



**MUNI
UNIVERSITY**

ANNUAL REPORT

FY2023-2024



www.muni.ac.ug

VISITORS



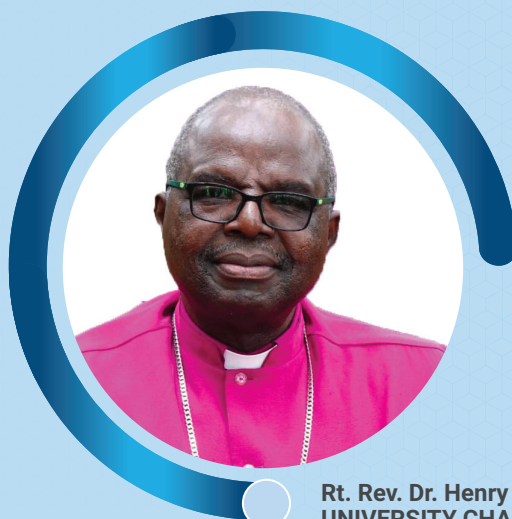
**His Excellency
Yoweri Kaguta Museveni
THE PRESIDENT OF THE REPUBLIC OF UGANDA**



**Hon. Janet K. Museveni
FIRST LADY AND MINISTER OF
EDUCATION AND SPORTS**



Hon. Dr. John C. Muyingo
STATE MINISTER FOR HIGHER EDUCATION



Rt. Rev. Dr. Henry Luke Orombi
UNIVERSITY CHANCELLOR



Mr. Joel Aita
CHAIRPERSON UNIVERSITY COUNCIL

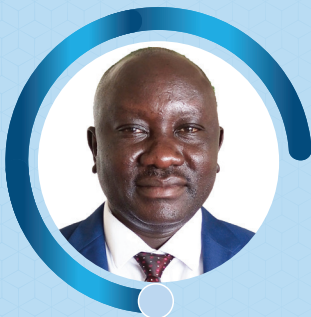
OFFICERS OF THE UNIVERSITY



Associate Professor Anguma Simon Katrini
VICE CHANCELLOR



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



Mr. Banya Emmanuel Natal
**UNIVERSITY SECRETARY/
ACCOUNTING OFFICER**



Mr. Opio Felix Okello
ACADEMIC REGISTRAR



Mr. Adrapi Francis
UNIVERSITY BURSAR



Ms. Amandru Stella
DEAN OF STUDENTS



Mr. Philliam Adoma
HEAD UNIVERSITY LIBRARY

TABLE OF CONTENTS

VISITORS	ii
OFFICERS OF THE UNIVERSITY	iv
TABLE OF CONTENTS	v
LIST OF TABLES	xi
LIST OF FIGURES	xiv
LIST OF ABBREVIATIONS AND ACRONYMS	xvi
MESSAGE FROM THE CHAIRPERSON OF COUNCIL	xvii
FOREWORD BY VICE-CHANCELLOR	xviii
ACKNOWLEDGMENT BY THE DEPUTY VICE CHANCELLOR, FINANCE AND ADMINISTRATION	xix
EXECUTIVE SUMMARY	xx
CHAPTER ONE	1
INTRODUCTION	1
1.1 Background	1
1.2 Statutory Mandate, Objects, and functions	1
1.3 The Niche of Muni University	2
1.4 Governance and Administration	2
1.5 Compliance and Accountability	4
1.6 Planning, Budgeting and Finance	4
1.7 Health Centre II	5
1.8 Partnerships and Memorandum	5
1.9 Installation of the 2 nd Vice Chancellor	9
1.10 Muni University ICT Regional Innovation Hub Launch	10
CHAPTER TWO	11
HUMAN RESOURCE MANAGEMENT	11
2.1 Human Resource Management function	11
2.2 Recruitment of Staff	11
2.3 Internal Promotions	12
2.4 Implementation of harmonized grading nomenclature for public universities	13
2.5 Staff confirmed in service of the university	17
2.6 Staff Capacity Development	18
2.7 Profile of Academic Staff	20
2.8 Tuition Waiver	21
2.9 Guidance and Counseling	22
2.10 Death and Bereavement	22
2.11 Rewards and Sanctions	22

2.12 Exit Management	22
CHAPTER THREE	23
INFRASTRUCTURAL PROJECTS	23
3.1 Construction projects in FY 2023/2024	23
3.2 Health Science Laboratory Building	23
3.3 Administration Block Annex	24
3.4 Mechanical Workshop	24
3.5 Muni University Police Post	25
3.6 Renovation of Teaching Lecture Block	26
3.7 Summary of payment according to Financial year	27
3.8 Space in the University	28
CHAPTER FOUR	31
MOVABLE AND IMMOVABLE ASSETS	31
4.1 Introduction	31
4.2 Immovable Assets	31
4.3 Movable Assets	33
CHAPTER FIVE	35
5.1 Introduction	35
5.2 Internet Services	35
5.3 University Websites	36
CHAPTER SIX	37
ACADEMIC AND STUDENTS' AFFAIRS	37
6.1 Introduction	37
6.2 Academic Programmes Accredited	40
6.3 Academic Programmes with NCHE for accreditation	40
6.4 Academic Programmes under development	40
6.5 Short Courses	41
6.6 Student Enrollment	42
6.7 Teaching and Learning	44
6.8 Examinations	44
6.9 Graduation	45
6.10 Sports and Recreation	46
6.10.1 Games between freshers and continuing students	46
6.10.2 Inter-Year Sports Competition 2023	47
6.10.3 Participation in Pepsi University Football League 2023	48
6.10.4 Arua Inter-University Games 2023	48
6.10.5 Association of Uganda University Sports (AUUS) Games 2023	48
6.10.6 Construction of Temporary Sports Facilities	49

6.10.7 Procurement of Sports Equipment and Uniforms	50
6.10.8 Staff Fitness Activities	50
CHAPTER SEVEN	51
STUDENTS GUILD	51
7.1 Introduction.....	51
7.2 Guild Committees.....	51
7.3 Guild Elections.....	52
7.4 Guild Activities.....	55
CHAPTER EIGHT	56
LIBRARY AND INFORMATION SERVICES	56
8.1 Introduction.....	56
8.2 Trainings for Library Users.....	57
8.2.1 Students	57
8.3 Information Resources Acquired.....	57
8.4 Information Storage and Dissemination	58
8.5 Library Outreach.....	58
8.6 Library Consultancy.....	58
8.7 Summary of Staff Publications in FY 2023/2024	58
CHAPTER NINE	59
FACULTY OF TECHNOLOGICAL SCIENCES	59
9.1 Introduction.....	59
9.2 Administrative Structure of the Faculty.....	59
9.3 Programmes Offered	59
9.4 Research Focus	60
9.5 Teaching and Learning	60
9.6 Field Attachment/Recess Term	60
9.7 Trainings Attended.....	61
9.8 Conferences/Workshops/Seminars	62
9.9 Collaborations and Partnerships	62
9.10 Staff Community	62
9.11 Staff of the Faculty.....	63
9.12 Grants	63
9.13 Publication	65
9.14 Challenges & Suggestion	67
CHAPTER TEN	68
FACULTY OF EDUCATION	68
10.1 Introduction	68
10.2 Administrative Structure of the Faculty.....	69

10.3 Programmes offered.....	69
10.4 Research focus.....	70
10.5 Field attachment/recess term.....	70
10.7 Trainings Attended.....	70
10.8 Conferences/Workshops/Seminars.....	71
10.9 Research Dissemination/Communication.....	73
10.10 Consultancy Services.....	73
10.11 Collaborations and Partnerships.....	73
10.12 Staff of the Faculty.....	74
10.13 External Projects won.....	74
CHAPTER ELEVEN	75
FACULTY OF AGRICULTURE AND ENVIRONMENTAL SCIENCE	75
11.1 Introduction.....	75
11.2 Administrative Structure.....	76
11.3 Programs Offered.....	77
11.4 Research Focus.....	79
11.5 Field Attachment/Recess Term.....	80
11.6 Trainings Attended.....	80
11.7 Workshops Attended.....	81
11.8 Research Dissemination/Communication.....	81
11.9 Consultancy Services.....	81
11.10 Collaborations and Partnerships.....	82
11.11 Community Engagement.....	82
11.12 Staff of the Faculty of Agriculture and Environmental Science.....	83
11.13 Innovation.....	84
11.13.1 Muni Beans.....	84
11.13.2 Vitamin A-rich Banana.....	85
CHAPTER TWELVE	87
FACULTY OF MANAGEMENT SCIENCE	87
12.1 Introduction.....	88
12.2 Staff composition.....	88
12.3 Faculty Academic Programmes.....	88
12.4 Students Enrolment.....	88
12.5 Grants Proposals written.....	88
12.6 Community Engagements.....	89
12.7 Capacity Building Training.....	90
12.8 Overall Performance Evaluation.....	90
CHAPTER THIRTEEN	91

FACULTY OF SCIENCE	91
13.1 Introduction	91
13.2 Administrative Structure of the Faculty	91
13.3 Programmes offered	92
13.4 Research focus	92
13.5 Training Organised	92
13.6 Conferences/Workshops/Seminars	95
13.7 Research Dissemination/Communication	99
13.8 Community Engagements	99
13.9 Innovation	101
13.10 Community Engagement	102
CHAPTER FOURTEEN	103
FACULTY OF HEALTH SCIENCES	103
14.1 Introduction	103
14.2 Administrative Structure of the Faculty	103
14.3 Programmes Offered	104
14.4 Research focuses	104
14.5 Teaching and learning	104
14.6 Field attachment	105
14.7 Training Organized	107
14.7.1 Basic Emergency Care Training	107
14.7.2 Emergency Triage Assessment and Management (ETAT) training	108
14.7.3 Neonatal Resuscitation training	108
14.7.4 Training of Patient Centered Care (PCC) Champions	109
14.8 Collaborations and Partnerships	109
14.9 Staff of the Faculty	110
CHAPTER FIFTEEN	113
DIRECTORATE OF GRADUATE TRAINING, RESEARCH, AND INNOVATION	113
15.1 Introduction	113
15.2. Roles of the DGTRI	113
15.3. DGTRI policies and guiding documents	114
15.4 Status on implementation of MUNIRIF	114
15.5. Grants under DGTRI	119
15.6. Trainings attended	121
15.7 Partner Meetings/Workshops/ Conferences attended	121
15.8 Collaborations and Partnerships	123
15.9 Community Engagements	123
15.10 Student Innovation Grant Process	124

15.11 MUNIRIF Funding.....	125
15.12 Selected Research Projects	125
CHAPTER SIXTEEN	134
CROSS CUTTING ISSUES	134
16.1 Introduction	134
16.2 Gender Equity	134
16.3 Environment	135
16.4 COVID-19.....	135
16.5 HIV/AIDS and Hepatitis-B	136
CHAPTER SEVENTEEN	137
CHALLENGES, OPPORTUNITIES AND WAY FORWARD	137
17.1 Major Challenges.....	137
17.2 Opportunities.....	138
17.3 Recommendations.....	138
17.4 Conclusion	138
APPENDICES	139
APPENDIX A	139
STAFF PUBLICATIONS PRODUCED IN FY 2023/2024 BY FACULTY	139
APPENDIX B: LIST OF MUNI UNIVERSITY COUNCIL MEMBERS	147
APPENDIX C: LIST OF ACADEMIC STAFF	148
APPENDIX C: LIST OF ADMINISTRATIVE AND SUPPORT STAFF	154
APPENDIX D: LIST OF ADMINISTRATIVE AND SUPPORT STAFF	161

LIST OF TABLES

Table 1: Annual Budget Performance for FY 2023/2024	4
Table 2: Partnerships and memorandum signed	6
Table 3: Externally Recruited staff	11
Table 4: Recruitment of Project staff	12
Table 5: Academic staff promoted	12
Table 6: Administrative and Support staff promoted	13
Table 7: Staff harmonised	14
Table 8: Staff confirmed	17
Table 9: Academic Staff Pursuing PhD Studies	18
Table 10: Staff who acquired PHD's in 2023/2024	19
Table 11: Trainings organised/supported	20
Table 12: Academic Staff Profiled by Ranks	20
Table 13: Muni University Staffing as of June 2024	21
Table 14: List of staff granted tuition waiver to study at Muni University	21
Table 15: Tuition waiver for Biological children of staff	21
Table 16: Staff that exited Muni University	22
Table 17: Construction Projects in FY 2023/2024	23
Table 18: Infrastructure projects summary performance and expenditure	27
Table 19: Space in the University	28
Table 20: Projected Administration Space	28
Table 21: Current Academic Space	28
Table 22: Projected Academic Space	29
Table 23: Payment Details for Individual Projects	29
Table 24: Payment Details for Individual Projects across Financial Years	30
Table 25: Details of Land and Status	32
Table 26: Building infrastructures at Muni Hill Campus	32
Table 27: Building infrastructures at CBC Campus	33
Table 28: Assets and Movable Properties and their status	34
Table 29: Academic Programmes Accredited	37
Table 30: Summary of student's enrollment	39
Table 31: Academic Programmes with NCHE for accreditation	40

Table 32: Programmes under Development.....	42
Table 33: Student Enrolment in FY 2023/2024.....	45
Table 34: Showing the number of students who graduated in FY 2023/2024 by program.....	48
Table 35: Inter-University competitions performance.....	50
Table 36: Sports Equipment and Uniforms procured.....	52
Table 37: Guild Council Composition for FY 2023/2024.....	58
Table 38: Library consultancy to Aria Secondary School.....	58
Table 39: Staff publications per Faculty.....	61
Table 40: Trainings Attended in FY 2023/2024 by Staff of the Faculty of Technoscience.....	61
Table 41: Conferences/Workshops/Seminars Attended by Staff of Faculty of Technoscience.....	82
Table 42: Collaborations and Partnerships	82
Table 43: Faculty of Techno-Science Community Engagements	63
Table 44: Staff and their Qualifications of the Faculty of Technoscience.....	65
Table 45: List of grants awarded to staff at the Faculty.....	65
Table 46: Proposals under review or unsuccessful.....	65
Table 47: Staff publications	66
Table 48: Memorandum of Understanding (MoU).....	70
Table 49: Trainings Organised by Faculty of Education Staff.....	70
Table 50: Trainings Attended by Faculty of Education Staff.....	71
Table 51: Conferences/Workshops/Seminars Attended by Faculty of Education Staff	73
Table 52: Research Dissemination/Communication Conducted by Faculty of Education	73
Table 53: Consultancy Services Carried out by Faculty of Education	74
Table 54: Faculty of Education Collaborations and Partnerships	74
Table 55: Faculty of Education Staff and their Qualifications	79
Table 56: Summary of research projects implemented by staff.....	80
Table 57: Trainings attended by staff	81
Table 58: Workshops, meetings, and conferences attended by staff	81
Table 59: Research dissemination/communication conducted.....	82
Table 60: Collaborations and partnership engagements	82
Table 61: Community engagements	83
Table 62: Members of staff in the Faculty of Agriculture and Environmental Science	88
Table 63: Faculty of Management Science student Population	88
Table 64: Grant Proposals of Faculty of Management Science	89

Table 65: Community Outreach.....	89
Table 66: Capacity Building Training.....	90
Table 67: Overall Annual Performance Evaluation.....	90
Table 68: Trainings Attended at Faculty of Science	93
Table 69: Conferences/Workshops/Seminars Attended by Staff of the Faculty	96
Table 70: Research Dissemination/Communication.....	99
Table 71: Faculty of Science Community Engagements	100
Table 72: Post-doctoral Fellowship grant	101
Table 73: Faculty of Health Science Training Held	109
Table 74: Faculty of Health Sciences Collaborations and Partnerships.....	109
Table 75: Faculty of Health Sciences Staff, Qualifications, and Teaching Load	110
Table 76: Faculty of Health Sciences projects conducted.....	112
Table 77: MUNIRIF staff grants awarded in the FY 2023/2024	114
Table 78: MUNIRIF Students' Innovation Grants awarded in the FY 2023/2024	118
Table 79: Grants under DGTRI	119
Table 80: Trainings attended by DGTRT team.....	121
Table 81: Partner Meetings/Workshops/ Conferences attended	122
Table 82: Research Collaborations and Partnerships signed	123
Table 83: Community engagement activities carried out by DGTRI	124

LIST OF FIGURES

Figure 1: Aga Khan and Muni University Team.....	8
Figure 2: The Chancellor Providing Instruments of Power to the 2nd Vice-Chancellor Associate Professor Anguma Katrini Simon	9
Figure 3: West Nile ICT hub launch	9
Figure 4: Health Science Laboratory Building at ring beam level (54% completion rate)	24
Figure 5: Administration Block Annex at Third Floor level (54% completion rate)	24
Figure 6: Mechanical workshop under construction.....	25
Figure 7: Construction of University Police Post at 70%	25
Figure 8: Renovation of Muni University Capacity Building Lecture Buildings at 100%	26
Figure 9: Muni University start-up structures.....	33
Figure 10: Multi-purpose health science laboratory block with part of it under completion	33
Figure 11: Internet Utilisation	36
Figure 12: Snap-shot of the University website.....	36
Figure 13: Muni- University Students environment, 2014 to date	40
Figure 14: Academic staff leading the graduation procession.....	45
Figure 15: HON. DR. Joyce Moriku Kaducu State Minister for Primary Education, was Chief Guest	46
Figure 16: Continuing students in orange vs Freshers in grey during welcome game at Muni Ground.....	46
Figure 17: Inter University competition	47
Figure 18: VC making his closing remarks during the inter-year sports competition 2023	47
Figure 19: Volley ball games	48
Figure 20: A woodball trophy won during AUUS Games 2023 at UCU	49
Figure 21: Leveling of the sports field	49
Figure 22: Some staff of the University playing Woodball game as part of fitness and leisure	50
Figure 23: Catalogue of books in the University Library.....	56
Figure 24: Books Procured.....	57
Figure 25: Intern students working in the library after taking oaths of secrecy and allegiance..	58
Figure 26: Muni University Student Wins as part of Uganda Network Team at Huawei ICT Competition 2023-2024 Global Final.....	60
Figure 27: Staff of Faculty of Technoscience Training VSLA members in use MobiSave application developed by Staff at Maracha Local Government	63

Figure 28: Students of BSc. Agriculture erecting a boundary fence around a paddock during recess training, on the Muni University Farm in Endebu, Madi Okollo District.....	77
Figure 29: Students of BSc. ERM conducting fieldwork for natural resources assessment and data collection during recess training.....	78
Figure 30: Training on Emerging Tools and Technologies in Basic Molecular Biology in the FAES laboratory at Muni University.....	80
Figure 31: Season 2024A experiment at Ikulwe Sub-station in Mayuge District.....	84
Figure 32: Continuous bean breeding work at Muni University	84
Figure 33: Bean PVS and seed multiplication in Oyam Town Council, Oyam District	85
Figure 34: Removing of banana suckers for upscaling provitamin A banana evaluation in Zeu Sub County, Zombo District.....	85
Figure 35: Performance of some provitamin A banana cultivars under evaluation at Adraa Agriducultural college	85
Figure 36: Rice breeding work at Muni University.....	86
Figure 37: A Geophysicist explaining activities conducted at the labolatory of Ministry of Energy and Mineral Development	102
Figure 38: Scenario execution during Simulation based learning at the department of Nursing Skills Laboratory.....	105
Figure 39: End of semester examinations in the skills laboratory and Arua Regional Referral hospital	105
Figure 40: Master of Public Health students at water treatment plant in Arua City	106
Figure 41: A Nursing student caring for a postnatal mother and baby at home in Arua city (Domiciliary Care).....	106
Figure 42: Nursing faculty and students conducting patient centered care campaign at Pajulu and Oluko HCIII.....	107
Figure 43: Year three Nursing students conducting practical sessions during BEC training.....	107
Figure 44: Year three Nursing students conducting practical sessions during BEC training.....	108
Figure 45: Skills demonstration during neonatal resuscitation training.....	108
Figure 46: Chumba Barid coldroom project (Project MRIF 01/03)	126
Figure 47: Products for sale at Chumba Baridi fresh market stationed at the main University gate.....	126
Figure 48: Bean data collection from the Climbing Muni beans breeding lines in Sironko District	128

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 III	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



MESSAGE FROM CHAIRPERSON OF COUNCIL

The performance of Muni University for the Financial Year (FY) 2023/2024 has been executed in alignment with the objectives outlined in the five-year Strategic Plan for 2020/2021 to 2024/2025. The budgetary performance was in keeping with the strategic direction established to foster the growth and development of the University.

