during the COVID-19 pandemic: a case of selected villages in Mayuge District, Eastern Uganda. *SN Social Sciences*, 3(7), 103.
- (9) Otaalo, B., Cevik, M., **Mwebesa, E.**, Nabisere-Arinaitwe, R., Zawedde-Muyanja, S., Nampala, J., ... & Sekaggya-Wiltshire, C. (2023). Prevalence of COVID-19 infection in TB clinics in Kampala, Uganda. *The international journal of tuberculosis and lung disease: the official journal of the International Union against Tuberculosis and Lung Disease*, 27(6), 481-483. <https://doi.org/10.5588/ijtld.23.0010>
- (10) Mangusho, C., **Mwebesa, E.**, Izudi, J., **Aleni, M.**, **Dricile, R.**, **Ayiasi, R. M.**, & Legason, I. D. (2023). High prevalence of malaria in pregnancy among women attending antenatal care at a large referral hospital in northwestern Uganda: A cross-sectional study. *Plos One*, 18(4).
- (11) **Dricile, R.**, Chakrabartty, A., & Kabakyenga, J. K. (2023). Persistent malnutrition among children under five in pastoral communities of Aweil centre. South Sudan, *International Journal of Scientific Research and Management (IJSRM)*, 11(3).
- (12) Ninsiima, H. I., Eze, E. D., Ssekatawa, K., Nalugo, H., Asekenye, C., ... **Tibyangye, J.**, & Kasozi, K. I. (2023). Green tea silver nanoparticles improve physiological motor and cognitive function in BALB/c mice during inflammation. *Heliyon*.
- (13) **Padde, J. R.**, **Akiteng, W.**, **Edema, W.**, **Atiku, S. M.**, **Tibyangye, J.**, **Tekakwo, J.**, ... & **Agondua, R.** (2022). Assessment of biosafety and biorisk management practices among medical laboratory students in two institutions in Uganda. *Biosafety and Health*. <https://doi.org/10.1016/j.bsheal.2022.08.005>
- (14) **Musinguzi, B.**, Sande, O. J. , Mboowa, G., Baguma, A., Itabangi, H., & Achan, B. (2022). Laboratory Diagnosis of Candidiasis. In (Ed.), *Candida and Candidiasis [Working Title]*. IntechOpen. <https://doi.org/10.5772/intechopen.106359>
- (15) **Mangwi, R. A.**, et al (2022). Ethnicity, gender, and migration status: applying intersectionality methodology to explore barriers to equitable health systems for maternal and newborn health among immigrant populations in Masindi, Uganda." *Medicine* 101 (30).

- (16) Astakala, R.V.; Preet, G.; Milne, B.F.; **Tibyangye, J.**; Razmilic, V.; Castro, J.F.; Asenjo, J.A.; Andrews, B.; Ebel, R.; Jaspars, M. (2022). Mutactimycin AP, a new Mutactimycin isolated from an actinobacteria from the Atacama Desert. *Molecules*. <https://doi.org/10.3390/molecules27217185>.
- (17) Lines, L. E., Grant, J. M., **Kakyo, T. A.**, & Hutton, A. (2022). Safeguarding without stigmatising: Language of responses to child abuse in high-and upper-middle-income countries. *Australian Journal of Social Issues*, 57(3), 584-599.

Books/chapters

- (1) Nyamweha Bruce Robin & Kakyo Tracy Alexis (editors). (2022). Agroecological solutions for tropical farmers. <https://libro-terra.com/shop/environmental-studies/agroecological-solutions-for-tropical-farmers/>

Faculty of Management Sciences

- (1) Ecubay, F., & **Aitaa, S. K.** (2023). Implications of informal money transfer systems on Kenya's financial sector. *American Journal of Finance*, 8(2), 13 - 29. <https://doi.org/10.47672/ajf.1520>
- (2) Solihu, A. A., lyobhebhe, I., **Aitaa, S. K.** (2023). The Impact of work-life balance on employee work quality improvement in Nigeria. *European Journal of Human Resource*, 7(1), 46 - 65. <https://doi.org/10.47672/ejh.1516>
- (3) Rukanyangira, N., Nabagereka, E. K. & Kitata, P. W. (2023), Team building activities and Employee Performance in Government Organisations of Uganda. *International Journal of Novel Research and Development*, 8(6)
- (4) Kizito, H. N., **Rukanyangira, N.** Kwagala, M., Oroma, A. A., Mugumya, D., Wanyana, T., & Namayanja, R. (2023). Service quality and student retention in low cost private secondary schools in Uganda. *International Journal of Innovative Science and Research Technology*, 8(1).
- (5) **Aitaa, S. K.** & Amadi, S. E. (2023). Impact of financial inclusion on economic growth of African countries. *American Journal of Accounting*, 5(1), 15 - 33. <https://doi.org/10.47672/ajacc.1427>
- (6) Twinomujuni, R., Buwule, H. M., **Rukanyangira, N.**, & Ssonko, D. K. (2023). Decentralisation and education service delivery in selected local governments in Uganda. *International Journal of Innovative Science and Research Technology*, 8(2). <https://doi.org/10.5281/ZENODO.7680728>
- (7) **Aitaa, S. K.** & Adepehin, M. N. (2023). The impact of tax audit and tax investigation on tax compliance of businesses (A case study of lagos state, nigeria). *IJNRD - International Journal of Novel Research and Development (IJNRD)*, 8(3). <http://www.ijnrd.org/viewpaperforall.php?paper=IJNRD2303382>
- (8) **Aitaa, S. K.**, & Mabel, O. O. (2023). An exploration of the impact of mergers and acquisitions in the Nigerian banking sector: A study of access bank and Diamond Bank. *International Journal of Business Strategies*, 8(1), 1 - 12. <https://doi.org/10.47672/ijbs.1337>

- (9) Ndagire, L., Maiga, G., Oyo, B., & **Basuta, J.** (2023). Evaluating a framework for implementing IT governance in Uganda's higher institutions of learning. *International Journal of Innovation in the Digital Economy (IJIDE)*, 14(1), 1-15.
- (10) **Aitaa, S. K** (2023). The invisible player - the contribution of small and medium enterprises in the agribusiness sector on the Nigerian economy. *SCIREA Journal of Economics*, 8(1): 78- 96.
- (11) **Aitaa, S. K.**, & Owusu-Antwi, J. N. . (2023). Imprint of occupational health and safety conditions on employee commitment: A case study of Toyota Tsusho Corporation. *European Journal of Human Resource*, 7(1), 1 - 16. <https://doi.org/10.47672/ejh.1338>
- (12) Ndagire, L., & **Basuta, J.** (2022). The State of IT governance in Uganda's higher institutions of Learning. *International Journal of Innovation in the Digital Economy (IJIDE)*, 13(1), 1-15. <http://doi.org/10.4018/IJIDE.311518>
- (13) Twinomujuni, R., Mawa, M., Musoke, H. B., & **Rukanyangira, N.** (2022). The mediating effect of educational decentralization in the relationship between citizen participation and education service delivery of local governments. *International Journal of Innovative Science and Research Technology*, 7(10). <https://doi.org/10.5281/zenodo.7261643>
- (14) **Rukanyangira, N.**, Oidu, M. K. (2022). Opportunities and challenges of branding African products and enterprises in Kiswahili: A Case for Uganda. *International Journal of Innovative Science and Research Technology (IJISRT)*, (7)8: -936-944. <https://doi.org/10.5281/zenodo.7052522>

Manuscripts Developed and/or Submitted

1. Olema, H., Amandu, Y. I., Isaburu, V., Alwayo, B. F. & Lawino, G. (2023) *Procurement Practices and Performance of Private Universities in West Nile, Uganda*.
2. Amandu, Y. I., Acidri, Z., Atiku, J., Inziku, U.D. & Yayi, S. (2023). *Determinants of Small and Medium Enterprises Performance in Arua City Uganda*.
3. Nagaaba, N., Batamuriza, R. & Basuta, J. (2023). *Conceptualising Digital Finance as Drivers of Financial Inclusion and Usage of Financial Services in Uganda*.
4. Aitaa, S. K. (2023). *Impact of Financial Inclusion in Economic Growth of African Countries*.
5. Edema, S. B. & Amandu, Y. I. (2023). *Corruption in West Nile Sub Region of Uganda: An analysis of the NGO Sector using qualitative research approach*.