Muni University has effectively fulfilled its statutory mandate by advancing inclusive teaching, learning, training, research, innovation, knowledge preservation, dissemination, and community engagement. The University Council holds firm confidence that this Annual Performance Report is a significant reflection of our commitment to more rational and systematic management and development.

The Council remains dedicated to achieving the University's Vision and Mission as detailed in this report. We recognize that achieving these goals requires progressive and equitable planning, effective resource allocation, efficient management practices, and active engagement in partnerships and collaborations. Additionally, the pursuit of innovative research and successful grant writing are essential to our success. We extend our gratitude to the University Management for their persistent efforts in developing a planning process that supports and adapts to the dynamic environment and future uncertainties.

This Annual Performance Report offers a

comprehensive overview of our accomplishments in relation to planned outputs, budget releases, and expenditures for the Financial Year 2023/2024. It aims to drive the progressive attainment of the University's future goals, focusing specifically on the overarching objective of enhancing visibility in teaching, learning, research, and innovation. The University is committed to establishing effective and efficient systems, developing transformative academic programs that address national interests, and creating a reliable knowledge base.

As the University Council, we call upon all stakeholders and well-meaning entities to bolster both technical and financial support to advance development. This includes promoting the research agenda, rolling out emerging research technologies, establishing a research hub, setting up mini-high technology factories and resource centers, and expanding capacity development opportunities for our academicians. Such support is crucial for transforming the institution and achieving its objectives.

On behalf of Members of the Council, I would like to express my heartfelt gratitude to the Visitor and the Chancellor for their unwavering support and constructive guidance.

We earnestly hope that this document will inspire the Government to enhance both technical and financial backing, which is vital for driving the University's technological and research advancements.

Dr. Joel Aita

**CHAIRPERSON
MUNI UNIVERSITY COUNCIL**



FOREWORD BY **VICE-CHANCELLOR**

Muni University, established as the Sixth Public University under Statutory Instrument No. 31 (2013), was created to enhance equity and access to higher education in Uganda. This Annual Performance Report has been developed in alignment with the objectives outlined in the Five-Year Strategic Plan for 2020/2021 to 2024/2025. The report benefits from comprehensive support provided by all Heads of Departments and Faculties, who engaged in a collaborative and consultative process to ensure its thoroughness and accuracy.

This report details the performance of the University's planned annual outputs in comparison to the actual results achieved in FY 2023/2024. It provides a framework for systematically assessing the effectiveness of our management and development approaches, with a strong emphasis on gender-responsiveness and efficiency.

In the 21st century, higher education institutions are experiencing significant shifts, particularly towards Science, Technology, Engineering, and Mathematics (STEM) disciplines. At the same time, fields such as entrepreneurship, internationalization, partnerships, and community programs have often been overlooked. It is crucial for the University to carefully consider the design and implementation of its institutional processes, ensuring alignment with its strategic goals and the Human Capital Development program as outlined in the National Development Plan III (NDPIII).

The University's success in adapting to rapid and profound societal changes hinges on our collective ability to create and implement community-transformational programs. This includes developing prototypes, and systematically reviewing and monitoring the performance of our Annual Strategic Outputs. We acknowledge the importance of close collaboration between the Ministry of Education and Sports to transform lives through the development of community-led knowledge enhancement systems. Our aim is to establish Muni University as a leading center of excellence in areas such as food security, Maternal and Newborn Child Health Care (MNCH), information systems applications, and innovative governance models to improve management efficiency.

Our mandate includes expanding access to higher education at both undergraduate and postgraduate levels, increasing the number of scientists in Uganda—including those in basic and applied sciences as well as science educators. We are committed to developing efficient human resources suited for a decentralized governance system, producing engineering, technology, and medical personnel to support healthcare improvement and rural industrialization, and conducting research aimed at societal transformation.

I implore every member of the University community and all stakeholders to thoroughly review this Annual Performance Report for the Financial Year 2023/2024. Your engagement with this report will be instrumental in benchmarking our progress and enhancing the delivery of higher education in the forthcoming financial year.

Associate Professor Anguma Simon Katrini
VICE CHANCELLOR
MUNI UNIVERSITY



ACKNOWLEDGMENT BY **THE DEPUTY VICE- CHANCELLOR FINANCE AND ADMINISTRATION**

This report has been meticulously prepared by the Office of the Deputy Vice Chancellor for Finance and Administration. The successful production of this report would not have been possible without the dedicated efforts of several individuals and units. My heartfelt appreciation goes to Mr. Buruga Bosco Apparatus from the Library Department, Mr. Bakaki Robert from the Planning Unit and Mr. Emukuny Martin from the Information Technology Unit. Their exceptional commitment and dedication were instrumental in the development of this report. Additionally, I extend my sincere thanks to all Faculty Deans and Heads of Departments, both academic and administrative, for their cooperation throughout the development of data collection instruments and the data gathering process.

The Financial Year 2023/2024 began in the aftermath of the COVID-19 partial lockdown, which had previously slowed the implementation of University programs. Despite these challenges, Muni University successfully carried out most of its interventions, thanks to the adoption of blended learning approaches. We are deeply grateful for the contributions of various stakeholders, particularly the staff whose considerable efforts have been indispensable.

The Office of the Deputy Vice Chancellor - Finance and Administration has provided exemplary leadership and technical support, enabling the University to achieve its interventions in line with its mandate. I extend my profound gratitude to the Finance, Planning, Resource Mobilization, and Investments Committee, as well as the University Management Sub-Committee, for their invaluable contributions towards achieving the University's outputs.

With immense appreciation, I acknowledge the efforts of the Management team during the execution of the budget, including budget monitoring and termination. Moreover, significant strides have been made to implement Results-Based Management (RBM) review meetings on a quarterly basis to manage performance feedback related to budget implementation. The Office of the DVC-F&A has also worked diligently to enhance resource mobilization by supporting grant writing and requests for supplementary funding from the government, addressing the institution's funding gaps.

The Office of the DVC-F&A also extends its gratitude to the University Council, Top Management, and the Management Committee for providing the necessary resources to compile the Annual Report for the Financial Year 2023/2024.


Muni University is profoundly appreciative of the support received from the Government and donors, whose financial and technical contributions have been crucial in enabling the University to achieve its objectives.

We urge all stakeholders to renew their commitment to supporting the implementation of the Annual Plans, as continued support is vital for our ongoing success and progress.

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

EXECUTIVE SUMMARY

During the Financial Year
2023/2024, Muni University
was allocated

 **UGX**
31.644 Bn

58% 

(18.291 Billion) was
allocated for wage expenses

27% 

(8.6 Billion) was allocated
for non-wage expenditures

15% 

(4.752 Billion) allocated for
Infrastructure Development

Two major construction projects: the Multi-Purpose Health Science Laboratory Block, which is **55% complete**, and the Administration Annex, which is **54% complete**

Muni University has implemented
15 undergraduate programs
and **13 postgraduate programs**,
attracting a total of

1,396 Students
(1,009M, 387F)

The Muni University Strategic Annual Performance Report for the Financial Year 2023/2024 provides a comprehensive overview of the institution's accomplishments during the budget implementation period. This financial year marked a significant transition for the University, evolving from a traditional face-to-face teaching and learning model to a dual and subsequently a blended learning system. This shift was largely a response to the COVID-19 pandemic, which necessitated a more resource-efficient and adaptable approach to education.

The University's funding primarily comes from the Government of Uganda, and Muni University adheres to all statutory obligations and regulatory checks. The Government, through the Budget Monitoring Unit and the Office of the Auditor General, conducts annual evaluations of the institution's operational efficiency, fund utilization, and budget performance. Teaching staff at Muni University are actively engaged in securing grants to enhance the institution's technological and research capacities, particularly in modern agriculture and nursing fields.

The Annual Performance Report highlights the University's contributions across five core functional areas: Inclusive Teaching & Learning, Research & Innovations, Knowledge Preservation & Dissemination, Community Engagement, and Enabling Functions. The Enabling Functions include Human Resources, Physical Infrastructure, Finance, Land Resource Use, Information Technology, Administration and Management, Networking, and Cross-Cutting Issues such as HIV/AIDS, epidemic pandemic conditions, Gender, Disability and Special Needs, Quality Assurance, and Environmental concerns. This report aligns with the National Development Plan III (NDP III) theme of "Sustainable Industrialization for Inclusive Growth, Employment, and Wealth Creation."

The budget implementation was in accordance with the annualized budget outputs and adhered to the Human Capital Development Program (HCM) outlined in the NDP III. This process was guided by the Results-Based Management (RBM) System, with a Monitoring and Evaluation (M&E) plan overseeing the budget and performance evaluation on a quarterly basis. Additionally, the Budget Monitoring Unit (BMU) of the Ministry of Finance, Planning and Economic Development monitored and validated the University's reports.

During the Financial Year 2023/2024, Muni University was allocated Thirty one Billion Six Hundred Forty-Four Million Uganda Shillings (31.644 Billion). Of this amount,

58% (18.291Billion) was allocated for wage expenses, 27% (8.6 Billion) for non-wage expenditures, and 15% (4.752 Billion) for Infrastructure Development. The University is currently undertaking two major construction projects: the Multi-Purpose Health Science Laboratory Block, which is 55% complete, and the Administration Annex, which is 54% complete. If the University had received the full development budget over the past three financial years, the Multi-Purpose Health Science Laboratory would now be fully operational. Therefore, I urge the Ministry of Education to support Muni University's appeal to the Ministry of Finance, Planning and Economic Development (MoFEP) for the timely release of appropriated funds to address the critical issue of inadequate laboratory space. Such support will encourage our dedicated research scientists to pursue vigorous research in agriculture, medicine, and technological innovation, leading to discoveries and solutions that enhance societal well-being.

Muni University relies heavily on government funding, which has remained constant despite increasing student enrollment, new program offerings, and rising costs associated with teaching, learning, and research. Although external funding for research and capacity development has been limited, it has helped mitigate some challenges faced by academic staff. It is important to recognize that the Government of Uganda has played a crucial role in ensuring the smooth operation of Muni University's various processes and functions.

In the realm of teaching and learning, the University has expanded its admission opportunities to students from East African countries, particularly focusing on the Democratic Republic of Congo and South Sudan. Muni University implemented fifteen undergraduate programs and thirteen postgraduate programs, attracting a total of 1,396 students (1,009M, 387F). The University has increased its marketing efforts across various media platforms to attract more students. Efforts are also underway to develop and introduce new programs that address the needs of prospective students.

The research capacity of Muni University is gradually improving despite challenges due to limited government funding. Research is crucial for addressing community challenges and enhancing knowledge in various fields. In response to funding gaps, University staff have actively sought grants and secured several micro-grants, resulting in the acquisition of five high-quality microscopes to support microbiology and molecular research, as well as the establishment of an electrical simulation laboratory hub, Information Communication and Technological hub and Business Incubation hub.

Partnerships and collaborations have significantly strengthened the University's brand, leading to several productive alliances. Muni University has established partnerships with the World Food Program and serves as the secretariat for the West Nile Development Organization, Arua Business Community, and United Nations High Commissioner for Refugees (UNHCR), and ABI-ZARDI. These partnerships have facilitated student internships and fostered productive research and innovation engagements for academic staff.

Community outreach, a vital component of knowledge transfer, has enhanced the University's image and yielded positive outcomes. Muni University has conducted several health community sensitization, trained health workers and local government staff across West Nile districts.

Notably, the University achieved a significant research innovation by developing new research innovations in preserving fresh agricultural produce using Chumbabaridi solar powered cold house, mosquito repellent, Mobile Application to monitor government projects and as well continued research into new bean, banana, and rice variety lines to strengthen food security and reduce on malnutrition levels across the region.



**MUNI
UNIVERSITY**

01



Vision

A model University
for transformation
and development

02



Mission

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

03



University Core Values

- Quality
- Equity
- Responsiveness
- Professionalism
- Innovativeness
- Accountability
- Honest

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.

1

CHAPTER

- (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, and 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. It is responsible for the overall administration of the objects and functions of the University.

During the reporting year, the Council continued to exercise its oversight functions. The Council is made up of 22 members consisting of Appointees from the Ministry of Education and Sports, Representatives of the Ministry of Finance, Planning and Economic Development, 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 approves the University Budget and Workplans, University Final Accounts, Policies, and Academic Programmes.

The University Council has five functional committees that generate business for Council;

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

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 is in charge of the teaching, research and the general standards of education and research and their assessment in the University.

The University Senate approved 14 Academic programmes for the approval Council and submitted to National Council for Higher Education. It also approved end of semesters student results, admitted new students. Senate also approved 143 students for graduation in the reporting year.

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

- (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)

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. Top Management is charged with the responsibility of ensuring the smooth running of the University.

General Management

General Management consists of all Officers of the University, Deans of Faculties and Heads of Departments of administrative Units. It is charged with discussions of Annual Work Plans, Budgets and Quarterly Reports from the different departments and units.

Structure of the University

The University carries out two major functions/roles of Administration and Academics. The administration wing is responsible for the entire administration and financial affairs of the University while the Academics 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 2023/2024

(i) Meetings of Council

In the financial year 2023/2024, Council had three (3) meetings against the total target of 4 meetings.

(ii) Meetings of Council Committee

These Committees help the Council in handling businesses that fall under their dockets before they are submitted to Council for discussion and approval. In the FY 2023/2024, the committees had a total 15 Council Committee meetings.

(iii) Meetings of Top Management

Top Management had 18 meetings during the financial year under review. This was in-line with the approved work plan for the year.

(iv) Deans and Directors Committee.

In the year under review, Top Management instituted a Deans Committee which is operational and had two meetings. The Committee is charged with the responsibility of discussing matters of faculty and academics nature.

Policies Approved by Council

In the reporting period, five (5) policies were approved by the University Council;

- (i) Students Funeral Management Policy.
- (ii) Amendment of Students Guild Constitution
- (iii) Standard Operating Procedures for Tuition Waiver for Staff and Biological/legally adopted Children
- (iv) Amendments for Muni RIF Guidelines

1.5 Compliance and Accountability

Right from inception in 2014/2015 financial year, Muni University has always had Unqualified Audit Opinion issued by the Auditor General including the reporting year 2023/2024. The Public Procurement and Disposal Authority has every year also 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 bench mark from the University.

Muni University has a robust Internal Audit department that strengthens the organization's ability to create, protect and sustain value by providing the University Council and Management with independent risk based and objective assurance, advice, insight and foresight. The internal audit department 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 2023/2024, the Internal Audit department prepared and submitted an 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 department also prepared and submitted four Quarterly reports to the Council Audit Committee, and other stakeholders mandated to get copies as per section 49 of the Public Finance Management Act 2015. All supplies and works procured in the reporting year were equally verified for value for money.

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) 2023/2024 the University was appropriated a budget of Uganda shillings 31.64 billion (**Thirty one Billion, Six Hundred and fourty Million Shillings Only**) and received 30.443 billion (**Thirty Billion, Four hundred fourty Three Million 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 2023/2024 is presented in Table 1.

Table 1: Annual Budget Performance for FY 2023/2024

	Approved Budget	Revised Budget	Released by End Q4	Spent by End Q4	% Budget Released	% Budget Spent	% Releases Spent
Wage	18.291	18.291	18.291	18.280	100.0 %	100.0 %	99.9 %
Recurrent							
Non-Wage	8.601	8.601	8.588	8.581	100.0 %	99.8 %	99.9 %
GoU	4.752	4.752	3.564	3.558	75.0 %	74.9 %	99.8 %
Devt							
Ext Fin.	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
GoU Total	31.644	31.644	30.443	30.419	96.2 %	96.1 %	99.9 %
Total GoU+Ext Fin (MTEF)	31.644	31.644	30.443	30.419	96.2 %	96.1 %	99.9 %
Arrears	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
Total Budget	31.644	31.644	30.443	30.419	96.2 %	96.1 %	99.9 %

	Approved Budget	Revised Budget	Released by End Q4	Spent by End Q4	% Budget Released	% Budget Spent	% Releases Spent
<i>A.I.A Total</i>	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
Grand Total	31.644	31.644	30.443	30.419	96.2 %	96.1 %	99.9 %
Total Vote Budget Excluding Arrears	31.644	31.644	30.443	30.419	96.2 %	96.1 %	99.9 %

Notes:

1. Development Budget was insufficiently released at 75% hence affecting completion time of the Health Science Laboratory Block which is still at 55% completion and Administration Block Annex at 54%. 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. The Administrative Staff have inadequate office space for effectiveness and efficiency.
2. Wage-bill was inadequate to allow Muni University to recruit more lecturers to meet the growing student load due to cohort movements to higher Academic years. However, the University hired part-time lecturers as a stop gap measure to address manpower gap. This has a negative implication on the meagre non-wage recurrent. For learning efficiency, the University needs to recruit additional academic staff to match the requirements for teaching and learning needs.

1.7 Health Centre II

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, students and surrounding community. The Facility is equipped with five staff that include two nurses, two laboratory technicians and a visiting doctor. 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, staff and surrounding community. The University Health Centre laboratory is equipped with a micro-scope, centrifuge and routinely reagents to support in performing clinical tests to assess the cause of their ailment so as to administer the right medication under right instruction of an assigned medical doctor. The University Health Centre provided health services to a total of 3,388 persons (1872M & 1516F) in Financial Year 2023/2024.

The University Health Centre staff conducted community outreaches around the community in collaboration with Arua Regional Referral Hospital staff so as to strengthen community health surveillance, immunization, integrated community health management and managing 12 Village Health Teams.

1.8 Partnerships and Memorandum

The University created two (2) partnerships with International Centre for Research in Agro-forestry (ICRAF), Ministry of ICT and National Guidance as well as signed three (3) memorandums with Bahir-Dar University in Ethiopia, Boku University in Austria and Mbarara University of Science and Technology (MUST). Three (3) projects were won from USAID and MasterCard Foundation.

1.8.1 Partnerships/Collaborations and MoU signed

During the year of reporting, the following collaborations, partnership and MoU were signed as seen in the table 2.