Management and Administration Staff

1. **Picho, E.O.**, Paliszkievicz, J. & Skarzyńska, E. (2023). Knowledge storage and organizational performance: an empirical study of National Teachers Colleges (NTCS) in Uganda. *Polish Journal of Management Studies* 27(1). DOI: 10.17512/pjms.2023.27.1.16
2. **Picho, E. O.**, & Paliszkievicz, J. (2023, March). Knowledge acquisition and organisational performance: An empirical study of National Teachers' Colleges (NTCs) in Uganda. *In Forum Scientiae Oeconomia*, 11(1): 179-196

APPENDIX B

MUNI UNIVERSITY MEMBERS OF COUNCIL

Mr. Aita Joel	Engineer	Ministerial Appointee – Chairperson Muni University Council. Mr. Joel Aita a Civil Engineering Professional leads Joadah Consult, a regional provider of professional technical and management support services as Chief Executive Officer and Chairman of the company's board of directors. Joadah Consult was rated number 1 among the TOP 100 Mid-Sized Companies in Uganda in 2015 by KPMG. Joadah Consult's employees – including architects, engineers, designers, planners, scientists and management and construction services professionals – serve clients in several countries in the Great Lakes Region. Under Mr. Aita's leadership as CEO, Joadah Consult has been steadily growing its turnover and doubling its workforce annually, while considerably expanding its service offerings and geographic reach.
Mr. Moses Kibrai	Auditor	Ministerial Appointee - Vice Chairperson Dr. Kibrai Moses is a specialist in strategic business planning, Financial Modeling, and social and ethical accounting. He has used these skills to build strong systems, and practices in organizations which have subsequently made tremendous progress in the recent past. He holds a PhD in Financial reporting from Mbarara University of Science & technology, MSc in Accounting and Finance from Makerere University.
Eng. Peter Okidi Lating	Engineer	Rep. of Uganda Institution of Professional Engineers Professor Peter Okidi Lating holds a PhD licentiate degree from Blekinge Institute of Technology (Sweden, 2006), PhD in Technoscience Studies from Blekinge Institute of Technology (Sweden, 2009) and PhD in Technology from Makerere University (Uganda, 2010). He is a Registered Practicing Engineer in Uganda and has been a Fellow of the Uganda Institution of Professional Engineers since 2003. Currently, Professor Peter Okidi Lating is a Council Member of Muni University where he represents Professional Bodies. He is also a Senate representative on the Council of Mountains of the Moon University. Currently Professor Peter Okidi Lating is a staff of Makerere University, Blekinge Institute of Technology and a Visiting Professor in the University of the Sacred Heart Gulu. Professor Peter Okidi Lating is a prolific academician with wide teaching, research, outreach and knowledge transfer experience. He has so far published two doctoral theses, one book on transdisciplinary research development in Uganda, 26 double-blind, peer-reviewed journal articles, 24 peer-reviewed conference papers and two book chapters. Furthermore, Professor Peter Okidi Lating has since supervised a number of graduate students to completion: 5 PhDs, 49 Masters and two Post Graduate Diplomas.
Hon. Margret Baba Diri	Community Developer	Rep. of National Union of Disabled Persons of Uganda Hon. Margret Baba Diri holds a bachelor's degree in adult and community education. She is the former member of parliament for persons with disabilities (Northern Uganda) and woman member of parliament for Koboko district.

Ms. Inzikuru Millicent Milly	Politician	Rep. of Arua City Ms. Inzikuru is the Arua City Deputy Mayor.
Mr. Mustafa Acidri	Economist	Rep. of Min. of Finance, Planning and Economic Development
Dr. Jacinto Amandua	Medical Doctor	Appointee from the Public; Dr. Jacinto Amandua holds a Master of Medicine (Internal Medicine) from Makerere University, Master of Science in Palliative Care from King's College London. He currently works as a senior lecture (research) at the Institute of Hospice and Palliative Care, Hospice Africa Uganda, Kampala. He previously worked as the commissioner of Health Services for Clinical services and a consultant physician at the Ministry of Health Uganda.
Dr. Sadik Kassim	Administrator	Appointee from the Public; Dr. Sadik Kassim is the deputy Director General for Agricultural technology promotion at the National Agricultural research Organisation. Previously, he worked as the Director of Research at Abi Zonal Agricultural Research and Development Institute. Dr. Sadik has a PhD in Plant Breeding and Biotechnology, MSc. Crop Science from Makerere University.
Prof. Mary Basaasa Muhenda	Academician	Representative of the Public; Mary Basaasa Muhendo holds a PhD in Technology Management from the University of Science (Malaysia), a Post-graduate diploma in management services and management from the University of Manchester (United Kingdom) and a Master of Arts in Record Management and Oversees Archives from University College London. She has over 22 years of administrative and research experience.
Assoc. Prof. Joyce Ayikoru Asiimwe	Academician	Senate Representative; Joyce is an Associate Professor in the Department of Foundations of Education at Kyambogo University. She holds a PhD in Education, obtained from Mbarara University of Science and Technology (MUST) in 2008; a Master's Degree in Education (M.ED) and a Bachelor's Degree in Arts with Education (Hons), both obtained from Makerere University in 1996 and 1990 respectively. She is a trained secondary school teacher, with extensive knowledge and experience in academia and administration, accumulated over the 24 years of teaching and professional practice in a university setting. Since 1998, she has held various positions of responsibility in the institutions where she has worked, notably, head of Educational Foundations and Psychology Department for a period of eight (8) years and Associate Dean for two (2) years, both at MUST; and she is currently the Dean, Faculty of Education, at Kyambogo University. These positions and responsibilities have enabled her to provide services to a number of higher education and other education related institutions, both nationally and internationally. These positions have enabled her to build strong professional networks to further enhance her contribution to educational processes in the country.

Assoc. Prof. Simon Anguma Katrini	Academician	Prof. Anguma is the Acting Vice Chancellor and Deputy Vice Chancellor in charge of Academic Affairs of Muni University. He is an Associate professor of Physics with a PhD in physics from Mbarara University of Science and Technology, MSc Physics from Makerere University. Previously, Prof. Anguma also served as the Dean of the Faculty of Science in Mbarara University of Science and Technology. He has over twenty-four years of research and administrative experience.
Rev. Fr. Prof. Odubuker Picho Epiphany	Educationist	Rev. Fr. Professor Odubuker Picho Epiphany earned his Ph.D. in Educational Administration, Planning and Management, M.Ed. in Educational Administration and Planning and a PGDE from Makerere University. Bachelor of Philosophy and a Bachelor of Sacred from Rome. A Master's and a Postgraduate Diploma in Human Resource Management from UMI, an Executive Master in Business Administration and a Postgraduate Diploma in Public Procurement from UTAMU. A Diploma in Diploma in Advanced Educational Management from UMI. A Diploma in Theology and another in Philosophy from Ggaba and Katigondo National Major Seminaries, respectively. He is a renowned researcher and an Education, Administration, Planning and Management consultant. He is pursuing another PhD in Knowledge Management at the International School for Social and Business Studies. Professor Picho is the Deputy Vice Chancellor of Muni University, Uganda. ORCID NO. 0009000827550260
Assoc. Prof. Clement. A. Okia	Academician	Academic Staff Representative; Clement Okia has over 23-years working experience in the fields of; forestry, agroforestry, environment and natural resources. Clement is currently working as an Associate Professor (Agroforestry) in the Department of Environmental Sciences in Muni University, Arua, Uganda. He's also serving as the Deputy Director Graduate Training, Research, and Innovation at Muni University. Clement previously worked as Senior Scientist and Uganda Country Representative for the International Centre for Research in Agroforestry (ICRAF), a lecturer in Makerere University, Agroforestry Development Facilitator with the National Agricultural Research Organisation (NARO) and Lecturer/Head of Environmental Forestry Department at Nyabyeya Forestry College, Uganda. Clement holds a PhD (Agroforestry) from Bangor University, UK; and both MSc and BSc Forestry from Makerere University, Uganda. His current research and development work focuses on landscape restoration, climate change, nature-based value chains, environmental and social impact assessments, ecosystem health and biodiversity conservation. Clement has published widely including journal articles, books and book chapters.
Dr. Amandu Yassin Is'haq	Academician	Academic Staff Representative; Dr. Amandu has a PhD from the International Islamic University Malaysia and MSc in Marketing from Makerere University. He has over ten years of experience in Management and Business Education/Administration in universities/institutions. He is particularly interested in developing students' intellect through encouraging critical thinking, questioning existing assumptions, and addressing students' group/individual learning needs.