Table 2: Partnerships and Memoradum signed

SN	Name of partner institution/ agency	Country	Time	Output/ Impact	Lead person
1	VNG International and Muni University	Netherlands	April 2023	Provide a platform and facilitate processes to integrate trainings, coaching, experience sharing, exchange visits and students' placements for peer learning, capacity development; Support and strengthen research and documentation and dissemination of experiences on refugee response; Co-author publications, articles; Support the development of approaches and methodologies of training etc	Dr Amandu Yassin Ishaq
2	Atomic Energy Council and Muni University	Uganda	August 2023	Both parties shall share key information and expertise; each party shall retain all rights and obligations under the existing Acts and Regulation; Both shall identify areas for joint research; the parties shall jointly supervise, and collaborate in conducting and in dissemination or publication of research work related to Nuclear Science and Technology; both parties shall jointly organize trainings and seminars, particularly in the field of Nuclear Science and Technology; exchange of experts for the purpose of implementation of the MoU; Both shall provide technical guidance to each other while undertaking the research.	Assoc. Prof. Simon Katrini Anguma
3	Makerere University and Muni University	Uganda	August 23, 2023	Have joint access to electronics, electrical, computing, artificial intelligence; carry out student exchange and study visits, carry out faculty exchanges, teaching and external examinations support, conduct joint research and grantsmanship	Assoc. Prof. Simon K. Anguma (VC) Ms. Salama Asikuru Faculty of Technoscience

SN	Name of partner institution/ agency	Country	Time	Output/ Impact	Lead person
4	MasterCard Foundation and Muni University	Uganda	September 19, 2023	To develop programs; provide programs and services to help children and youth to access education, understand and utilize technology, operate and provide microfinance programs and services to financially disadvantaged persons and communities	Assoc. Prof. Clement Okia Directorate of Research, Training and Innovations
5	FEMRITE and Muni University	Uganda	January 2024	To share calls for poems, lead selection process to identify poem for publication, prepare publishing agreement for the students, avail space for publisher space and students for a launch event encourage student to submit poems to the publisher, avail space for the publisher and students' engagement in the university	Dr. Joyce Bukirwa Rebecca Faculty of Education
6	AfriChild Centre and Muni University	Uganda	December 13, 2023	To collaborate in design and implementation of in-service research training and mentorship for the faculty staff; strengthen the capacity of faculty staff in ongoing rigorous research undertakings towards strengthening the evidence base on child protection and development in Uganda; and to build a cohort of skilled researchers to undertake research to inform child-focused policies and programs in Africa.	Assoc. Prof. Morgan Andama Faculty of Science
7	MUST and Muni University	Uganda	February, 2024	Collaboration of joint grant proposals, implementation and dissemination of research; promote mutual development of quality products from nature and other technologies; foster relevant innovation projects for socio-economic transformation of society in the field of natural medicine, and computer science; mutual sharing of laboratory facilities; mutual curriculum and training such as herbal medicine, traditional medicine, and product development; community outreach, students training, staff placement and applied research in the area of traditional medicine.	Dr. Dricile Ratib Faculty of Health Science

SN	Name of partner institution/ agency	Country	Time	Output/ Impact	Lead person
8	International Centre for Research in Agroforestry (ICRAF) and MUNI University	Uganda	June 2024	Both parties agree to contribute to the Project, agreed to use the subgrant, subgrantees' own resources and any contribution granted by the third party, to reimburse without delay upon request, to pay interest at a rate of 5%, to submit the first recipient annually an interim financial and narrative report	Assoc. Prof. Clement Okia Directorate of Graduate Training, Research and Innovation

1.8.2 Partnership Visits to Muni University

Muni University continues to inspire other sister Institutions. During the financial year, the following were the collaboration visits to Muni University. Aga-Khan University team led by the Dean, Prof. Jane Rarieya visited Muni University on September 21, 2023 to understand the progress of our joint academic program of Diploma in Educational Leadership and Management (DELM). Muni University management team led by Deputy Vice Chancellor of Finance and Administration, Rev. Fr. Prof. Odubuker Picho Epiphan welcomed the guests and thanked them for the partnership to strengthen delivery of primary and secondary education in West-Nile region.



Figure 1: Aga Khan and Muni University Team

1.9 Installation of the 2nd Vice Chancellor

During the graduation ceremony which was held on 6th April 2024, the 2nd Vice Chancellor Associate Professor Simon Anguma Katrini was installed by the Chancellor. The occasion was graced by HON. DR. Joyce Moriku Kaducu. State Minister for Primary Education as the Guest of Honor. The installation of the second (2nd) Vice Chancellor **Associate Professor Simon Anguma Katrini** proceeded with conferment of degrees and award of diplomas at Muni University Campus.



Figure 2: Chancellor Installing the 2nd Vice-Chancellor Associate Professor Anguma Katrini Simon



Figure 3: Chancellor Providing Instruments of power to the 2nd Vice-Chancellor Associate Professor Anguma Katrini Simon.

1.10 Muni University ICT Regional Innovation Hub Launch

The Ministry of ICT and National Guidance plays a pivotal role in driving innovation and technological advancement throughout Uganda. This commitment has manifested in establishing the National ICT Innovation Hub in Nakawa and regional hubs at Kabale, Soroti, and Muni universities. The launch of the Muni University ICT Regional Innovation hub to be conducted on 24th April 2024 exemplifying the Ministry's dedication to nurturing a culture of innovation and entrepreneurship within the country.

Building on this success, the Ministry has embarked on a comprehensive monitoring and evaluation exercise to assess the progress and utilization of the hubs on 15/4/2024. This evaluation aims to provide a thorough understanding of the current status of the hub, identifying any existing challenges, and propose strategic improvements. The assessment activity will delve into the establishment and functioning of these hubs, highlighting their impact on the innovation ecosystem and their alignment with National Development Plan III. It will also explore the infrastructure, resources, and support services available at each hub, assessing their effectiveness in fostering innovation and entrepreneurship.

HUMAN RESOURCE MANAGEMENT

2 CHAPTER

2.1 Human Resource Management function

The Human Resource Department of the University is responsible for the recruitment of staff, training and development, staff performance appraisal, employee motivation, welfare, reward and discipline of staff following set-out criteria in the University's Human Resource Manual. The department is also responsible for Human Resource planning and initiation, interpretation and review of Human Resource policy.

2.2 Recruitment of Staff

2.2.1 Externally Recruited University Staff

In the reporting year, the University recruited 06 new employees on replacement basis (F=0, M=6) to fill positions in the University's approved structure. The newly recruited staff were in designations below;

Table 3: Externally Recruited staff

S/No.	Names	Position Appointed to
1.	Dr. Wokorach Godfrey	Lecturer in Biotechnology
2.	Mr. Ombwolo K. Johnstone	Senior Assistant Technician,
3.	Mr. Ariku Francis	Assistant Laboratory Technician(Medical)
4.	Mr. Odongo Ronald	Teaching Assistant/Clinical Instructor
5.	Mr. Kule Saimon	Technician Mechanical
6.	Mr. Omara Joseph	Assistant Records Officer

2.2.1 Recruitment of Project staff

During the reporting year, the University recruited a total of fourteen (15) project staff under two projects that the University rolled out during the year i.e the Regenerative Inclusive Food Systems Project referred to as the REFOOTURE Project and the Refugee and Host Community Youth Empowerment and Transformation Initiative-RETI-Project; The list of the project staff is below;



Table 4: Recruitment of Project staff

S/No.	Names	Position Appointed to	Project
1.	Mr. Ejoyi William	Project Manager	RETI
2.	Mr. Omara Patrick	Finance Manager	RETI
3.	Mr. Alemi William Kenyi	Business Development Specialist	RETI
4.	Mr. Mugoda Francis Keedi	Gender and Safeguarding Specialist	RETI
5.	Ms. Akandru Grace	Communications Officer	RETI
6.	Mr. Acadribo Henry	Youth Engagement Specialist	RETI
7.	Mr. Okuwan Justine	Project Driver	RETI
8.	Mr. Oloya Ronald	Administrative and Finance Assistant	RETI
9.	Ms. Onduaru Gloria	Office Assistant	RETI
10.	Mr. Aguta Raymond	Program Assistant	RETI
11.	Mr. Ocokoa Bob Moses	Program Assistant	RETI
12.	Mr. Issa Jimmy	Program Assistant	RETI
13.	Dr. Ochago Robert	Program Manager	REFOOTURE
14.	Mr. Kabuga Experito M	MEAL Officer	REFOOTURE

2.3 Internal Promotions

2.3.1: Academic Staff

In the year ended 30th June 2024, seven (7) academic staff were internally promoted to the next academic ranks. These included; three Lecturers promoted to positions of Senior Lecturer and four Assistant lecturers promoted to Lecturer.

Table 5: Academic staff promoted

S/No.	Names	Previous Position	Position promoted to
1.	Dr. Nagaaba Nickson	Lecturer	Senior Lecturer in Accounting & Finance
2.	Dr. Ejotre Imran	Lecturer	Senior Lecturer in Biology
3.	Dr. Matsiko Julius	Lecturer	Senior Lecturer in Environmental Chief
4.	Mr. Masika Fred Bwayo	Assistant Lecturer	Lecturer in Biology
5.	Ms. Nasejje Stella	Assistant Lecturer	Lecturer Physics
6.	Mr. Balituumye Michael	Assistant Lecturer	Lecturer in Literature
7.	Mr. Muhwezi Godfrey	Assistant Lecturer	Lecturer in Chemistry

2.3.2 Administrative and Support Staff promotions

During the Financial year, the Appointments Board promoted the following administrative and support staff to the next levels;

Table 6: Administrative and Support staff promoted

S/No.	Names	Previous position	Position promoted to
1.	Ms. Annet Asio	Stenographer Secretary	Assistant Administrative Secretary
2.	Ms. Patience Ayikoru	Stenographer Secretary	Assistant Administrative Secretary
3.	Ms. Keren Candiru	Stenographer Secretary	Assistant Administrative Secretary
4.	Ms. Grace Candiru	Stenographer Secretary	Assistant Administrative Secretary
5.	Ms. Joan Walusansa	Secretary	Assistant Administrative Secretary
6.	Ms. Aminah Candia	Secretary	Assistant Administrative Secretary
7.	Mr. Abiriga Isaac	Senior Assistant Accountant	Accountant
8.	Mr. Adania Nancy	Senior Assistant Accountant	Accountant
9.	Mr. Opiyo Washington	Sports Tutor	Senior Sports Officer
10.	Ms. Gloria Giramia	Records Management Officer	Senior Records Officer
11.	Mr. Madira David	Assistant Inventory Officer	Assistant Accountant
12.	Ms. Adiru Palma	Office Attendant	Assistant Inventory Management Officer
13.	Mr. Odoch Jackson	Assistant Engineering Officer	Assistant Estates Officer
14.	Mr. Fudribo Emmanuel	Plumber	Senior Assistant Engineering Officer
15.	Ms. Asuru B. Eva	Office Attendant	Receptionist
16.	Ms. Driciru Able Loyce	Office Attendant	Stenographer Secretary
17.	Mr. Apangu Emmanuel	Security Guard	Assistant Security Officer
18.	Ms. Angundaru Leah	Security Guard	Security Guard Supervisor
19.	Mr. Embati Aggrey	Security Guard	Security Guard Supervisor
20.	Mr. Agondua Robert	Laboratory Assistant	Laboratory Technician Medical
21.	Ms. Okulumia Marvin	Enrolled Nurse	Assistant Nursing Officer

2.4 Implementation of harmonised grading and nomenclature for Public Universities

In the Financial Year 2023/2024, the Ministry of Public Service communicated the harmonised and standardised staff establishment, grading and nomenclature of jobs in public universities. During the reporting year, the University implemented the harmonisation in which staff were aligned to the changes in nomenclature and job grades in the revised and approved structure. This led to a number of staff being re-designated into new positions or their jobs being re-graded to higher salary scales or both as shown in the table below;

Table 7: Staff harmonised

S/No.	Name of officer	Previous designation	Salary Scale	Designation After Harmonisation	Salary Scale
1	Mr. Jeddah Pinyowa	Driver	M20	Driver	PU15
2	Mr. Innocent Nyero	Driver	M20	Driver	PU15
3	Mr. Christopher Ezama	Driver	M20	Driver	PU15
4	Mr. Jamil Adinan	Driver	M20	Driver	PU15
5	Mr. James Ofoyuru	Driver	M20	Driver	PU15
6	Mr. Thomas Gena	Driver	M20	Driver	PU15
7	Mr. Kenedy Acidri	Driver	M20	Driver	PU15
8	Mr. Odama Fred	Driver	M20	Driver	PU15
9	Mr. Aniku Joseph	Driver	M15	Driver	PU15
10	Mr. Emokori Ronald	Driver	M15	Driver	PU15
11	Mr. Fred Acidri	Driver	M20	Driver	PU15
12	Ms. Hellen Androa	Office Attendant	M20	Office Attendant	PU15
13	Ms. Gifty Japiem	Office Attendant	M20	Office Attendant	PU15
14	Ms. Linda Amaziru	Office Attendant	M20	Office Attendant	PU15
15	Ms. Palma Adiru	Office Attendant	M20	Office Attendant	PU15
16	Ms. Margret Aseru	Office Attendant	M20	Office Attendant	PU15
17	Ms. Gertrude Draru	Office Attendant	M20	Office Attendant	PU15
18	Ms. Eva Asuru	Office Attendant	M20	Office Attendant	PU15
19	Ms. Loyce Driciru Able	Office Attendant	M20	Office Attendant	PU15
20	Ms. Stella Eyokia	Office Attendant	M20	Office Attendant	PU15
21	Ms. Sharon Malia	Office Attendant	M20	Office Attendant	PU15
22	Ms. Lillian Emvikia	Office Attendant	M20	Office Attendant	PU15
23	Ms. Baifa Asibazuyo	Office Attendant	M20	Office Attendant	PU15
24	Ms. Juliet Candiru	Office Attendant	M10	Office Attendant	PU15
25	Ms. Mercy Aletiru Ojosiru	Office Attendant	M20	Office Attendant	PU15
26	Mr. Stephen Toko	Security Guard	M20	Security Guard	PU15
27	Mr. Officer Christopher	Security Guard	M20	Security Guard	PU15
28	Mr. Aggrey Embati	Security Guard	M20	Security Guard	PU15
29	Mr. Brian Okura	Security Guard	M20	Security Guard	PU15
30	Mr. Simon Drale	Security Guard	M20	Security Guard	PU15
31	Mr. Albert Apeku	Security Guard	M20	Security Guard	PU15
32	Mr. Samuel Angua	Security Guard	M20	Security Guard	PU15
33	Mr. Moses Musale	Security Guard	M20	Security Guard	PU15
34	Mr. Philliam Ajadribo	Security Guard	M20	Security Guard	PU15
35	Ms. Phosca Adania	Security Guard	M20	Security Guard	PU15
36	Mr. Emmanuel Apangu	Security Guard	M20	Security Guard	PU15
37	Mr. Francis Cadri	Security Guard	M20	Security Guard	PU15
38	Ms. Leah Angunduru	Security Guard	M20	Security Guard	PU15
39	Mr. Deogratiuous Afimani	Senior Technician	M10	Senior Technician	PU6.2
40	Mr. Godfrey Eyotre	Senior Technician	M10	Senior Technician	PU6.2
41	Mr. Job Tekakwo	Senior Technician	M10	Senior Technician	PU6.2
42	Mr. Lawrence Amadile	Senior Technician	M10	Senior Technician	PU6.2
43	Mr. Cosmas Andrug	Senior Technician	M10	Senior Technician	PU6.2

S/No.	Name of officer	Previous designation	Salary Scale	Designation After Harmonisation	Salary Scale
44	Ms. Rehemah Samanya	Senior Technician	M10	Senior Technician	PU6.2
47	Mr. William Edema	Chief Lab Technician	M6.2	Chief Lab Technician	PU5
48	Mr. Benson Musinguzi	Chief Lab Technician	M6.2	Chief Lab Technician	PU5
49	Mr. Moses Abindu	Senior Custodian	M15	Chief Custodian	PU10
50	Ms. Joyce Amaguru	Custodian	M15	Custodian	PU13
51	Mr. Emmanuel Fudribo	Plumber	M15	Senior Assistant Engineering Officer	PU10
52	Ms. Tarsila Drakuru	Nursing Officer	M7	Nursing Officer	PU6.2
53	Ms. Hanadi Yanguya	Front Desk Officer	M13	Receptionist	PU12
54	Ms. Juliet Badaru	Senior Stores Assistant	M7	Inventory Mgt Officer	PU6.2
55	Mr. Victor Wadri	Laboratory Technician	M12	Technician	PU7
56	Mr. Moses Murungi	Laboratory Technician	M10	Technician	PU7
57	Mr. Dorcus Nassazi	Laboratory Technician	M12	Technician	PU7
58	Ms. Betty Nyagwire	Laboratory Technician	M12	Technician	PU7
59	Mr. Hilllary Edema	Laboratory Technician	M12	Technician	PU7
60	Mr. Solomon Odur	Laboratory Technician	M12	Technician	PU7
61	Mr. Ibrahim Ssali	Laboratory Technician	M12	Technician	PU7
62	Mr. Dennis Anguyo	Laboratory Technician	M12	Technician	PU7
63	Mr. Raymond baker Driwale	Laboratory Technician	M12	Technician	PU7
64	Mr. Athananthius Mugyenyi	Laboratory Technician	M12	Technician	PU7
65	Mr. Nasifu Lubanga	Laboratory Technician	M12	Technician	PU7
66	Mr. Richard Dramundu	Laboratory Technician	M12	Technician	PU7
67	Mr. Charles Torach	Laboratory Technician	M12	Technician	PU7
68	Mr. James Candia	Laboratory Technician	M10	Senior Assistant Technician	PU10
69	Mr. Douglass Ongom	Laboratory Technician	M12	Senior Assistant Technician	PU10
70	Mr. Richard Dramundu	Laboratory Technician	M12	Senior Assistant Technician	PU10
71	Mr. Innocent Odoch	Laboratory Technician	M12	Senior Assistant Technician	PU10
72	Mr. Godfrey Toko	Laboratory Technician	M12	Senior Assistant Technician	PU10
73	Mr. Rashid Adiru	Laboratory Technician	M12	Senior Assistant Technician	PU10
74	Mr. Michael Lee	Laboratory Attendant	M15	Senior Assistant Technician	PU10

S/No.	Name of officer	Previous designation	Salary Scale	Designation After Harmonisation	Salary Scale
75	Mr. Emazu Kennedy	Laboratory Attendant	M15	Senior Assistant Technician	PU10
76	Mr. Okello Emoses	Laboratory Attendant	M15	Laboratory Assistant	PU13
76	Mr. Peter Okumu	Computer Lab Attendant	M15	Senior Assistant Technician	PU10
77	Mr. Hilllary Edema	Technician	M7	Senior Technician	PU6.2
78	Mr. Dennis Anguyo	Technician	M7	Senior Technician	PU6.2
79	Ms. Monica Ocokoru	Senior Personal Secretary	M7	Administrative Secretary	PU6.2
80	Ms. Stella Angucia	Senior Personal Secretary	M7	Administrative Secretary	PU6.2
81	Mr. Philliam Adoma	Librarian	M6.1	Librarian	PU6.1
82	Mr. Bosco Buruga	Librarian	M6.1	Librarian	PU6.1
83	Mr. Moses Osamai	Assistant Librarian	M6.2	Assistant Librarian	PU6.2
84	Mr. Moses Samanya	Assistant Librarian	M6.2	Assistant Librarian	PU6.2
85	Ms. Doreen Eyoru	Library Assistant	M12	Library Assistant	PU7
86	Mr. Boniface Agungi	Library Assistant	M12	Library Assistant	PU7
87	Ms. Hanadi Yanguya	Front Desk Officer	M12	Stenographer Secretary	PU12
88	Mr. Kefa Atibuni	Senior Communications Officer	M5	Principal Communications Officer	PU5
89	Ms. Annet Ajidiru	Communication Officer	M6.1	Senior Communications Officer	PU6.1
90	Mr. Moris Marachtho	Principal Internal Auditor	M4	Deputy Chief Internal Auditor	PU4
91	Mr. Ronald Toko	Internal Auditor	M6.1	Senior Internal Auditor	PU6.1
92	Mr. Silvano Drania	Senior Planner	M5	Principal Planner	PU5
93	Mr. Robert Bakaki	Planner	M6.1	Senior Planner	PU6.1
94	Mr. Godfrey Avayo	Senior Assistant Secretary	M5	Principal Administrative Secretary	PU5
95	Ms. Achan Nancy	Administrative Officer	M6.1	Senior Assistant Secretary	PU6.1
96	Ms. Margret Taibo	Administrative Assistant	M6.2	Assistant Secretary	PU6.2
97	Dr. Bona Mandera Immaculate	Senior Quality Assurance Officer	M5	Principal Quality Assurance Officer	PU5
98	Mr. Richard Anguyo	Principal Procurement Officer	M4	Deputy Chief Procurement Officer	PU4
99	Mr. Francis Nyeko	Senior Procurement Officer	M5	Principal Procurement Officer	PU5
100	Ms. Beatrice Avako	Procurement Officer	M6.1	Senior Procurement Officer	PU6.1
101	Mr. Willy Ocen	Engineer Civil	M6.1	Senior Estates Officer	PU6.1
102	Mr. Drapari Abdinego	Engineering Assistant	M10	Senior Assistant Engineering Officer	PU10
103	Mr. Odoch Jackson	Engineering Assistant	M10	Senior Assistant Engineering Officer	PU10

S/No.	Name of officer	Previous designation	Salary Scale	Designation After Harmonisation	Salary Scale
104	Mr. Abdul Wahid Ijosiga	Principal Human Resource Officer	M4	Deputy Chief Human Resource Management Officer	PU4
105	Ms. Caroline Badaru	Senior Human Resource Officer	M5	Principal Human Resource Officer	PU5
106	Mr. Acema Sam Okujo	Human Resource Officer	M6.1	Senior Human Resource Officer	PU6.1
107	Mr. Samuel Ondoma	Legal Officer	M6.1	Senior Legal Officer	PU6.1
108	Ms. Gloria Giramia	Records Management Officer	M6.2	Records Officer	PU6.2
109	Mr. Patrick Iga Tar	Senior Security Officer	M5	Principal Security Officer	PU5
110	Mr. Robert Agondua	Laboratory Attendant	M13	Laboratory Assistant	PU13
111	Ms. Lillian Tiiko	Senior Accountant	M5	Principal Accountant	PU5
112	Ms. Nancy Adania	Senior Accounts Assistant	M7	Assistant Accountant	PU7
113	Mr. Isaac Abiriga	Senior Accounts Assistant	M7	Assistant Accountant	PU7
114	Mr. Herbert Adroa	Senior Accounts Assistant	M7	Assistant Accountant	PU7
115	Mr. Leonny Kihembo Leonisdas	Senior Assistant Registrar	M5	Principal Assistant Registrar	PU5
116	Mr. Ronald Hirya	Assistant Registrar	M6.1	Senior Assistant Registrar	PU6.1
117	Mr. Phillip Draonzi	Assistant Registrar	M6.1	Senior Assistant Registrar	PU6.1
118	Mr. Jerry Tebandeke	Systems Administrator	M6.1	Senior IT Officer	PU6.1
119	Mr. Martin Emukuny	Network Administrator	M6.2	IT Officer	PU6.2

2.5: Staff confirmed in service of the University

A total of eleven (11) staff were recommended to and confirmed in the service of the University by the Appointments Board during the reporting year. The list is provided in the table below

Table 8: Staff confirmed

S/N	Name	Title
1.	Mr. Ochima Noah	Assistant Lecturer in Electrical Engineering
2.	Mr. Isingoma Bigabwa James	Assistant Lecturer in Curriculum & Media Studies
3.	Mr. Anyase Ronald Amaza	Assistant Lecturer in Pharmacology
4.	Mr. Gobo Denis	Assistant Lecturer in Agricultural Extension
5.	Mr. Acidri Fred	Driver
6.	Mr. Jurundu Afeku Barukua	Tractor Operator
7.	Mr. Nakayiza Hellen	Assistant Lecturer in Artificial Intelligence
8.	Mr. Micheal Gumoshabe	Assistant Lecturer in Mechanical Engineering
9.	Dr. Andama Geoffrey	Lecturer in Physics
10	Mr. Ronald Hiirya	Senior Assistant Registrar
11	Mr. Sunday Ependu	Tractor Operator

2.6 Staff Capacity Development

In the reporting year only 36.3% (40) of the 110 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 the Table below.

Table 9: Academic Staff on PhD Studies

S/N	Name	Study Category	University
1	Mr. Polycarp Omara	PhD (Educational Planning & Management)	Kyambogo University
2	Mr. Davis Okwong	PhD (Educational Psychology)	Makerere University
3	Mr. Philliam Adoma	PhD (Information Science)	Makerere University
4	Mr. Amos Drasiku	PhD (Nursing Science)	Makerere University
5	Mr. Julius Tibyange	PhD (Biochemistry)	University of Aberdeen, UK
6	Mr. Peter Nyakuni	PhD (Nursing Science)	Makerere University
7	Mr. Robert Afayo	PhD (Biostatistics and Epidemiology)	Makerere University
8	Ms. Betty Akwongo	PhD (Biology)	Makerere University
9	Mr. Godfrey Muhwezi	PhD (Chemistry)	Mbarara University of Science and Technology
10	Mr. Joseph Asega	PhD (Mathematics Education)	Makerere University
11	Ms. Fiona Mukimba	PhD (Computer Science)	Makerere University
12	Mr. Josephat Oling Oroma	PhD (Software Engineering, Computer Science)	University of Eastern Finland
13	Mr. Opio Innocent Miria	PhD (Mechanical & Energy Engineering)	Makerere University
14	Ms. Birungi Amina	PhD (Education)	Kyambogo University
15	Mr. Aliga Alex	PhD (Economics)	Makerere University
16	Mr. Mulabbi Andrew	PhD (Geography)	Mada University, Indonesia
17	Mr. Moses Okello	PhD (Crop science)	Makerere University
18	Mr. Zech Halasi Gidong	PhD (Agricultural Economics)	Makerere University
19	Mr. Akena Geoffrey Oyo	PhD (Economics)	Makerere University
20	Ms. Batamuriza Rehema	PhD (Supply Chain Management)	Jomo Kenyatta University
21	Mr. Benson Musinguzi	PhD (Medical Microbiology)	Makerere University
22	Mr. Atiku Saad Mahjub	PhD (Bio-chemistry)	Makerere University
23	Mr. Hillary Edema	PhD (Bioinformatics and Biotechnology)	Arctic University of Norway
24	Mr. Nasejja Stella Bazibu	PhD (Physics)	Kyambogo University
25	Mr. Emong Paul	PhD (Bio-Informatics)	Makerere University
26	Mr. Paul Bogere	PhD in Animal Nutrition	University of Queensland, Australia
27	Ms. Nabulime Norah Bazibu	PhD in Environmental Science and Technology	University of Maryland, USA
28	Mr. Malingumu Richard	PhD in Soil Science	Kenyatta University, Nairobi

S/N	Name	Study Category	University
29	Mr. Ismail Draguma Legason	PhD Oncology (Molecular Epidemiology)	University of Oxford
30	Mr. Bosco Apparatus Buruga	PhD (Information Science)	University of South Africa
31	Mr. Halasi Gidongo Zech	PhD in Agricultural Economics	Makerere University
32	Ms. Suzan Laker	PhD in Linguistics	Makerere University
33	Ms. Nakaiza Hellen R.	PhD in Information Technology	Makerere University
34	Ms. Yudaya Nasukusa	PhD in Information Science	Makerere University
Administrative Staff on PhD studies			
35	Rev. Fr. Prof. Odubuker Epiphany Picho	PhD (Knowledge Management)	Galilee Institute-Israel
36	Mr. Ijosiga Abdu Wahid	PhD (Human Resource Management)	University of Zambia
37	Rev. Acema Patrick	PhD (Christian Ministry)	Uganda Christian University
Staff on Post Doctoral Fellowship Studies			
38	Dr. Edemacu Kennedy	Post-Doctoral Fellow Scientist: Project work focusing on developing innovative trustworthy artificer intelligence models	University of Arkansas, U.S.A
39	Dr. Oryema Bosco	Post-doctoral fellowship	North West University, South Africa
40	Dr. Dan Abudu	Post-Doctoral Project work focusing on sub-Saharan Africa	Aston University, Birmingham, UK

2.4.1 Staff who completed PhD studies in 2023/2024

Six (6) staff who were undertaking their PhD studies graduated with PhDs or successfully defended their dissertation in various disciplines as below;

Table 10: Staff who acquired PHD's in 2023/2024

S/N	Name	Study Category	University
1	Dr. John Roberts Padde	PhD in Clinical Diagnostics	Nanjing Medical University
2	Dr. Fred Masika Bwayo	PhD in Biology	Makerere University
3	Dr. Balitumye Michael	PhD in Literature	Bishop Stuart University
4	Dr. Martin Arop Deosborn	PhD in Mathematics	Makerere University
5	Dr. Imran Ejotre	PhD in Biology	Institute of Molecular Parasitology, Humboldt University, Germany
6	Dr. Alexis Tracy Kakyo	PhD in Nursing Science	Victoria University, Australia

2.4.2 Trainings organised/supported

In line with the strategic objective of staff capacity development, six (6) training programs were organised by the department during the reporting year. The trainings are presented in the table below;

Table 11: Trainings organised/supported

S/No.	Title of Training	Number of beneficiaries	Date held
1.	Training on time attendance, absence, leave and performance management on the Human Capital Management System	37 staff (29 Male, 8 Female)	23 rd -25 th May 2024
2.	Orientation of Staff recruited under RETI Project on Policies, Practices, Procedures of Muni University and Strategic Aspects of the RETI Project	12 staff (10 Male, 2 Female)	13 th -14 th June 2024
3.	Training of Staff on Humentum Platform through online self-paced courses in Project Management, Monitoring and Evaluation, Financial Management and Sustainability and Governance.	Slots for 50 staff where 5 males and 1 female have completed.	Ongoing
4.	Secretaries and Administrative Professionals Workshop on the theme, "the indispensable secretary/Admin-elevating your professional presence" held at Colline Hotel Mukono	2 female staff	26 th - 27 th April 2024
5.	Training on regenerative Artificial intelligence in Higher Education	52 staff (48male, 4 Female)	26 th March 2024
6.	Hands on Training for Academic staff Staff on the use of AIMS	52 staff (48male, 4 Female)	27 th March 2024

2.7 Profile of Academic Staff

To effectively and efficiently deliver teaching, learning, and research, the University recruited 112 Academic Staff to perform the various Faculty functions. A summary of the profile of the academic staff is presented in Table 11. The names and qualifications of the staff are presented in the specific faculties of the University in the next sections of this report.

Table 12: 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	12	01	13	12%
4.	Lecturer	31	03	34	30%
5.	Assistant Lecturer	32	16	48	43%
6.	Teaching Assistant	05	01	06	5%
7.	Library Staff	05	01	06	5%
Total		90	22	112	100%
%		80	20	100	

2.8 Summary of University Staff Categories

At the close of the year, the University had a total of 244 staff of which 75(30.7%) were administrative staff, 59(24.2%) were in the support staff category and 110 (45.1%) were Academic. The staffing at the close of the reporting period was at 19.2%.

Table 13: Muni University Staffing as of June 2024

Staff Category	M	F	Total	Percentage by Category
Administrative	52	23	75	30.7
Support	39	20	59	24.2
Academic	88	22	110	45.1
TOTALS	179	65	244	
Percentages by Gender	73.4	26.6		100.0
STAFFING BY ESTABLISHMENT			1,268	19.2

2.8 Tuition Waiver

In September 2023, the University Council approved a Staff Training and Development Policy, Guidelines and Standard Operating Procedure for Tuition Waiver. At the end of the financial year, the University granted tuition waiver to four (4) staff to study various programs at the University. Tuition waiver was also granted to two (2) biological children of staff in line with the Tuition waiver policy. Important to note is that, under the Tuition waiver policy, the beneficiaries are exempted from paying university Tuition, whereas they pay other costs including functional fees. The tables below shows the beneficiaries of tuition waiver;

Table 14: List of staff granted tuition waiver to study at Muni University

S/No	Name	Title	Program studied at the University
1.	Mr. Candiru Keren	Assistant Administrative Secretary	Master in Business Administration
2.	Mr. Asio Annet	Assistant Administrative Secretary	Master in Business Administration
3.	Mr. Madira David	Stores Assistant	Master in Business Administration
4.	Dr. Rukanyangira Nazarious	Senior Lecturer in Marketing	Post Graduate Diploma in Education

Tuition waiver for biological children of staff

Two Biological children staff were granted tuition waiver for studying undergraduate programs in Muni University as below;

Table 15: Tuition waiver for Biological children of staff

S/N	Name of Staff	Title	Name of Child recommended for Tuition Waiver	Study Program the child is admitted for
1	Ms. Joyce Amaguru	Custodian	Mercy Vinciana	Bachelor in Procurement and Supply Chain Management
2	Mr. James Ofoyuru	Driver	Okurboth Stalon	Bachelor of Science with Education

2.9 Guidance and Counselling

During the reporting year, 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.

2.10 Death and Bereavement

The University lost one staff in the planning unit during the reporting year in the name of Mr Drania Silvano (Principal Planner). Also, a number of staff lost their immediate family members and all the burials were supported by the University in accordance with Section 10 of Muni University Human Resource Manual.

2.11 Rewards and Sanctions

The Human Resource Department handled two disciplinary cases over the period and employee grievances were resolved on case by case basis.

2.12 Exit Management

During the reporting year, four (4) staff (1 Administrative and 3 support) exited the University. The Human Resource Department conducted exit interview to ascertain the reason for the exit of one of the staff and ensured that his exit was in accordance with the available policy. Two of the staff absconded from duties and one unfortunately passed on. The list of exited staff is in table below;

Table 16: Staff that exited Muni University

S/No	Names	Title	Cause of exit
1.	Ssali Ibrahim	Laboratory Technician, Biology	Abscondment
2.	Innocent Odoch	Technician, Mechanical	Abscondment
3.	Drania Silivano	Principal Planner	Death
4.	Drapari Abedinego	Senior Assistant Engineering Officer(Electrical)	Resignation

INFRASTRUCTURAL PROJECTS

3

CHAPTER

3.1 Construction projects in FY 2023/2024

Muni University undertook six (2) major construction projects. These are tabulated in Table 17.

Table 17: Construction Projects in FY 2023/2024

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 (55%)
2	Construction of Administration block Annex	<ul style="list-style-type: none"> Administration block External works 	Incomplete– construction on going (54%)
3	Construction of Mechanical Workshop	<ul style="list-style-type: none"> Workshop Building 	Incomplete construction on-going (2%)
4	Construction of University Police Post	<ul style="list-style-type: none"> Building Construction 	Incomplete construction at 70%
5	Renovation of Madi-Okolo farm	<ul style="list-style-type: none"> Renovation works 	Not yet Done
6	Renovation of Capacity Building Centre	<ul style="list-style-type: none"> Renovation works 	Complete at 100%

3.2 Health Science Laboratory Building

The contract for the completion of Construction of Health Science Laboratory building was signed between Muni University and Kisinga Construction Company Limited on 11/3/2019. The ground-breaking ceremony and site handover to the contractor was done on 25/3/2019 and actual work started on 3/5/2019. Contract elapsed on 25/3/2022 and was extended by 2 years up to 24/3/2024. The contract elapsed yet again on 24/3/2024 and there has been a hurdle on the extension of the contract because the contractor has failed to extend the performance bond for addendum No.2, despite this, the work has progressed to 67%.





Figure 4: Health Science Laboratory Building at ring beam level (55% completion rate)

3.3 Administration Block Annex

The University generally has inadequate office space for Faculty and Departmental staff. This resulted into the allocation and use of lecture rooms to accommodate these offices. However, with the increase in enrolment students, the University was in dire need for more lecture space. This justifies the reason for starting the construction of the Administration Block Annex in order to create space for Faculties in the existing administration block, and lecture space for students at Prof. Christine Dranzoa Block.



Figure 5: Administration Block Annex at Third Floor level (54% completion rate)

3.4 Mechanical Workshop

The University procured the Services of Desert Breeze Uganda Ltd to construct the mechanical workshop at a cost of UGX. 1,485,707,025. This facility is earmarked for the skilling of the youths and as a start up structure for the establishment of Faculty of Engineering.



Figure 6: Mechanical workshop under construction

3.5 Muni University Police Post

Due to the increased enrolment and general increase of the University population, there was eminent need to improve the security at the University. Subsequently, the University procured the services of Ms. Palmart Consults Ltd to construct the Police Post at a cost of UGX. 347,507,561. This facility is at a roofing level.



Figure 7: Construction of University Police Post at 70%

3.6 Renovation of Teaching Lecture Block

The University had planned to renovate Madi Okollo Farm buildings in order to shift the practical for Faculty of Agric and Environment. However, after receiving increase in students' enrolment in August 2023, the University amended the Work Plan from the renovation of Madi Okoloo Farm to the renovation of Centre for Capacity Building (CBC) in order to create more lecture facilities to accommodate the increase in students' enrolment. To that effect Ms. Perfect Multiple Engineering Ltd was procured at a cost of UGX. 218,807,966 to undertake the renovations phase 1. The renovation works was successfully completed and handed over to Management.