Dr. Namugaya Jalira	Academician	<p>Academic Staff Representative;</p> <p>Dr. Namugaya holds a PhD in Mathematics of Pan African University Institute for Basic sciences, Technology and innovation (PAUSTI) housed at Jomo Kenyatta University of Agriculture and Technology, Nairobi, a Master of Science in Mathematics from the same institution and a Second Class (Upper Division) Bachelor of Science with Education (Physics/Mathematics) Degree of Mbarara University of Science and Technology (MUST). Jalira has a teaching experience of over 10 years at university level. Currently, she is a Mathematics lecturer at Muni University, Arua and acting head of department. She has published a number of articles in peer reviewed journals. She believes in integrity, professionalism, teamwork and effective communication. She is a member of various professional organizations such as Uganda Mathematical society (UMS), Uganda Women Mathematicians (UGAWoM), Eastern Africa Network for women in Basic Sciences (EANWoBAS), Organization of Women in Science for the Developing World (OWSD) which are aimed at promoting STEM education especially among girls and women both nationally and internationally.</p>
Mr. Bosco Apparatus Buruga	Librarian	<p>Mr. Buruga Bosco holds a bachelor's degree of Library and Information Science from Makerere University., a Master of Information technology from Uganda Martyrs University and is currently pursuing a PhD of information Science at the University of South Africa. On the Muni University Council, Mr. Buruga is the Representative of Administrative Staff. Mr. Buruga has over Ten (10) years of invaluable experience in management of library technologies, is knowledgeable and skilled in training and using library systems such as Koha Integrated Library Management System and D space (Institutional Repository). Mr. Buruga is committed to promoting literacy in the local area by supporting reading programs and other adult education initiatives.</p>
Mr. Emmanuel Banya Natal	Administrator	<p>Mr. Emmanuel Banya Natal is University Secretary/ Accounting officer. He holds a Master of Business Administration from the Uganda Management Institute, Post Graduate Diploma in Urban governance and management from the Uganda Management Institute, a Master of Arts in development Studies with specialization in public policy and management from the Institute of Social Studies in the Hague. As the University Secretary, he is responsible for the general administration of the University, including the custody of the Seal and administration of its Assets and resources. On the University council he serves as the Secretary to Council. Mr. Banya is a management specialist with a considerable desire to develop a career in Development Management. Over the years he has built skills and experience in Public Financial Management, Strategic Planning and Management, Policy Analysis, Planning and, Budget Execution, Human Resource Development and Contracts Management. He has extensive experience in public administration previously working as Municipal Town Clerk in Tororo, Hoima and Soroti Municipal councils, and program manager for Community Empowerment for Rural Development (EFORD), Arua.</p>

Mrs. Winfred Adukule-Meuter	Lawyer	Mrs. Winfred Adukule-Meuter is result driven advocate with 17 years' experience in legal practice gained from public service and private practice. Adept at drafting and reviewing legal documents. She is the founder and executive director, Free Child Uganda that works to ensure that the right to effective legal aid for juvenile offenders is realized A member of Uganda Law and East African Law Societies. Passionate about juvenile justice and access to justice issues for vulnerable persons. She holds a Master of Laws in Democratic Governance and Rule of Law from Ohio Northern University (United States of America), a Post Graduate Diploma in Legal Practice, from the Law Development Center, and Bachelor of Laws, (Honors) from Makerere University, Kampala.
Mr. Bonniface Agungi	Library Assistant	Mr. Agungi Bonniface holds a Bachelors' Degree in Library and Information Sciences from Kyambogo University. He serves as the support staff representative on the Muni University council. He has passion in the field of Library and Information Science, record and archival management, digital librarianship and museology Management. He published article on Impact of academic library in higher education institutions in Uganda and The usage of museum object collection to academic libraries in higher education institutions. Through his research, he has acquired an in-depth knowledge of the academic library in higher education institution, museum management, sensitive museum collection's issues, alongside a deep understanding of the parameters and barriers faced by individuals accessing museum services. He has a vast experience in record and archival management and modern library management including automation and digitization of library services. He is self-motivated team player with multi-skilled and result oriented.

MUNI UNIVERSITY TOP MANAGEMENT

Assoc. Prof. Simon Anguma Katrini	Acting Vice Chancellor/ Deputy Vice Chancellor Academic Affairs	Prof. Anguma is the Acting Vice Chancellor and Deputy Vice Chancellor in charge of Academic Affairs of Muni University. He is an Associate professor of Physics with a PhD in physics from Mbarara University of Science and Technology, MSc Physics from Makerere University. Previously, Prof. Anguma also served as the Dean of the Faculty of Science in Mbarara University of Science and Technology. He has over twenty-four years of research and administrative experience.
Rev. Fr. Prof. Odubuker Picho Epiphany	Deputy Vice Chancellor Financial Affairs	Fr. Prof. Odubuker Picho Epiphany holds a PhD in Educational Administration, Planning and Management from Makerere University, an Executive Master of Business Administration, Master of Management Studies-Human resource, Management, Postgraduate Diploma in Public Procurement, Post graduate diploma in Human Resource Management and Post graduate diploma in Education. He was appointed on the Task Force set to start the sixth public university (Muni University) in the Northern Region of Uganda and designated the University Secretary. Currently, Fr. Picho serves as the Deputy Vice chancellor in charge of financial affairs at Muni University. He has extensive experience in research, management, and administration.