Figure 8: Renovation of Muni University Capacity Building Lecture Buildings at 100%

3.7 Project summary

Table 18: Infrastructure projects summary performance and expenditure

SN	CONTRACT PARTICULARS	HEALTH SCIENCE LABORATORY BUILDING	ADMINISTRATION BLOCK ANNEX	MECHANICAL WORKSHOP	MUNI UNIVERSITY POLICE POST	CBC RENOVATION
1	Project Name	Completion of Construction of Health Science Laboratory Building	Construction of 4 storey Administration block Annex	Construction of mechanical workshop	Construction of Muni University Police Office block	Renovation work of selected building at Muni University Capacity Building Centre
2	Source of funding	GoU	GoU	GoU	GoU	GoU
3	Contractor	Kisinga Construction Company Limited	Khalsa Development (U) Ltd	Desert Breeze Hotel Limited	Palmart Consults Ltd	Perfect Multiple & Consultancy Services LTd
4	Contract sum	9,393,202,823	8,566,745,822	1,485,707,025	347,507,561	218,807,966
5	Contract No	MU127/WRKS/18-19/00002		MU/WRKS/23-24/00006	MU/WRKS/23-24/00005	MU306/WRKS/23-24/00002
6	Contract type	Admeasurement	Admeasurement	Admeasurement	Admeasurement	Admeasurement
7	Site location	Main campus, Muni Hill	Main campus, Muni Hill	Main campus, Muni Hill	Main campus, Muni Hill	CBC Campus
8	Site handover date	25/3/2019	11/4/2022	23/6/2024	14/6/2024	
9	Commencement date	25/3/2019	11/4/2022	27/6/2024	14/6/2024	6/11/2024
10	Intended completion date	25/3/2022	11/10/2024	20/12/2025	16/10/2024	6/2/2024
11	Extended completion date	25/3/2024	Nil	Nil	Nil	6/3/2024
12	2 nd Extended Competition date	Nil	Nil	Nil	Nil	30/4/2024
13	Contract period	36 Months	30 Months	30 Months	4 Months	6 Months
14	%age payment to date	64.31%	60.6%	20%	47.8%	95%
15	%age works executed to date	67%	55.5%	10%	70%	100%
16	Expected facilities/ space	Ground floor; 11 Offices, 1 Server room, 1 Lounge, 1 Cardava storage room & 1 Power control room First floor; 4 Laboratories & 1 Lecture room Second floor; 3 Lecture rooms & 3 Laboratories	77 Offices, 3 Board rooms & 5 Kitchenettes	4 Workshops, 2 Changing rooms, 2 Stores, & 4 Offices	40 Offices, 1 Lounge, 1 Armoury, 1 Male det. Cell, 1 Female det. Cell, and 1 Juvenile det. cell	6 Lecture rooms and 14 offices

3.8 SPACE IN THE UNIVERSITY

Table 19: Space in the University

SN	BUILDINGS	SPACE DESCRIPTION			CURRENT NO OF STAFF	PROJECTED STAFF NO
		OFFICE	BOARD ROOM	KITCHENNETTE		
1	Existing administration block	23	3	1	245	311
2	CBC	14	0	1		
TOTAL		37	3	2	245	311

Table 20: Projected Administration Space

SN	BUILDINGS	SPACE DESCRIPTION			CURRENT NO OF STAFF	PROJECTED STAFF NO
		OFFICE	BOARD ROOM	KITCHENNETTE		
1	Administration block annex	77	3	5	245	311
2	Administration bk & CBC	37	3	2		
TOTAL		114	6	7	245	311

Table 21: Current Academic Space

SN	BUILDINGS	SPACE DESCRIPTION				CURRENT NO OF STUDENT	PROJECTED STUDENT NO
		SCIENCE LAB.	LECTURE ROOMS	COMPUTER LAB.	COMPUTER W/SHOP		
1	Prof. Christine D. Lect. Block (PCDLB)	3	19	1	0	1361	3168
2	ICT Laboratory	0		1	0		
3	ICT Workshop			1	1		
4	Health Science Building	6	3	0	0		
5	CBC	0	6	0	0		
TOTAL		9	28	3	1	1361	3168

Table 22: Projected Academic Space

S/N	BUILDINGS	SPACE DESCRIPTION					CURRENT NO OF STUDENT	PROJECTED STUDENT NO
		SCIENCE LAB.	LECTURE RMS	COMP. LAB.	MECH. W/SHOP	COMP. W/SHOP		
1	Health Science Building	7	4	1	4	0	1361	3168
2	CBC, PCDLB, ICT Lab & W/ Shop	9	28	3	0	1		
TOTAL		16	32	4	4	1	1361	3168

PROJECT CASH FLOWS

Table 23: Payment Details for Individual Projects

DESCRIPTION OF PAYMENT	HEALTH SCIENCE LABORATORY BUILDING		ADMINISTRATION BLOCK ANNEX		MECHANICAL WORKSHOP		MUNI UNIVERSITY POLICE POST		CBC RENOVATION	
	AMOUNT	DATE ISSUED	AMOUNT	DATE ISSUED	AMOUNT	DATE ISSUED	AMOUNT	DATE ISSUED	AMOUNT	DATE ISSUED
CONTRACT SUM	9,393,202,823		8,566,745,822		1,485,707,025		347,507,561		218,807,966	
Advance	1,878,640,565	23/4/2019	1,435,977,239	10/5/2022	297,141,405	20/6/2024	104,252,268	17/6/2024	0	
IPC No. 1	720,709,275.95	13/6/2019	760,468,773	10/6/2022	0		61,801,154.8	20/6/2024	66,206,484	19/12/2023
IPC No. 2	211,874,162.45	29/5/2020	857,985,441	25/11/2022	0		0		61,121,404	7/12/2024
IPC No. 3	976,652,222	12/2/2021	606,487,496	28/3/2023	0		0		85,971,648	30/5/2024
Arrears on IPC No.1	2,207,686	14/6/2021	0		0		0		0	
IPC No. 4	82,570,358	22/6/2021	411,277,198	28/5/2023	0		0		0	
IPC No. 5	534,075,834.59	27/3/2023	744,080,334	18/10/2023	0		0		0	
IPC No. 6	452,727,063.01	12/6/2023	373,839,121	10/6/2024	0		0		0	
IPC No. 7	468,262,488.60	4/12/2023	0		0		0		0	
IPC No. 8	360,420,498.00	27/3/2024	0		0		0		0	
IPC No. 9	352,480,136.40	12/6/2024	0		0		0		0	
TOTAL PAID	6,040,620,290		5,190,115,602		297,141,405		166,053,423		213,299,536	
TOTAL BAL.	3,352,582,533		3,376,630,220		1,188,565,620		181,454,138		5,508,430	

3.9 Summary of payment according to Financial year

Table 24: Payment Details for Individual Projects Across Financial years

SN	PROJECT/BUILDING	FY 2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24	FY2024/25
1	Health Science Lab. Building	2,599,349,841	211,874,162.45	1,061,430,266	0	986,802,897.6	1,181,163,123	0
2	Administration Block Annex				2,196,446,012	1,875,750,135	1,117,919,455	0
3	Mechanical workshop						297,141,405	0
4	Muni University Police Post						166,053,423	0
5	CBC Renovation						213,299,536	0
TOTAL		2,599,349,841	211,874,162.45	1,061,430,266	2,196,446,012	2,862,553,032.6	2,975,576,942	0

MOVABLE AND IMMOVABLE ASSETS

4

CHAPTER

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 un-developed. Refer to Table 25 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 25.

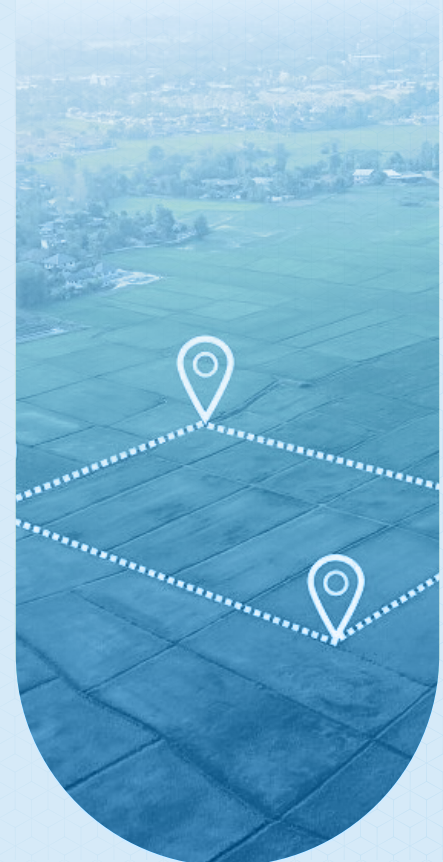


Table 25: Details of Land and Status

Site/Plot No	Location	Land sizes (Acres)	Date of Acquisition	Condition	Title Status
Muni Hill	Muni University Main Campus	130.054	2010	Partly developed & occupied by University	Titled
Okollo	Muni University Okollo site	2,973.13	2010	Vacant	Titled
Pakwach	Muni University Paroketo site	147.266	2011	Vacant	Titled
Yumbe	Muni University Bidibidi site	439.58	2011	Occupied under partnership by Prime Minister's office/UNHCR	Lease process is on-going
Arua City	Muni University Arua City site	0.044	2014	Vacant	Titled
Oluko Muni University CBC	Muni University	3.239	06/06/2017	Developed & occupied by University	Titled
Moyo	Erepi	23 Acres	2023	Partly developed	Titled

b) Buildings

The University currently has the following building infrastructure.

(i) Muni Hill Campus

Table 26: Building infrastructures at Muni Hill Campus

SN	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 9: Muni University start-up structures.



Figure 10: Multi-purpose health science laboratory block with part of it under completion.

(ii) CBC Campus

Table 27: Building infrastructures at CBC Campus

SN	STRUCTURE/COMPONENT
1	3 Lecture blocks
2	1 Administration block
3	1 Male hall of residence
4	1 Female hall of residence

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 28.

Table 28: 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

INFORMATION AND COMMUNICATION TECHNOLOGY SERVICES

5

CHAPTER

5.1 Introduction

The Information Communication Technology (ICT) Unit is responsible for building and maintaining the University's ICT infrastructure and services that enable teaching, training, research and administrative activities. The goal is to build sustainable systems that facilitate learning both on-campus and online. Currently the Unit has four (4) full-time staff that support the development, deployment and maintenance of the technologies.

During financial year 2023/2024, the Unit acquired sixty (60) brand new batteries replacements to revamp the power-bank with old batteries that had reached end-of-life. The installation of the new batteries has improved ICT service delivery because of less power disruptions compared to the earlier situation. And with virtualization of most of the services, an improvement in the efficiency and availability of all University's ICT services was registered by the end of the financial year.

In second quarter of FY 2023/2024, the Unit advertised for internship placements for prospective students who were willing to undergo training in areas of Computer programming and Networking. Five (6) students (4 Male and 2 Female) were trained and successfully completed their internship.

A number of systems have been upgraded to meet the standards and needs of the University community. These systems include; the University website, ebooks system, library systems (OPAC and DSPACE) and the blended learning system. In future, the Unit intends to deploy more systems such as the Alumni tracing system and the hostel Accommodation System.

5.2 Internet Services

Internet bandwidth was maintained at 62.5 Mbps. The 62.5 Mbps is an International bandwidth-limit that Muni University ICT Unit has to regulate to users so that it benefits all staff and students. Since the numbers of users has grown over time (1002) and the bandwidth remained the same, each user (undergraduate student and support staff) were given 500MBs per day for research and administrative activities while academic staff and postgraduate students got 1GB



of data from 8AM to 5PM/6PM. From 5PM/6PM to Midnight, the Internet was unlimited to all users. The Internet link was over utilized during day time than night time. The Unit plans to have the network extended so that it can reach nearby students’ hostels. There is need to supplement the Internet with other service such as zero-rated access for University ICT resources to be utilized outside the main campus.

The graph show the link utilization (also see the attached Internet usage)

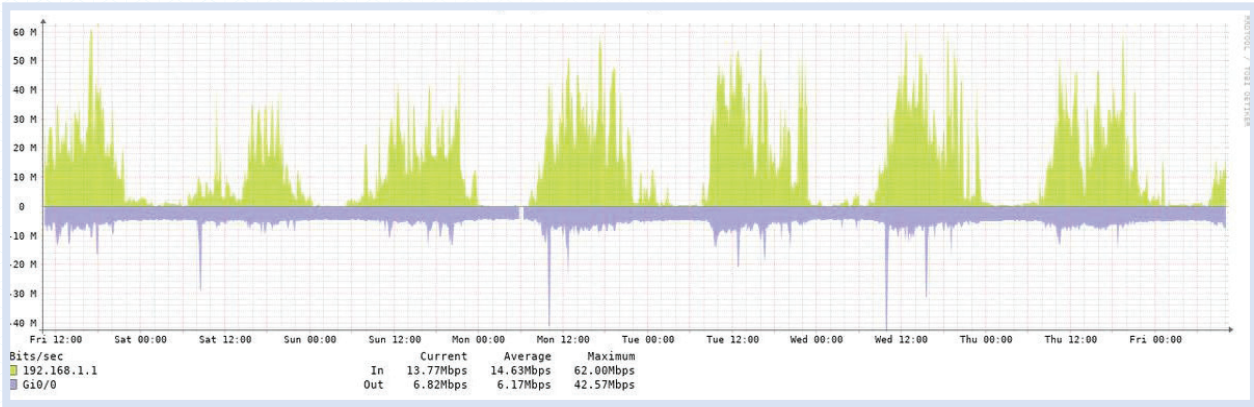


Figure 11: Internet Utilisation.

5.3 University Websites

The University hosted all its websites locally for quick regular server backups without congesting the already constrained network. However, the University domain name was resolved by the Internet Service Providers (RENU). The domain name (muni.ac.ug) has sub-domains that host various ICT services. The University website was updated whenever departments’ submitted content and regular backups were performed for system modules.

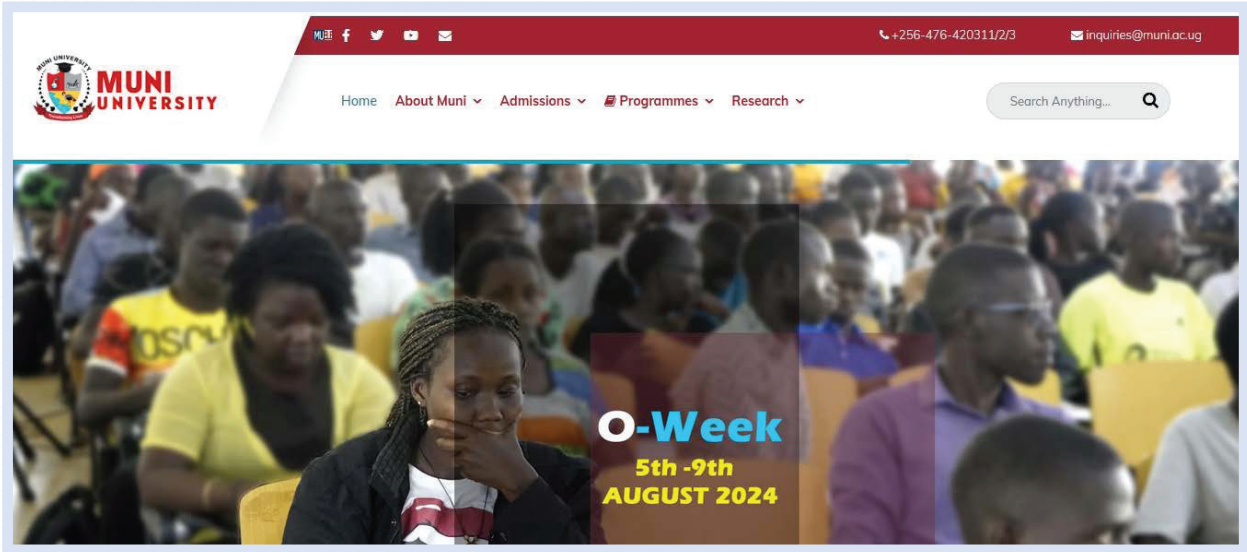


Figure 12: Snap-shot of the University website

ACADEMIC AND STUDENTS' AFFAIRS

6

CHAPTER

6.1 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.

6.2 Academic Programmes Accredited

The University has six faculties running a total of thirty three (33) 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: 2023/2024 – 2024/2025]. The programmes are listed in the Table 29.

Table 29: Academic Programmes Accredited

SN	Programme Name	Prog. Code	Duration
1.	Master of Science in Computer Science	MCS	2 Years
2.	Master of Science in Artificial Intelligence	MAI	2 Years
3.	Master of Business Administration	MBA	2 Years
4.	Master of Tourism and Hospitality Management	MTH	2 Years
5.	Master of Education (Education Planning and Management)	MED (EPM)	2 Years
6.	Master of Science in Biodiversity Conservation	MBC	2 Years
7.	Master of Science in Chemistry	MSC	2 Years
8.	Master of Science in Mathematics	MSM	2 Years
9.	Master of Science in Physics	MSP	2 Years
10.	Master of Science in Climate Change and Disaster Risk Management	MCD	2 Years
11.	Master of Public Health	MPH	2 Years
12.	Postgraduate Diploma in Financial Management	PGDFM	1 Year
13.	Postgraduate Diploma in Human Resource Management	PGDHRM	1 Year
14.	Postgraduate Diploma in Education	PGDE	1 Year
15.	Bachelor of Information Systems	ISM	3 Years



16.	Bachelor of Information Technology	MIT	3 Years
17.	Bachelor of Science with Education (Biological)	SMB	3 Years
	Bachelor of Science with Education (Biological-Physical Education)	SMBPE	3 Years
	Bachelor of Science with Education (Physical)	SMP	3 Years
	Bachelor of Science with Education (Physical Education)	SMPE	3 Years
	Bachelor of Science with Education (Computer Studies)	SMC	3 Years
	Bachelor of Science with Education (Economics)	SME	3 Years
	Bachelor of Science with Education (Agriculture)	SMA	3 Years
18.	Bachelor of Education Secondary	BED-S	3 Years
19.	Bachelor of Education Primary	BED-P	3 Years
20.	Bachelor of Early Childhood Care and Education	ECE	3 Years
21.	Bachelor of Nursing Science	NSM	4 Years
22.	Bachelor of Medical Laboratory Sciences	MLM	4 Years
23.	Bachelor of Business Administration and Management	BBM	3 Years
24.	Bachelor of Economics	ECM	3 Years
25.	Bachelor of Procurement and Supply Chain Management	PCM	3 Years
26.	Bachelor of Science in Agriculture	ASM	4 Years
27.	Bachelor of Science in Environment and Natural Resources	ERM	3 Years
28.	Bachelor of Science (Physical)	BSMP	3 Years
	Bachelor of Science (Biological)	BSMB	3 Years
29.	Bachelor of Science in Statistics	STM	3 Years
30.	Diploma in Educational Leadership and Management	DELM	2 Years
31.	Higher Education Certificate in Humanities	HEH	1 Year
32.	Higher Education Certificate in Biological Sciences	HEB	1 Year
33.	Higher Education Certificate in Physical Science	HEP	1 Year

Note: The Bachelor of Science with Education has options of; SMB-Biological, SMP-Physical, SME-Economics, SMC-Computer Studies, SMPE-Physical Education, and SMA-Agriculture.

Muni University currently has 1,396 continuing students and 1,807 admitted students for Academic Year 2024/2025. The total number of students at the University shall be ascertained when the 1st year students have fully reported and registered. However, it should be noted that student's enrollment has tremendously increased from 2014 to date. For 2024/2025 Academic year, 1,807 students were admitted and are still reporting.

The current faculties accommodating these students include:

1. Health Sciences.
2. Techno Sciences.
3. Agriculture and Environmental Sciences.
4. Sciences
5. Education
6. Management Science

Table 30: Summary of student's enrollment

Academic Year	2014/2015		2015/2016		2016/2017		2017/2018		2018/2019		2019/2020		2020/2021		2021/2022		2022/2023		2023/2024		2024/2025 ²	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Gender	67	21	154	46	258	79	290	86	276	116	292	111	316	113	447	207	526	254	1,018	383		
	88		200		337		376		392		403		429		654		780		1,361		1,807³	
Growth (%)	na		127.3		68.5		11.6		4.3		2.8		6.5		52.4		19.3		74.5			
Programmes Implemented	2		2		3		4		4		4		9		13		17		28		33	

1

2 Enrolment data for 2024/2025 Academic Year Not determined; students still reporting for the new Academic Year.

3 Admitted applicants for 2024/2025 Academic Year.

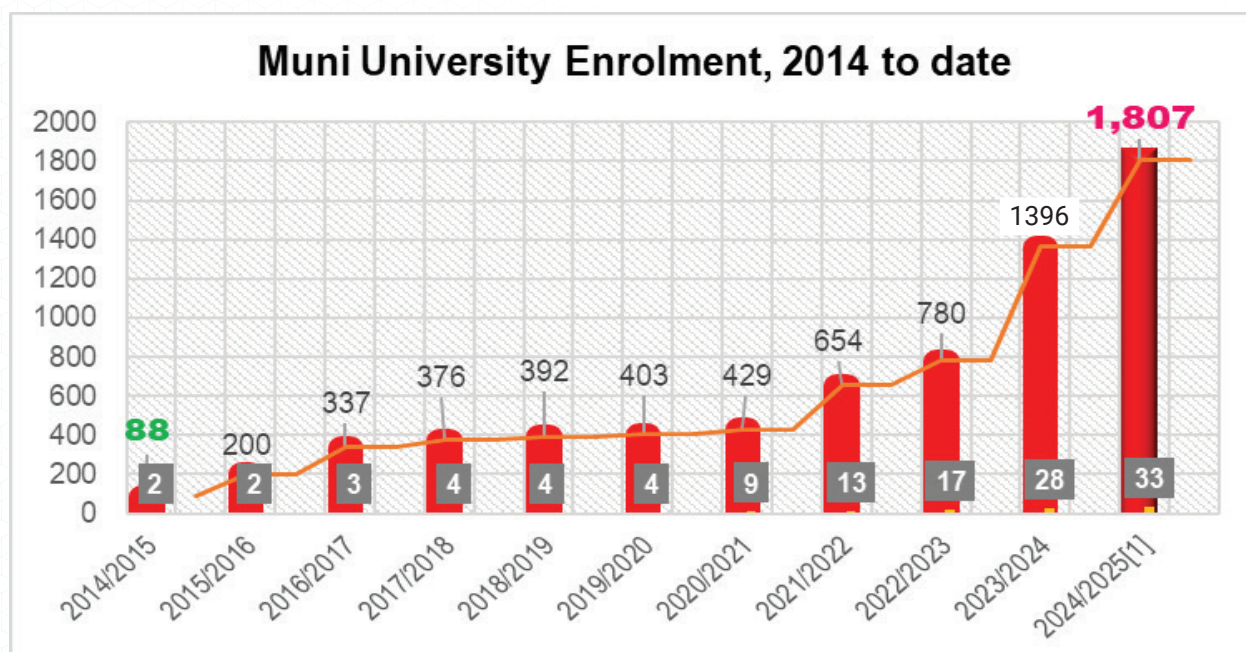
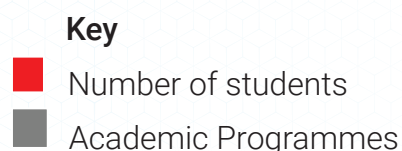


Figure 13: Students Enrolment, 2014 to 2023/2024FY.