Mr. Emmanuel Banya Natal	University Secretary/ Accounting Officer	Mr. Emmanuel Banya Natal is University Secretary/ Accounting officer. He holds a Master of Business Administration from the Uganda Management Institute, Post Graduate Diploma in Urban governance and management from the Uganda Management Institute, a Master of Arts in development Studies with specialization in public policy and management from the Institute of Social Studies in the Hague. As the University Secretary, he is responsible for the general administration of the University, including the custody of the Seal and administration of its Assets and resources. On the University council he serves as the Secretary to Council. Mr. Banya is a management specialist with a considerable desire to develop a career in Development Management. Over the years he has built skills and experience in Public Financial Management, Strategic Planning and Management, Policy Analysis, Planning and, Budget Execution, Human Resource Development and Contracts Management. He has extensive experience in public administration previously working as Municipal Town Clerk in Tororo, Hoima and Soroti Municipal councils, and program manager for Community Empowerment for Rural Development (EFORD), Arua.
Ms. Stella Amandru	Dean of Students	Stella Amandru is a counselling Psychologist by profession, an administrator, mentor, trainer and a Counsellor. She has vast experience in Community Services and able to work with people of different personalities and cultural backgrounds. Currently, is the Dean of Students at Muni University in charge of Students' Welfare.
Mr. Adrapi Francis (CPA)	University Bursar	Mr. Adrapi Francis has Master of Business Administration, Accounting and Bachelor of Commerce, Accounting from Makerere University, Kampala. His professional affiliations are to the Association of Chartered Certified Accountant (ACCA) June 2006, Certified Public Accountant (CPA), Uganda June 2013, Institute of Internal Auditors (IIA), USA September 2013. He has also received specialized Training in Grants and Cooperative Agreements and project proposal writing.
Mr. Felix Opio	Academic Registrar	Mr. Felix Opio holds a Master of Arts in Educational Management and Bachelor of Arts in Political Science and Sociology from Makerere University. The Academic Registrar assists the Deputy Vice Chancellor academic affairs in the management and administration of all academic matters including organization of admissions, examinations, undergraduate studies, postgraduate studies and issues of research and publications. He is Secretary to Senate and all its committees. He is the Department Head

Mr. Philliam Adoma	Acting University Librarian	<p>Mr. Philliam Adoma is the current Acting University Librarian at Muni University Library. He is pursuing a PhD in Library Science at Makerere University and has a Master of Information Technology (library related) from University of Pretoria, South Africa and bachelor's degree & Diploma in Library & Information Science from Makerere University, Uganda. Mr Adoma has interest in transforming people's lives through library and information services. He has taught and is still teaching library related course units at Islamic University in Uganda, Arua Campus. Mr. Adoma is a co-author of a paper titled "Diffusion of open-source integrated library systems in academic libraries in Africa: The case of Uganda".</p>
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APPENDIX C

LIST OF ADMINISTRATIVE AND SUPPORT STAFF

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
OFFICE OF THE VICE CHANCELLOR						
1	1	Simon Anguma Katrini (Assoc. Prof)	DVC - AA	PhD	Physics	M
2	2	Epiphany Odubuker Picho (Rev. Fr. Prof.)	DVC - F/A	PhD	Educational Administration, Planning and Management	M
3	3	Immaculate Maandera Bona Dr.	Senior Quality Assurance Officer	PhD	Education	F
4	4	Kefa Atibuni	Senior Communications officer	Master	Rural Development and Communication	M
5	5	Annet Ajidiru	Communication Officer	Bachelor	Mass Communications	F
6	6	Stella Angucia	Senior Personal Secretary	Bachelor	Office Management and Secretarial Studies	F
7	7	Grace Candiru	Stenographer Secretary	Bachelor	Public Administration and Management	F
OFFICE OF THE ACADEMIC REGISTRAR						
8	1	Felix Opio Okello	Academic Registrar	Master	Education Management	M
9	2	Nicholas Tumwebaze	Deputy Academic Registrar	Master	Business Administration (Management)	M
10	3	Leonny Kihembo Leonidas	Senior Assistant Registrar	Master	Ethics& Public Management	M
11	4	Ronald Hiirya	Assistant Registrar	Master	Higher Education Management & Administration	M
12	5	Phillip Draonzi	Assistant Registrar	Bachelor	Guidance and Counselling	M
13	6	Annet Asio	Personal Secretary	Bachelor	Management and Secretarial Studies	F
OFFICE OF THE UNIVERSITY BURSAR						
14	1	Adrapi Francis	University Bursar	Master - CPA	Business Administration (Financial Option)	M
15	2	Nicholas Lapai Odong	Deputy University Bursar	Master - CPA	Finance and Accounting	M
16	3	Lillian Tiiko	Senior Accountant	Master - CPA	Finance & Management	F