6.3 Academic Programmes with NCHE for accreditation

The University has embarked on developing academic programmes as prescribed by the University Strategic Plan 2021-2025. Table 31 shows the status of the programmes under development, and developed programmes awaiting accreditation at National Council for Higher Education (NCHE).

Table 31: Academic Programmes with NCHE for accreditation

S/N	FACULTY	ACADEMIC PROGRAMMES	STATUS
1	Techno Science	Diploma in Welding Engineering	Submitted to NCHE on 29 November 2020
		Bachelor of Science in Welding Engineering	Submitted to NCHE on 29 November 2020
		Bachelor of Science in Electrical Engineering	Submitted to NCHE on 27 January 2021
2	Education	Bachelor of Technical and Vocational Education	Submitted to NCHE on 27 January 2021

6.4 Academic Programmes under Development

The following programmes are under development by the six faculties of the University.

Table 32: Programmes under Development

S/N	FACULTY	ACADEMIC PROGRAMMES	STATUS
1	Techno Science	Master of Science in Geo-Information Science and Remote Sensing	Awaiting University Council Approval
		Bachelor of Computer Science	At Quality Assurance Level
		Master of Science in Information Systems	At Quality Assurance Level
		Bachelor of Science in Mechanical Engineering	At Quality Assurance Level
		Diploma in Mechanical Engineering	At Quality Assurance Level
		Diploma in Automotive & Power Engineering	At Quality Assurance Level
2	Education	Master of Education (Educational Psychology, Curriculum Studies, Educational Foundations)	At Quality Assurance Level
		PhD Educational Planning and Management	At Departmental Level
		Master of Education in Foundations of Education	Under Review
		Master of Education in Educational Psychology	Under Review
4	Management Sciences	Bachelor of Hospitality and Tourism Management	At Quality Assurance Level
		Bachelor of Commerce	At Quality Assurance Level
		Postgraduate Diploma in Monitoring and Evaluation	At Quality Assurance Level
5	Agriculture and Environmental Sciences	Master of Science in food Systems and Natural Resources Governance	At Faculty Level
		Master of Science in Crop Science	At Quality Assurance Level
		Master of Science in Animal Science	At Quality Assurance Level
6	Health Sciences	Bachelor of Midwifery	Nurses Council Level
		Bachelor of Medicine and Bachelor of Surgery	At Faculty Level

6.5 Short Courses

Muni University Senate approved 15 short courses targeted at skilling the Youths in enterprise-related disciplines and for building the capacity of Local Government Employees in accordance with objects (c) of the Statutory Instrument 31/2013 for the establishment of Muni University. The list of short courses approved for implementation are as follows;

Faculty of Management Science

- Certificate in Tour Guiding
- Certificate in Customer Service for Tourism and Hospitality Industry
- Certificate in Food Safety and Kitchen Management
- Certificate in Sales and Marketing of Hospitality and Tourism Services

Faculty of Agriculture and Environmental Science

- e) Certificate in Commercial Beekeeping Techniques
- f) Certificate in Commercial Mushroom Production
- g) Certificate in Commercial Poultry Production and Business Management
- h) Certificate in Commercial Vegetable Production

Faculty of Science

- i) Certificate in Biogas Technologies
- j) Certificate in Liquid and Bar Soap Making
- k) Certificate in School Chemistry Laboratory Management
- l) Certificate in Solar Energy Design and Installation
- m) Certificate in Occupational Health and Safety Management Systems
- n) Certificate in Scientific Research Writing
- o) Certificate in Health Effects of Climate Change Mitigation and Adaptation

6.6 Student Enrolment

In the reporting year, the University had a total enrollment of 1,396 students in the six faculties for the 15 Under - Graduate programs and 13 Post - Graduate Academic Programmes. The details are presented in Table 33.

Table 33: Student Enrolment in FY 2023/2024

S/N	FACULTY	Male	Female	Total
A	Faculty of Health Sciences			
1	Bachelor of Nursing Science	107	42	149
2	Master of Public Health	37	05	42
	Sub-Total	144	47	191
B	Faculty of Techno Sciences			
3	Bachelor of Information Systems	31	15	46
4	Bachelor of Information Technology	31	10	41
5	Master of Science in Computer Science	18	01	19
6	Master of Science in Artificial Intelligence	11	02	13
	Sub-Total	91	28	119
C	Faculty of Agriculture and Environmental Sciences			
7	Bachelor of Science in Agriculture	49	25	74
8	Bachelor of Science in Environment and Natural Resources	10	06	16
	Sub-Total	59	31	90
D	Faculty of Sciences			
9	Higher Education Certificate - Sciences	43	20	63

S/N	FACULTY	Male	Female	Total
10	Bachelor of Science	01	00	01
11	Master of Science in Climate Change and Disaster Risk Management	38	03	41
12	Master of Science in Chemistry	19	02	21
13	Master of Science in Mathematics	12	02	14
14	Master of Science in Biodiversity Conservation	18	00	18
	Sub-Total	131	27	158
E	Faculty of Education			
15	Higher Education Certificate - Humanities	10	03	13
16	Diploma in Educational Leadership and Management	21	14	35
17	Bachelor of Science with Education (Agriculture, Biological, Physical, Economics, Computer Studies)	206	50	256
18	Bachelor of Education (External) - Secondary	127	25	152
19	Bachelor of Education (External) - Primary	92	73	165
20	Bachelor of Early Childhood Care and Education	06	12	18
21	Postgraduate Diploma in Education	16	03	19
22	Master of Education in Education Planning and Management	24	10	34
	Sub-Total	502	190	692
F	Faculty of Management Sciences			
23	Bachelor of Business Administration and Management	25	16	41
24	Bachelor of Procurement and Supply Chain Management	14	17	31
25	Bachelor of Economics	01	01	02
26	Postgraduate Diploma in Financial Management	13	07	20
27	Postgraduate Diploma in Human Resource Management	05	06	11
28	Master of Tourism and Hospitality Management	00	03	03
29	Master of Business Administration	24	14	38
	Sub-Total	82	64	146
	TOTAL	1,009	387	1,396

Key:	
ISM	Bachelor of Information Systems
ITM	Bachelor of Science Information Technology
MIT	Bachelor of Information Technology
SMPE	Bachelor of Science with Education (Physical Education Option)
SMC	Bachelor of Science with Education (Computer Studies Option)
SME	Bachelor of Science with Education (Physical Education Option)
SME	Bachelor of Science with Education (Physical Economics Option)
SMB	Bachelor of Science with Education (Physical Biological Option)
SMP	Bachelor of Science with Education (Physical Option)
BED- P	Bachelor of Education – Primary (Arts Option)
BED- P	Bachelor of Education – Primary (Science Option)
MED	Master of Education in Education Planning and Management
BBM	Bachelor of Business Administration and Management
ECM	Bachelor of Economics
PGDFM	Postgraduate Diploma in Financial Management
ASM	Bachelor of Science in Agriculture
NSM	Bachelor of Nursing Science

6.7 Teaching and Learning

Teaching and examinations are critical in the realization of the University core functions. The Department has consistently coordinated academic units to conduct and deliver lectures and examine students in a timely and effective manner through communicating academic calendars and roadmaps for teaching, assessment/examination, recess term, and industrial training/internship. For the reporting period, teaching and learning was conducted for 44 weeks, using blended learning approach which the University adopted across all programmes.

6.8 Examinations

The University Senate approved examination policies that guide the management of University examination processes. The University examinations were regularly subjected to rigorous quality checks, including internal and external moderation, strict invigilation of examination sessions. No cases of exam malpractice were registered, and results processed and approved timely. For the period under reporting, the students had two sets examination in two (2) weeks (One for Semester I and another for Semester II). In line with the of Semester calendar and almanac for Senate, Senate duly met, received, considered, and approved examination results for Semester I and II for Academic Year 2023/2024.

6.9 Graduation

In the Reporting Year 2023/2024, the University held its sixth Graduation on 6th April 2024. A total of 143 students (99 males and 44 females) graduated under different programmes. This fulfils one of the strategic objectives of producing well trained and qualified graduates for the labour market within the Strategic Plan period [Strategic Plan: 2023/2024 – 2024/2025].

Table 34: Showing the number of students who graduated in FY 2023/2024 by program

S/N	Programme	2019/2020		Total
		M	F	
1	Bachelor of Information Systems	11	1	21
2	Bachelor of Science in Information Technology	9	3	12
3	Bachelor of Science with Education (Biological)	17	4	21
4	Bachelor of Science with Education (Physical)	22	2	24
5	Bachelor of Nursing Science	18	14	32
6	Bachelor of Business Administration and Management	6	7	13
7	Master of Education (Planning and Management)	6	5	11
8	Post Graduate Diploma in Financial Management	12	6	18
	Total	101	42	143



Figure 14: Academic staff leading the graduation procession.



Figure 15: HON. DR. Joyce Moriku Kaducu State Minister for Primary Education, was Chief Guest.

6.10 Sports and Recreation

Muni University ensures that both students and staff build and strengthen their talent through participating in a number of sports related activities to improve talents, strengthen mental capacity and also provide opportunity in building other talents which the students can utilize to earn extra money after studies, improve physical functionality of the body and enhance social skills as seen from a number of co-curricular activities students participated in.

6.10.1 Games between freshers and continuing students

During the orientation period, friendly games in football and volleyball were organized to welcome the new students as well as identifying the talented ones to integrate into the University team. Freshers lost to the continuing students in both games but the games were so entertaining. 6 students were identified to join Muni University football team and 4 students for volleyball team of the University. Below is the photo taken during the activity.



Figure 16: Continuing students in orange vs Freshers in grey during welcome game at Muni Ground

6.10.2 Inter-Year Sports Competition 2023

The Department of Students' Affairs through Sports Unit organized Inter-year sports competition in Football, Volleyball, Netball, Chess, Badminton and Woodball. This competition took place in September 2023. The main purpose of the competition was identifying talents and selecting players from the entire student community to form University teams in various sports disciplines as well as improving the physical fitness of the students. Muni University Inter- year sports competition 2024 was officially opened by University Secretary from Muni University playing ground and he emphasized on fair play and discipline.



Figure 17: Inter University competition

During the competition that took two weekends, the discipline of both the players and the spectators (students) was good and the tournament ended peacefully. In all these games we used only qualified referees and umpires for officiating the matches. Round robin tournament was used for team competition where each year (team) played all the other years and the team with the highest points on the table was declared the winner in each game.



Figure 18: VC making his closing remarks during the inter-year sports competition 2023.

6.10.3 Participation in Pepsi University Football League 2023

Muni University took part in the Pepsi University Football League 2023 where 22 universities participated in it. Muni University was in group C with Makerere, Kyambogo, and Ndejje University. The results of our games were as follow;

Table 35: Inter-University competitions performance

S/N	Home Games	Results	Away Games	Results
1	Muni vs Ndejje	0 - 0	Kyambogo vs Muni	1 - 0
2	Muni vs Makerere	2 - 1	Makerere vs Muni	2 - 0
3	Muni vs Kyambogo	cancelled	Ndejje vs Muni	1 - 1

6.10.4 Arua Inter-University Games 2023

Muni University presented three teams (Football, Volleyball and Netball) in the tournament where Muni University won trophy for Volleyball and became 2nd in football and 3rd in Netball amongst six universities (Muni, Nile, and branches of MUBS, UCU, IUIU and Bugema).



Figure 19: Volley ball games

6.10.5 Association of Uganda University Sports (AUUS) Games 2023

Muni University presented three teams (Badminton, Chess and Woodball) in the AUUS Games hosted by Uganda Christian University Mukono from 16th – 21st December 2023 where Muni University won 2nd runner-up trophy for Woodball and became 4th and 6th in Badminton and Chess respectively out of 22 universities. Three medals were also won.

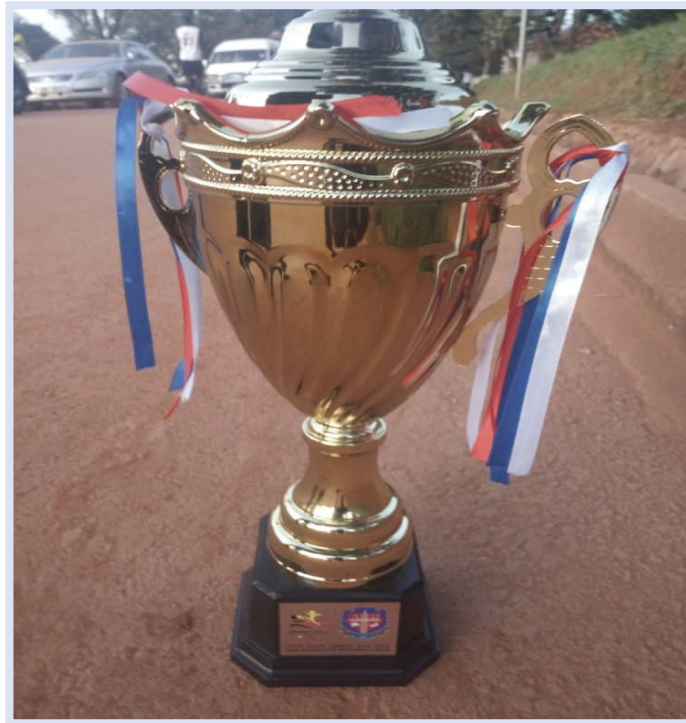


Figure 20: A woodball trophy won during AUUS Games 2023 at UCU

6.10.6 Construction of Temporary Sports Facilities

The grading and levelling of the University Sports field has been done where the general clearance and levelling off the field by removing trees, anthills, valleys and big stones has already been done by the Bull Dozer and Grader. The field is now relatively levelled which can accommodate both athletics track and other sports facilities. Below are some of the pictures taken during the general clearance of the field and levelling.



Figure 21: Leveling of the sports field

6.10.7 Procurement of Sports Equipment and Uniforms

Table 36: Sports Equipment and Uniforms procured

S/N	ITEM	QTY	S/N	ITEM	QTY
1	Football uniforms	1 set	11	Cones	20 pcs
2	Stockings	18 pairs	12	Markers	50 pcs
3	Bibs (1 set blue (11) and 1 set red (11))	2 sets	13	Badminton rackets (Yonex-jointless aluminium)	4 pairs
4	Shin guards	18 pairs	14	Badminton shuttle cocks	5 tins
5	Goal keeper's gloves	2 pairs	15	Chess Board (big sizes)	4 pcs
6	Playing Boots	12 pairs	16	Chess Clock	2 pcs
7	Netball Uniforms	2 sets	17	Scrabble Board (big sizes)	4 pcs
8	Football (Molten FIFA Approved size 5)	10 pcs	18	Corner flags	1 set
9	Volleyball (MV 330 Outdoor Mikasa)	3 pcs	19	Shot put (7.26 kg for men)	1 pc
10	Netball (Tubeless GILBERT Size 5)	6 pcs	20	Whistles	6 pcs
			21	Hurdles	15 pcs
			22	Football pressure pump	1 pc

6.10.8 Staff Fitness Activities

Every Tuesdays and Thursdays are our official days for physical fitness. These activities normally begin at 5: 00pm at the University compound. The major activities done were the Aerobics dances and some selected games like football, woodball. The turn up of the staff was very low probably because of lack of interest, limited time or lack of bathing facilities.



Figure 22: Some staff of the University playing Woodball game as part of fitness and leisure

STUDENTS GUILD

7.1 Introduction

The University has a functional Students' Guild body that provides a strong linkage and collaborative operational relationship between the University Management and the Students Body. The Muni University Students Guild operates to fulfil the following aims and Objectives:

- a) To establish an efficient students' government.
- b) To work with the University Administration in all matters affecting the guild members, and to promote matters of interest to the University.
- c) To seek representation and or participation in or on organs of the University Administration.
- d) In consultation with the University Administration, to negotiate with the Government or other bodies, in matters affecting the Guild and its members.
- e) To encourage and promote worthy traditions and academic and social life in the University.
- f) To cultivate worthy qualities among members, to train and prepare them for future service to the community.
- g) To work in co-operation with other student organisations and establish friendly relations and understanding with other external organisations, when and where it is not to the detriment of the University and the country.

7.2 Guild Committees

The University has a functional students' guild body charged with the responsibilities of promoting and protecting the interests of all its members and further ensure that students comply with Guild Constitution and all University laws, regulations, manuals, codes of conducts and principles so that the University achieves her Goal, Objectives, Mission and Vision. And has a membership of 47. In the Financial Year 2023/2024 the Student's Guild had a total of 47 members (25 Males and 22 Females). They have been instrumental in providing joint linkage between the University Top Management and students body.

The Student's Guild has 16 committees which support its operations and they include:

- a) Standing Committee with a composition membership
- b) Budget Committee with a composition membership
- c) Executive Committee with a composition membership

7

CHAPTER



- d) Committee for Academic Affairs and research
- e) Committee for Health and Sanitation
- f) Committee for Campus Affairs, Transport and Security
- g) Committee of Finance and Investment
- h) Committee for Social Affairs, Culture and Research
- i) Committee for Justice and Constitutional Affairs
- j) Committee Off Campus and Foreign Affairs
- k) Committee for Ethics and Integrity
- l) Committee for Students with Disabilities
- m) Committee for Information and Technology
- n) Committee for Private Sponsored Students
- o) Committee for Games and Sports
- p) Guild Disciplinary Committee

7.3 Guild Elections

During the Financial Year Guild elections were held to elect a new Guild Council. The election was management by a Guild Elections commission. The 7th Guild Cabinet is composed of 47 members (25 Males and 22 Females) as presented in Table 37.