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
17	4	Nancy Adania	Senior Accounts Assistant	Master	Business Administration (Accounting)	F
18	5	Isaac Abiriga	Senior Accounts Assistant	Master	Business Administration (Financial Option)	M
19	6	Herbert Adroa	Senior Accounts Assistant	Bachelor	Business Administration (Accounting)	M
20	7	Juliet Badaru	Senior Stores Assistant	Bachelor	Procurement and Chain Supply Management	F
21	8	David Madira	Stores Assistant	Bachelor	Business Administration (Accounting)	M
22	9	Keren Candiru	Stenographer Secretary	Bachelor	Secretarial Studies	F
OFFICE OF THE UNIVERSITY LIBRARIAN						
23	1	Philliam Adoma	Assistant Librarian 1	Master	Information Technology	M
24	2	Bosco Buruga Apparatus	Librarian	Master	Information Science	M
25	3	Moses Osamai Odeke	Assistant Librarian	Bachelor	Library and Information Science	M
26	4	Moses Samanya	Assistant Librarian	Bachelor	Library and Information Science	M
27	5	Doreen Eyoru	Library Assistant I	Diploma	Library and Information Science	F
28	6	Boniface Agungi	Library Assistant II	Diploma	Library and Information Science	M
OFFICE OF THE DEAN OF STUDENTS						
29	1	Stella Amandru Wawa	Dean Of Students	Master	Psychology and Counselling	F
30	2	Washington Opiyo	Sports Tutor	Master	Sports Science	M
31	3	Patrick Acema (Rev. Con)	Chaplain	Master	Theology	M
32	4	Ibrahim Chandia Shaaban	Imam	Master	Education Management	M
OFFICE OF THE UNIVERSITY SECRETARY						
33	1	Emmanuel Banya	University Secretary	Master	Public Administration and Management	M
34	2	Maxwell Abok Amulla	Deputy University Secretary	Master	Public Administration and Management	M
35	3	Godfrey Avayo	Senior Assistant Secretary	Master	Public Administration	M
36	4	Hanadi Yanguya	Front Desk Officer	Diploma	Secretary	F
37	5	Samuel Ondoma	Legal officer	Master	Law	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
38	6	Nancy Achan	Administrative Assistant-Kampala	Master	Public Administration	F
39	7	Monica Ocokoru	Senior Person Secretary	Bachelor	Public Administration and Management	F
40	8	Patience Ayikoru	Person Secretary	Bachelor	Development Studies	F
41	9	Moses Abindu	Custodian	Bachelor	Business Administration (Financial Option)	M
42	10	Joyce Amaguru	Custodian	Diploma	Human Resource Management	F
PLANNING UNIT						
43	1	Silvano Drania	Senior Planner	Master	Public Administration	M
44	2	Robert Bakaki	Planning Officer	Master	Project planning and Management	M
HUMAN RESOURCE DEPARTMENT						
45	1	Abdul Ijosiga Wahid- Adam	Principal Human Resource Officer	Master	Human Resource	M
46	2	Caroline Badaru	Senior Human Resource Officer	Master	Human Resource	F
47	3	Sam Acema Okujo	Human Resource Officer	Master	Human Resource	M
AUDIT UNIT						
48	1	Moris Marachtho	Senior Auditor	Master (CPA)	Finance and Accounting	M
49	2	Ronald Toko	Internal Auditor	Bachelor (CPA)	Business Administration (Accounting)	M
CENTRAL REGISTER						
50	1	Gloria Giramia	Records Officer	Bachelor	Information Technology	F
51	2	Margret Taibo	Administrative Assistant	Bachelor	Public Administration	F
ESTATES AND WORKS DEPARTMENT						
52	2	Willy Ocen Herbert	Assistant Engineer	Bachelor	Civil Engineering	M
53	3	Albert Madira	Engineering Assistant Mechanical	Higher Diploma	Mechanical Engineering	M
54	4	Abdinego Drapari	Engineering Assistant Electrical	Diploma	Electrical Engineering	M
55	5	Jackson Odoch	Engineering Assistant civil	Degree	Civil Engineering	M
56	6	Emmanuel Amani	Clerk of Works	Diploma	Civil Engineering	M
57	7	Emmanuel Fudribo	Plumber	Diploma	Water Engineering	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
PROCUREMENT AND DISPOSAL UNIT						
58	1	Richard Anguyo	Senior Procurement Officer	Master (CIPS)	Public Procurement	M
59	2	Francis Nyeko	Procurement Officer	Bachelor (CIPS)	Public Procurement	M
60	3	Beatrice Avako	Assistant procurement Officer	Master	Public Procurement	F
SYSTEMS ADMINISTRATION UNIT						
61	1	Jerry Tebandeke	Systems Administrator	Bachelor	Computer Science/ Computer Security	M
62	2	Martin Emukuny	Network Administrator	Bachelor	Telecommunications Engineering	M
63	3	James Candia Vita	Computer Technician	Diploma	Information Systems and Technology	M
64	4	Moses Murungi	Computer Lab. Technician	Bachelor	Information Technology	M
BUSINESS INCUBATION CENTRE						
65		Deogratiuous Afimani	Manager	Bachelor	BSc. Software Engineering	M
66		Patricia Ndemaru	Partnership Analyst	Bachelor	Bachelor of Business Administration	F
67		Geofrey Eyotre	Technology Analyst	Bachelor	Bachelor of Information Technology	M
SECURITY UNIT						
68	1	Patrick Tar Iga	Senior Security Officer	Master	Security, Management	M
69	2	Hammon Ocan Ndara	Security Officer	Diploma	Security	M
70	3	Emmanuel Apangu	Security Guard	Bachelor	Security	M
71	4	Francis Cadri	Security Guard	Certificate	Security	M
72	5	Aggrey Embati	Security Guard	Diploma	Security	M
73	6	Stephen Toko	Security Guard	Diploma	Procurement and Value Chain Management	M
74	7	Brian Okura	Security Guard	Diploma	Social work and Social Administration	M
75	8	Philliam Ajadribo	Security Guard	Bachelor	Education	M
76	9	Phosca Adania	Security Guard	Diploma	Security	F
77	10	Leah Angunduru	Security Guard	Diploma	Security	F
78	11	Albert Apeku	Security Guard	Certificate	Security	M
79	12	Sam Drale Simon	Security Guard	Certificate	Security	M
80	13	Swaib Angua Samuel	Security Guard	Certificate	Security	M
81	14	Moses Musale	Security Guard	Certificate	Security	M
82	15	Christopher Officer	Security Guard	Certificate	Security	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
UNIVERSITY CLINIC						
83	1	Tarsila Drakuru	Nursing Officer	Diploma	Nursing & Midwifery	F
84	2	Robert Agondua	Laboratory Attendant (Medical)	Certificate	Medical Laboratory	M
85	3	Marvin Okulumia	Enrolled Nurse	Diploma in comprehensive nursing	Certificate in Nursing	F
DRIVERS						
86	1	Jeddah Pinyewa	Driver	Diploma	Driving	M
87	2	Innocent Nyero	Driver	Certificate	Driving	M
88	3	Christopher Ezama	Driver	Certificate	Driving	M
89	4	Adinan Jamil	Driver	Certificate	Driving	M
90	5	James Ofoyuru	Driver	Bachelor	Driving	M
91	6	Thomas Gena	Driver	Certificate	Driving	M
92	7	Patrick Ojok	Driver	Certificate	Driving	M
93	8	Kenedy Acidri	Driver	Diploma	Driving	M
OFFICE ATTENDANTS						
94	1	Juliet Candiru	Office Attendant	Bachelor	Business Administration (Accounting)	F
95	2	Palma Adiru	Office Attendant	Diploma	procurement and supply chain management	F
96	3	Loyce Driciru Able	Office Attendant	Diploma	Secretarial Studies	F
97	4	Gifty Japeim	Office Attendant	Diploma	Records and Archives Management	F
98	5	Stella Eyokia	Office Attendant	Diploma	Business Administration (Accounting)	F
99	6	Baifa Asibazuyo	Office Attendant	Diploma	Accounting	F
100	7	Getrude Draru	Office Attendant	Diploma	Microfinance	F
101	8	Eva Asuru	Office Attendant	Certificate	Secretarial Studies	F
102	9	Sharon Malia	Office Attendant	Certificate	Journalism and Mass Communication	F
103	10	Lillian Emvikia	Office Attendant	Certificate	Records Management	F
104	11	Hellen Androa	Office Attendant	Certificate	-	F
105	12	Linda Amaziru	Office Attendant	Certificate	-	F
106	13	Mercy Ojosiru Aletiru	Cleaner	Others	-	F
107	14	Margret Aseru	Cleaner	UACE	-	F

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