Table 37: Guild Council Composition for FY 2023/2024

S/N	POSITION	NAME
THE TOP EXECUTIVE		
1	Guild President	HE. Chandiga Wilson
2	The 1 st Vice Guild President	HE. Kiyai Marion
3	Guild Speaker	Rt. Hon. Rwothomio Herbert
4	Deputy Guild Speaker	Rt. Hon. Nabukenya Bridget
5	Secretary General	Rt.Hon. Walubola Rogers
6	Deputy Secretary General	Rt. Hon. Moriku Rose
THE CABINET MINISTERS		
1	Minister of Finance and Investment	Hon. Manderia Nathaline
2	Minister of Justice and Constitutional Affairs	Hon. Chrispin Kitsha
3	Minister of Health, Sanitation and Environment	Hon. Mutenyo Brian
4	Minister of Academics, Research, Innovations, and Community Outreach	Hon. Naluyima Aisha
5	Minister of Foreign Affairs and Off Campus Students Affairs	Hon. Muhumuza Innocent
6	Minister of Social Affairs, Culture and Mobilization	Hon. Freetoko Victor
7	Minister of Gender, Ethics, Integrity, and Religious Affairs	Hon. Ayeko Enock
8	Minister of Information, Communications, Security, and Transport	Hon. Talemwa Pius

S/N	POSITION	NAME
9	Minister of Students with Disability	Hon. Namadumba Anita Samalie
10	Minister of Students' Affairs	Hon. Aludriyo Dominic
GRC LEADERSHIP		
1	Male GRC for Government Sponsored Students	Hon. Wolubola Rodgers
2	Female GRC for Government Sponsored Students	Hon. Nyafwono Anna Rose Okecho
3	Male GRC for International Students	Hon. Chrispin Kitsa
4	Male GRC for Private Sponsored Students	Hon. Aludriyo Dominic
5	Female GRC for Private Sponsored Students	Hon. Kiyai Marion
6	Male GRC for University Approved Hostels	Hon. Wamanya Moses
7	Female GRC for University Approved Hostels	Hon. Nagujja Bisirikirwa Stellan
8	Female GRC for Persons with Disabilities	Hon. Namadumba Anita Samalie
9	Male GRC for Clubs and Associations	Hon. Rwothomio Herbert
10	Female GRC for Clubs and Associations	Hon. Nabukeera Florence
11	Male GRC for games Union	Hon. Mugenyi Mark
12	Female GRC for games Union (Chairperson Games Union)	Hon. Anena Patricia
13	Male GRC for Off Campus Affairs	Hon. Muhumuza Innocent
14	Female GRC for Off Campus Affairs	Hon. Aleni Hope Pauline
15	Male GRC for all Religious Denominations	Hon. Ayeko Enock
16	Female GRC for all Religious Denominations	Hon. Mandera Nathaline
17	Male GRC for Faculty of Education	Hon. Tusiime Elcard
18	Female GRC for Faculty of Education	Hon. Moriku rose
19	Male GRC for Faculty of Health Science	Hon. Mutenyo Brian
20	Female GRC for Faculty of Health Science	Hon. Naluyima Aisha
21	Male GRC for Faculty of Agriculture of and Environmental science	Hon. Mugabi Benjamin
22	Female GRC for Faculty of Agriculture of and Environmental science	Hon. Nabukenya Bridget
23	Male GRC for Faculty of Technoscience	Hon. Talemwa Pius
24	Female GRC for Faculty of Technoscience	Hon. Yokoko Christine
5	Male GRC for Faculty of Management science	Hon. Inziku moses

S/N	POSITION	NAME
26	Female GRC for Faculty of Management science	Hon. Angukoru Doreen
27	Male GRC for In-Service Students	Hon. Ochan Zechariah
28	Female GRC for In-Service Students	Hon. Letaru Keren
29	Male GRC for Graduate Students	Hon. Freetoko Victor
30	Female GRC for Graduate Students	Hon. Adongo Harriet
COMMITTEES		
Committee of finance and investment		
1	Hon Mander Nathaline (Head)	
2	Hon Nabukeera Florence	
3	Hon Mugabi Benjamin	
4	Hon Nagujja Stella	
5	Hon Inziku Moses	
Committee of information, communication, security and transport		
1	Hon Talemwa Pius (Head)	
2	Hon Yokoko Christine	
3	Hon Wamanya Moses	
Committee of off campus and international students' affairs		
1	Hon Muhumuza Innocent (Head)	
2	Hon Birungi Pheibe	
3	Hon Aleni Hope	
Committee of social affairs, culture and mobilization		
1	Hon Freetoko Victor (Head)	
2	Hon Kiyayi Marion	
3	Hon Zachariah	
Committee of justice and constitutional affairs		
1	Hon Chrispin Kitsa (Head)	
2	Hon Moses Kirya	
Committee of Academic affairs, research, innovations, and community outreach.		
1	Hon Naluyima Aisha (Head)	
2	Hon Tusiime Elcard	
Committee of Gender, Ethics, Integrity and Religious affairs		
1	Hon Ayako Enock (Head)	
2	Hon Adongo Harriet	

Committee of student's affairs		
1	Hon Aludriyo Dominic (Head)	
2	Hon Nyafwono Anna Rose Okecho	
Committee of students with special needs		
1	Hon Anitah Samalie Namudumba (Head)	
2	Hon Letaru Keren	

7.4 Guild Activities

The Guild Council conducted several activities during the last financial year which included guild elections, guild orientation, purchase of tents and rubbish cans to keep the environment clean, guild committees.

The University Guild Council through its activities achieved the following outputs;

- a) Held four (4) general Council meetings
- b) Constituted Forty-seven (47) new Guild officials (22F & 25M)
- c) Held two (2) Executive meetings
- d) Held eighteen (18) Guild committee meetings
- e) Purchased 4 tents to support guild and University functions
- f) Purchased Rubbish collection tins

8

CHAPTER

LIBRARY AND INFORMATION SERVICES



Figure 23: Catalogue of books in the University Library

8.1 Introduction

A library is a paradise, nothing is more pleasant than exploring a library. Libraries store the energy that funds the knowledge - perhaps the most dangerous and even powerful of all weapons. Books are the best weapon in the world. Everything you need for future and success, come to the library.

Muni University Library as an academic library plays a crucial role in supporting education by providing access to diverse and quality resources, promoting lifelong learning, facilitating research and innovation, fostering collaboration and networking, and enhancing digital literacy skills.

The Library also contributes to the promotion of open science by advocating and implementing open access initiatives, such as open access journals and open educational content. More so, the Library is important in reducing plagiarism by offering services and tools for plagiarism detection, as well as promoting information awareness and intellectual property rights.

Despite hard economic conditions, the Library has continuously adapted to new technologies and changing circumstances, supporting teaching and learning and research and innovation at the University. The Library serves as information hub, providing access to information, study spaces, and resources for learning and scholarship.

Make the library your religion, books your temple and catalogue your key weapon to unlock the wealth of wisdom and knowledge stored in Muni University Library.

8.2 Trainings for Library Users

8.2.1 Students

Two (2) Library orientation sessions were conducted one for undergraduate students attend by 168 students and the second one for Graduate students attended by 84 students. Also 33 students were trained in the Literature Search, 30 students were trained in Citation/Referencing and 19 students were trained in Mendeley Referencing Software - knowledge for promoting lifelong learning, facilitating research and innovation for "Transforming Lives"

8.2.2 Library Staff Development

As staff development and training is essential for staying current, providing excellent customer service, adapting to changes, and contributing to the success of the library service in fulfilling its mission, staff are given opportunities to attend conferences, seminars, workshops and meetings, within and nationally as here below:

- Ag. UL attended the 2nd CUUL eResources Seminar 16th – 17th November 2023 at Uganda Management Institute (UMI), Jubilee Building
- Mr. Moses Samanya, Mr. Boniface Angungi, Mr. Moses Osamai and Mr. Adoma Philliam attended CUUL Conference on 19-20th October 2023 at Makerere University.
- Mr. Adoma Philliam and Mr. Moses Osamai attended CUUL E-Resource Seminar from 27th – 28th June 2024 in Kyambogo University and
- Mr. Bosco Buruga attended a Workshop on LIS/RAM Pedagogy in Makerere University organized by ULIA from 18-19 June 2024.

8.2.3 Teaching Staff

- To avoid professional and academic problems, teaching staff were trained on research management software, and Anti-plagiarism software.

8.3 Information Resources Acquired

Library continues to procure books annually, each financial year (FY), to support teaching, learning, and research by procuring and providing access to diverse library information resources.

8.3.1 Books Procured through Booklines Africa Ltd

This FY, Booklines Africa Ltd delivered assorted textbooks worth 62 million.



Figure 24: Books Procured

8.3.2 In addition, the library:

- Solicited 50 boxes of books solicited from Books for Development.
- Solicited 170 titles from Book Aid International.

8.3.3 Others

- Paid membership and eResources subscription to the Consortium of Uganda University Libraries (CUUL).
- 12 articles were uploaded to the Institutional Repository as well as 15 students' dissertations.
- Upgraded the KOHA library system from 18 version to 23.10.05 version

8.4 Trainings conducted

To best search, access, and retrieve library physical and information e-resources; five trainings were held in data analysis, searching, retrieval, citation and referencing involving 412 students (142F, 270M).

8.4 Information Storage and Dissemination

8.4.1 Conservation and preservation

To ensure information stored in print can be accessed by anyone who needs it in both present and future, damaged textbooks and newspapers are subjected to binding services.

8.4.2 Information Dissemination

Library disseminates information to its users on its web page and Online Public Access Catalogue (OPAC), and on social media the like of Facebook, Twitter, WhatsApp, and YouTube.

8.5 Library Outreach

8.5.1 Book donation

Delivered assorted book donations to Aria S.S in Terego District in partnership with Books for Development-USA based

organization and eight (8) regional Libraries in Koboko district and Lodonga community library were enhanced.

8.5.3 Internship

Trained 1 female internship student of Bachelor of Library and Information Science (BLIS) from Lira University on technical library expertise.



Figure 25: Intern students working in the library after taking oaths of secrecy and allegiance

8.6 Library Consultancy

The Library offered consultancy services to Aria Senior Secondary in Terego District on library set-up as presented in Table 37.

Table 37: Library consultancy to Aria Secondary School

Table 38: Library Consultancy conducted

S/N	Staff Name	Consultancy Service	Organisation	Date Held
1	Mr. Philliam Adoma	Library setup	Aria S.S in Terego District	16 March 2024

8.7 Summary of Staff Publications in FY 2023/2024

Table 39 shows the list of publications made per faculty during the reporting period of 2023/2024 Financial Year.

Table 39: Staff publications per Faculty

S/N	FACULTY/DEPARTMENT	NUMBER OF ARTICLES PUBLISHED				TOTALS
		QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4	
1.	Technoscience	07	02	03	02	14
2.	Education	02	03	02	02	09
3.	Science	06	02	07	01	16
4.	Agriculture & Environmental Sciences	02	02	01	02	07
5.	Health Sciences	01	02	01	07	11
6.	Management Sciences	00	03	04	00	07
7.	Management and Administration Staff	01	02	00	01	04
Total Publications		19	16	18	13	68

FACULTY OF TECHNOSCIENCE

9

CHAPTER

9.1 Introduction

The Faculty of Technoscience was the first Faculty established by the 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 socio-economic 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.

9.2 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 and Information Science.

9.3 Programmes Offered

The faculty is currently offering the following programmes to its esteemed customers.

1. **Undergraduate programmes**
 - a. Bachelor of Information Systems
 - b. Bachelor of Information Technology
2. **Postgraduate programmes**
 - a. Master of Master of Science in Computer Science
 - b. Master of Science in Artificial Intelligence



Dr. Andogah Geoffrey
Dean - Faculty of Technoscience



Dr. Taban Habibu
HoD - Computer and Information
Science

9.4 Research Focus

The faculty's current research focus spans a wide range of themes in Computer Science, Electrical Engineering, and Mechanical Engineering. We are particularly dedicated to applied research that addresses national priorities, such as transforming plastic waste into educational resources, leveraging artificial intelligence (AI) to solve real-world problems, developing cold rooms and zero-energy cooling systems, and promoting student-developed solutions. The faculty offers incubation labs where staff and students can develop, test, and market prototypes and technologies.

9.5 Teaching and Learning

Our teaching and learning activities follow a semester system, with each semester consisting of fifteen weeks of instruction and two weeks of in-person examinations. We employ a blended teaching approach, with some lectures delivered online or virtually, while practical lessons and final exams are conducted on campus. At the end of the second semester, we offer a ten-week community engagement to year one students, ten weeks of industrial training at various industry locations across Uganda for year two and three students.

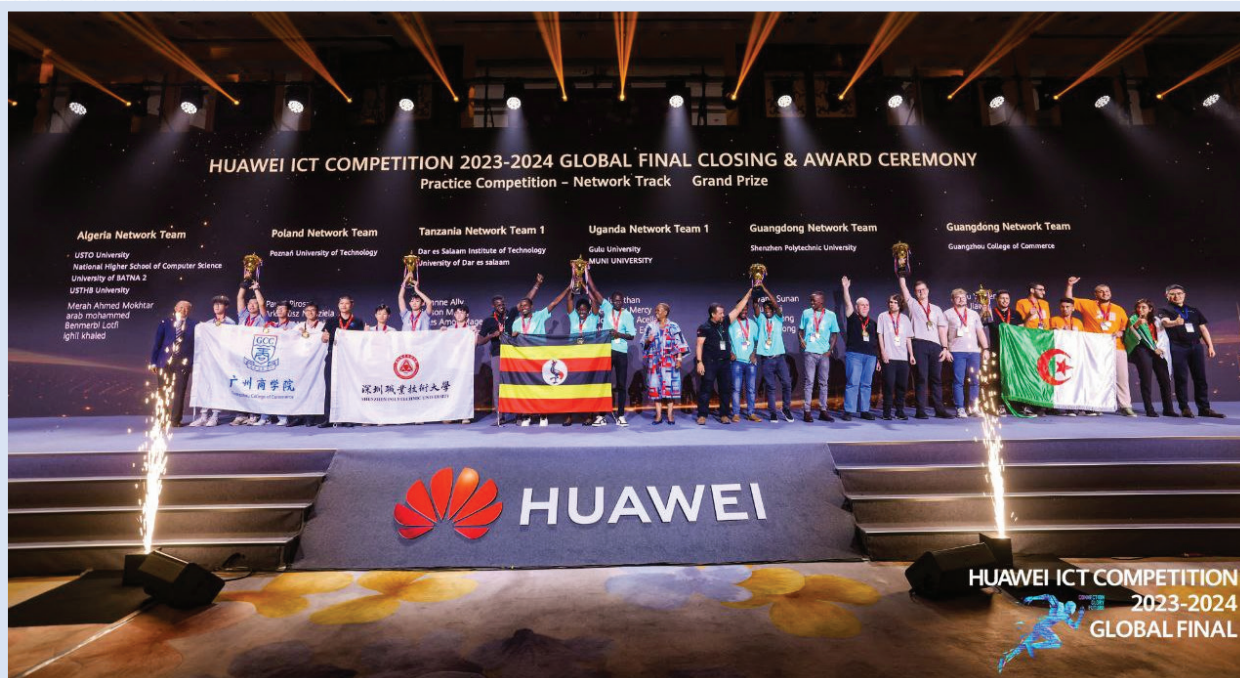


Figure 36: Muni University Student Wins as part of Uganda Network Team at Huawei ICT Competition 2023-2024 Global Final.

9.6 Field Attachment/Recess Term

Year One students successfully completed their community engagement, while Year Two and Year Three students finished their industrial training. All students submitted detailed reports of their activities to the department for assessments.

9.7 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 ones are presented in Table 40.

Table 40: Trainings Attended in FY 2023/2024 by Staff of the Faculty of Technoscience

S/N	Name of Staff	Title of the Training/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
1	Dr. Geoffrey Andogah and Ms. Ritah Nafuna	11th International Week undertaken within the framework of the program: KA171 Grant Agreement Number: 2022-1-EL01-KA171-HED-000072878.	Hellenic Mediterranean University (HMU), Chania, Greece	27 - May 31, 2024	5 Days
2	Dr. Geoffrey Andogah and Ms. Ritah Nafuna	AI and Data Science Training Workshop within the framework of Applied Human Machine Intelligence in East Africa (AHUMAIN) -Project ID: 101082883	AP University of Applied Sciences and Art Antwerp, Belgium	June 8 - 23, 2024	14 Days

9.8 Conferences/Workshops/Seminars

To broaden the personal and institutional networks, promote deeper understanding, uncover new learnings and reinforce existing best practices in specific disciplines, the staff in the faculty participated in several conferences/workshops/seminars. The major ones are as seen in Table 41.

Table 41: Conferences/Workshops/Seminars Attended by Staff of Faculty of Technoscience

S/N	Staff Name, Title & Department	Name of Conferences/ Workshops/ Seminars	Organiser	Date Held	Duration
1	Dr. Taban Habibu, Ms. Fiona Mukimba and Ms. Yudaya Nansukusa	Data Science Africa 2023 Eastern Region Event	Busitema University	19 th – 21 st September, 2023	3 Days
2	Dr. Taban Habibu, Dr. Ali Guma and Mr. Wambi Enock	The 8 th National Conference on Communications: "Sustainable ICTs in Uganda-Growth Through Responsible Innovative Solutions	Kyambogo University in partnership with the Uganda Communications Commission (UCC), HUAWEI, RENU, and ATC Uganda	2nd – 4th October, 2023	3 Days
3	Ms. Nakayiza Hellen Raudha	2024 Sixteenth International Conference on Contemporary Computing (IC3 2024)	Online	8th-10th Aug. 2024	3 Days

9.9 Collaborations and Partnerships

Muni University being a community centred institution of higher learning works in collaboration with various stakeholders to jointly transform society. Below in Table 42 are partners the Faculty is engaged with to support teaching and learning.

Table 42: Collaborations and Partnerships

S/N	Partner	Area of collaboration	Lead Partner	Duration
1	AHUMAIN Consortium Partners ⁴	Applied Human Machine Intelligence in East Africa (AHUMAIN) -Project ID: 101082883	Artesis Plantijn Hogeschool Antwerpen - Belgium	3 Years
2	Arua Technical Institute - Ragem	Electrical Engineering and Automation, Welding Engineering	Muni University	Open
3	Huawei ICT Academy	Certified Huawei ICT Academy	Huawei ICT Academy	Open
4	Cisco Networking Academy	Cisco Academy	Cisco Networking Academy	Open
5	ICDL, (International Certification of Digital Literacy)	ICDL Test Center	ICDL Africa	Open

9.10 Staff 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 community engagements undertaken by the faculty are presented in Table 43.

Table 43: Faculty of Techno-Science Community Engagements

S/N	Staff Name, Title & Department	Activity	Venue	Date Held
1	Dr. Taban Habibu and Mr. Polycarp Omara	Career guidance and technical servicing under the MoU schools	Moyo and Adjumani Districts	27 th April, 2023
2	Dr. Taban Habibu and Dr. Ali Guma	Community outreach	Arua Technical Institute - Ragem	25 th June, 2023
3	All staff	Internship Supervision for students of MIT and ISM Year II and Year III	Organisations and Companies	20 th May, 2024
4	All staff	Community Engagement Supervision for Year 1	Organisations and Companies	20 th May, 2024

⁴ 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.



Figure 27: Staff of Faculty of Technoscience Training VSLA members in use MobiSave application developed by Staff at Maracha Local Government.

9.11 Staff of the Faculty

To effectively and efficiently deliver teaching, learning, and research 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 44.

Table 44: Staff and their Qualifications of the Faculty of Technoscience

S/N	Name	Gender	Highest Qualification	Specialisation	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
3	Dr. Edemacu Kennedy	Male	PhD and Postdoc Track	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 Postdoc Track	GIS and Remote Sensing	Lecturer	07 CU
7	Mr. Josephat Oling Oroma	Male	PhD Track	Software Engineering, Computer Science	Lecturer	16 CU

S/N	Name	Gender	Highest Qualification	Specialisation	Rank	Teaching Load
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	04 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	04 CU
12	Ms. Nakayiza 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	Ms. 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	03 CU
19	Mr. Michael Gomushabe	Male	Master	Mechanical Engineering	Assistant Lecturer	-
20	Mr. Douglas Ongom	Male	National Diploma	Mechanical Engineering	Senior Assistant Technician	-
21	Mr. Torach Charles	Male	Bachelor's Degree	Electrical Engineering	Lab Technician	-
22	Mr. Saimon Kule	Male	Bachelor's Degree	Mechanical Engineering	Lab Technician	-
23	Mr. Kennedy Emazu	Male	National Diploma	Information Technology	Senior Technician	-
24	Mr. Peter Okumu	Male	National Diploma	Information Technology	Senior Technician	-
25	Mr. Godfrey Toko Wawa	Male	National Diploma	Information Technology	Senior Technician	-
26	Mr. Rashid Adiru	Male	National Diploma	Information Technology	Senior Technician	-
27	Mr. Richard Dramundu	Male	National Diploma	Electrical Engineering	Senior 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.

9.12 Grants

9.13.1 Research Grants Award

Table 45: List of grants awarded to staff at the Faculty

S/N	Research Grants Applied for	Research Grant Awarded	Date of Application and Award
1	IDRC-BID Research Award	IDRC-BID Research Award	April, 2024
2	British Academy	Keeping it cool: Innovative Cold Chain Research for Sustainable Off-Grid Livelihoods (KCOOL)	July 2024
3	Proposal	Establishing a Coding Academy within the Faculty of Technoscience in the Department of Computer and Information Science, Muni University	October, 2023

9.13.2 Proposals under-review or unsuccessful

Table 46: Proposals under review or unsuccessful.

S/N	Title	Submitted to	Status
1	Establishing a Coding Academy within the Faculty of Technoscience in the Department of Computer and Information Science, Muni University.	Submitted to Muni University,	Under review
2	Enhancing Agricultural Productivity and Livelihoods using Solar powered cold rooms and zero energy cooling chambers in West Nile, Uganda	Future Lab studio, Venture design	Under review.
3	Transforming plastic waste into Educational Resources for a sustainable future within Arua City	Climate and Clean Air Coalition	Not awarded

9.13 Publications

Table 47: Staff publications

S/N	Title	Publisher (Journal, Book Chapter)	Authors	Date
1	A Comprehensive Review on Cyber security Issues and Their Mitigation Measures in FinTech.	Iraqi Journal For Computer Science and Mathematics	Ali, G., Mijwil, M. M., Buruga, B. A., & Abotaleb, M.	May, 2024
2	Cyber security for Sustainable Smart Healthcare: State of the Art, Taxonomy, Mechanisms, and Essential Roles	Mesopotamian Journal of Cyber Security	Ali, G., Mijwil, M. M. & Taban, H	May, 2024
3	An Energy Consumption Monitoring and Control System in Buildings using Internet of Things	Babylonian Journal of Internet of Things	Ali, G., Mijwil, M. M., & Taban. H	July, 2023

S/N	Title	Publisher (Journal, Book Chapter)	Authors	Date
4	Artificial Intelligence in Corneal Topography: A Short Article in Enhancing Eye Care	Mesopotamian Journal of Artificial Intelligence in Healthcare	Ali, G., Mijwil, M. M. & Taban, H	August, 2023
5	Design a Hybrid Approach for the Classification and Recognition of Traffic Signs Using Machine Learning	Wasit Journal of Computer and Mathematics Science	Ali, G., Mijwil, M. M., & Taban. H	August, 2023
6	Analysing the Connection Between AI and Industry 4.0 from a Cybersecurity Perspective: Defending the Smart Revolution.	Mesopotamian Journal of Big Data	Ali, G., Mijwil, M. M., Buruga, B. A., & Abotaleb, M.	September, 2023
7	Digital Security on Smart Grids: A Technical Review	Book Chapter	Ms. Raudha Hellen Nakayiza	January, 2024
8	Prompt Engineering in Large Language Models	Book Chapter	Ms. Raudha Hellen Nakayiza	January, 2024
9	The Difference between single Diode Model and Double Diode Models of a Solar Photovoltaic Cells: Systematic Review	Journal of Engineering, Technology & Applied Science	Eze Val Hyginus Udoka Kalyankolo Umaru	August, 2023
10	Enhancing Treatment and Recovery of Boda-Boda Accident Victims in Uganda through 3D Printing Technologies: Opportunities and Challenges	Under review	Innocent Opio Miria and staff of the Department	Open
11	Evaluation of Corrosion Performance of LDX2101 and UNS S32205 in Flexible Pipeline Systems: A Comparative study	Under draft	Michael Gomushabe	Open

9.15 Table 48: Memorandum of Understanding (MoU)

S/N	Title	Status	Date
1.	Memorandum of Understanding with Pawa Green	Draft under review	Open
2.	Memorandum of Understanding submitted to Total Energies – Uganda under the National Content Development – Welding certificate	Submitted to Total Energies for signing	Open
3.	Memorandum of Understanding Submitted to Uganda Industrial Research Institute (UIRI)	Submitted to UIRI for signing.	Open
4.	Memorandum of Understanding with Global Alliance for Africa.	Signed	March, 2024

9.14 Challenge and suggestions

The Faculty faces a pressing challenge with its current engineering and technology laboratories and workshops, which are in urgent need of upgrades to support effective program delivery. Addressing this issue is crucial for fostering a thriving educational environment. To enhance our infrastructure, several strategic actions can be undertaken:

1. **Facility Upgrades:** Modernise existing labs and workshops by introducing state-of-the-art equipment and machinery.
2. **Expansion:** Increase the physical space allocated for laboratories and workshops to accommodate more students and advanced projects.
3. **Industry Partnerships:** Forge collaborations with local industries to gain access to cutting-edge technology and expertise.
4. **Funding Initiatives:** Pursue funding through grants, sponsorships, and community-driven fundraising efforts.
5. **R&D Centers:** Establish research and development hubs within the Faculty to drive innovation and hands-on learning.
6. **Virtual Resources:** Invest in advanced simulation software and online laboratory tools to complement physical infrastructure.
7. **Professional Development:** Provide ongoing training for faculty and staff to stay updated with the latest industry trends and teaching methodologies.
8. **Alumni Engagement:** Mobilise the alumni network for mentorship opportunities and financial support.

Implementing these measures will transform our laboratories into vibrant centres of learning, equipping students with the practical skills they need to excel in the engineering and technology sectors.

10

CHAPTER

FACULTY OF EDUCATION

10.1 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.



Joyce Bukirwa Rebecca (PhD)
Dean Faculty of Education



Mr. Polycarp Omara
HoD – Foundations of Education

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:

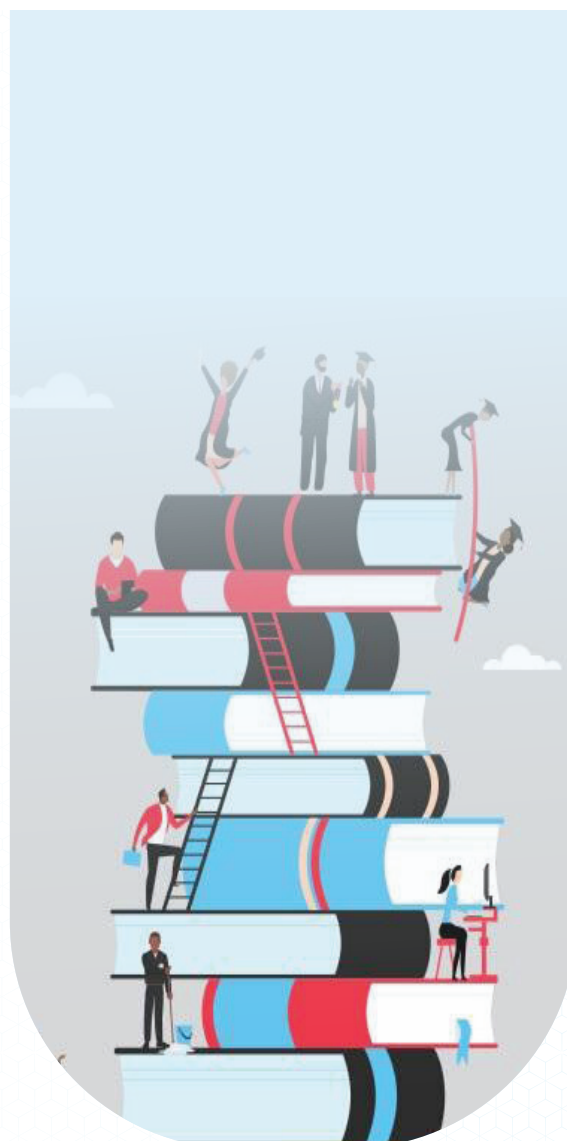
A committed, dedicated, competent and exemplary teacher for the 21st century

Mission:

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

10.2 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.



10.3 Programmes offered

1. 241 students of BSc. Ed (I, II & III) = 241 (M=190; F= 51)
Yr 1=126 students (M= 91; F = 35)
Yr 2= 49 students (M = 41; F = 8)
Yr 3= 66 students (M =58; F = 8)
2. 52 MEDEPM (I, II & III)
11 students of MEDEPM Cohort one graduated while 3 (M=3, F=00) have disseminated their results and 4 students are still at proposal level.
17 MEDEPM of cohort two. 7 (M=04, F=03) have disseminated their findings while 8 students are in the field collecting and analyzing data while 2 are still working on their proposals.
17 MEDEPM of cohort three (M=09, F=08) have completed their coursework and have embarked on their research work.
3. 261BED-P (I, II & III)(M= 162; F=99) taught
 - a) 58 Yr 1 Semester 2 students (M = 37; F = 21)
 - b) 89 Yr 2 Semester 1 students (M = 56; F = 33)
 - c) 55 Yr 2 Semester 2 students (M = 31; F = 24)
 - d) 59 Yr 3 Semester 2 students (M = 38, F = 21)
4. 22 BECCE (I&II) (M=8, F=14)
 - a) 15 Yr 2 Semester 1 students (M=7, F=8)
 - b) 7 Yr 1 Semester 2 students (M=1, F=6)
5. 35 DELM students (M=21; F= 14) follow up exercise in the field
6. 13 students Higher Education Access Certificate - (M=10 F=03)
7. 17 PGDE students (M= 13, F= 4) taught
8. 133 BED-S Yr 1 students taught and assessed

10.4 Research focus

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

10.5 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.

10.6 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 49.

Table 49: 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	August 2023	4 Days
2	All Staff of Faculty of Education	Research supervision	Muni University	2024	All the time

10.7 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 ones are presented in Table 50.

Table 50: Trainings Attended by Faculty of Education Staff

S/N	Name of Staff	Title of the Training/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
1	Dr. Joyce Bukirwa Rebecca	Organized the 9 th International East African Psychology Conference	Muni University	6 th - 8 th October 2023	3 days
2	Dr. Joyce Bukirwa Rebecca	PhD Proposal defense and Research findings Presentations seminar	Nkumba University	12 th May, 2023	1 day
3	Dr. Joyce Bukirwa Rebecca	Management of Migrant Students in Higher Institutions of Learning in Uganda	Kisubi University	5 th -8 th June 2024	4 days
4	Mr. Davis Okwong	Management of Migrant Students in Higher Institutions of Learning in Uganda	Kisubi University	5 th – 8 th June	4 days

S/N	Name of Staff	Title of the Training/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
5	Mr. Michael Balituumye	Consultancy Proposal Co-Consult Wrote and defended a technical proposal under the title: Endline Survey for the Sexual Reproductive Health and Rights Improvement Project for Girls in Jinja –	Good Neighbours International Uganda	2024	

10.8 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 51.

Table 51: Conferences/Workshops/Seminars Attended by Faculty of Education Staff

S/N	Staff Name	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
1	Dr. Joyce Bukirwa Rebecca	International Conference on Foundations for Learning held at Four Points by Sheraton Hotel	Agha Khan	17 th -19 th April 2024	Participant
2	Dr. Joyce Bukirwa Rebecca	Three(03) Global Health webinars on Community Based Participatory Care held on 26 th April 2024, 31 st May 2024, 28 th June 2024	Sebastian Family Psychology Practice	26 th April, 31 st May and 28 th June, 2024	Presenter
3	Dr. Joyce Bukirwa Rebecca	Counselling and Guidance session with First Year Education students	Department of Psychology	August, 2023	Presenter
7	Dr. Joyce Bukirwa Rebecca	Restore A Girl Association workshop	Department of Psychology- Muni University	08/03/2023	Presenter
10	Dr. Joyce Bukirwa Rebecca	National Multiplication workshop 2022 (NMT) on management of diversity in Uganda's higher education institutions	Kyambogo University	16 th – 20 th June, 2024	Presenter
13	Dr. Joyce Bukirwa Rebecca	Orientation of MEDEPM	Faculty of Education, Muni University	3 rd October, 2023	Presenter
14	Dr. Joyce Bukirwa Rebecca	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February, 2024	Presenter
17	Dr. Joyce Bukirwa Rebecca	The 9 th International East Africa Psychology Conference in collaboration with Muni University and Kisubi University.	Muni University	6 th -8 th October, 2023	Organiser

S/N	Staff Name	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
18	Dr. Paul Edabu	Orientation of MEDEPM	Faculty of Education, Muni University	3 rd October, 2023	Presenter
26	Dr. Paul Edabu	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February, 2024	Participant
27	Mr. Polycarp Omara	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February 2024	Presenter
28	Mr. Polycarp Omara	International Conference on Foundations for Learning held at Four Points by Sheraton Hotel	Agha Khan	17 th – 18 th February, 2024	Presenter
29	Mr. Davis Okwong	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February 2024	Presenter
30	Mr. Davis Okwong	The 9 th International East Africa Psychology Conference in collaboration with Muni University and Kisubi University.	Kisubi University	6 th -8 th October 2023	Participant
31	Mr. Aliga Alex	Public Investment Management Basic Training	Source of the Nile Hotel, Jinja	September 24-29 th 2023	Participant
32	Mr. Aliga Alex	Muni University Investment Ltd-Kumasi University of Science and Technology Bench marking exercise		October 7-14 th 2023:	
33	Mr. Isingoma Bigabwa James	Facilitating secondary school teachers on Inclusive Pedagogy; Moyo sss, Kei sss Yumbe.	MoES, NUDIPU, NAD	March 2024	Lead Facilitator
34	Mr. Isingoma Bigabwa James	Virtual training on inclusive pedagogy; Zambia virtual tour	ENET, NAD NUDIPU, MoES	April/May 2024	Participant
35	Mr. Isingoma Bigabwa James	Facilitating career day at Aringa SSS Yumbe	Muni University	June , 2024	Facilitator
36	Mr. Isingoma Bigabwa James	Instructional Materials Development showcase with Aga Khan Foundation	Muni University	20-22 June 2023	Moderator
37	Mr. Balituumye Michael	School Practice Internal Supervisor's Evaluation Workshop	Muni University	24 th February, 2024	Participant
38	Mr. Okwong Davis	Counselling and Guidance session with First Year Education students	Muni University	17 th May, 2024	Presenter

10.9 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 Table 52.

Table 52: Research Dissemination/Communication Conducted by Faculty of Education

S/N	Staff Name	Research paper	Venue	Date Held	Participant
1	Dr. Joyce Bukirwa Rebecca	10 MEDEMP students disseminated their research findings	Muni University	June 2024	Chairperson
2	Mr. 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

10.10 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 53.

Table 53: Consultancy Services Carried out by Faculty of Education

S/N	Staff Name, Title & Department	Consultancy Service	Organization	Date Held
1	Dr. Joyce Bukirwa Rebecca	External Examination	Busitema University & UCU	February, 2024, April 2024& May 2024, June 2024, July 2024, August 2024
2	Dr. Joyce Bukirwa Rebecca	2 nd Foundations for Learning Conference at Four by Sheraton-Kampala Hotel	AKU	17 th - 19 th April 2024
3	Dr. Joyce Bukirwa Rebecca	Guidance and counselling services to Christian women cells in Manibe	APC	8th March, 2024
4	Dr. Joyce Bukirwa Rebecca	Guidance, Counselling and Mentorship workshop	Restore A Girl Association	21 st March 2024
6	Mr. Alex Aliga	Ombaci Massacre Memorial prayers	Ombaci	June 24 th , 2023
8	Mr. Polycarp Omara, Foundations of education	Gender Responsive Pedagogy for PDTs of Yumbe district, at Escape Village, Yumbe	Aga Khan Foundation	

10.11 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 54.

Table 54: Faculty of Education 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, Kampala	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

10.12 Staff of the Faculty

The Faculty of Education has the following staff to perform the various Faculty functions. Table 55 presents the different categories of staff employed by the University for the Faculty of Education.

Table 55: Faculty of Education Staff and their Qualifications

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load
1	Dr. Joyce Bukirwa Rebecca	Female	PhD	Educational; Psychology	Senior Lecturer	15
2	Dr. Paul Edabu	Male	PhD	Education Management and Planning	Senior Lecturer	15
3	Mr. Okwong Davis	Male	PhD. Track	Educational; Psychology	Lecturer	18
4	Mr. Polycarp Omara	Male	PhD. Track	Educational leadership and Management	Lecturer	09
5	Mr. Balitumye Michael	Male	PhD. Track	Literature	Asst. Lecturer	18
6	Mr. Aliga Alex	Male	PhD. Track	Economics	Lecturer	15
7	Mr. Asega Joseph	Male	PhD. Track	Mathematics Education	Asst. Lecturer	09
8	Mr. Mulabbi Andrew	Male	PhD. Track	Geography	Asst. Lecturer	Study Leave
9	Mr. Aminah Birungi	Female	PhD. Track	Early childhood Education	Asst. Lecturer	12
10	Mr. Laker Suzan	Female	Master	English Language Studies	Asst. Lecturer	15
11	Mr. Isingoma Bigabwa James	Male	Master	Curriculum and Media Studies	Asst. Lecturer	03

10.13 External Projects won

The faculty was able to attract two externally funded research projects to support primary and secondary education deliverable to host and refugee communities in West-Nile region of Uganda as listed below.

- Joyce Bukirwa Rebecca (2023)** under Mak-RIF: *Entrepreneurial Leadership Initiative for Universal Primary Education Schools (ELIUPES)*: **136,000,000/=** for a period of one year from 1st January 2024 to 31st December 2024.
- Polycarp Omara: Principal Investigator (PI)** for SEED grant by AfriChild Centre Kampala. Award for the Project on: *Children's exposure to violence in refugee educational settings in West Nile Uganda: Mitigating the effects on education and social wellbeing*. **Grant won = 24,000,000 Ugshs** for a period of one-year July 2023 to June 2024.

FACULTY OF AGRICULTURE AND ENVIRONMENTAL SCIENCE

11

CHAPTER

11.1 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 ageing 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).

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:

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

11.2 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 Alumai. He is assisted by three (3) Heads of Departments as follows:



Dr. Alfred Alumai
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 | Environment and Natural Resources

- Dr. Alex Abaca | Head of Department for Crop Science.
- Dr. Robert B. Onzima | Head of Department for Animal Science.
- Dr. Philip I. Omwene | Head of Department for Environment and Natural Resources.

11.3 Programs Offered

11.3.1 Bachelor of Science in Agriculture

The Bachelor of Science in Agriculture (BSc. Agric.) is a 4-year degree programme. It 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.

The programme will produce competent professionals in the agricultural sciences who are 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 programme the graduates should be able to:

- a) Demonstrate technical competence in the science and practice of agriculture.
- b) Offer effective leadership 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.

The BSc. Agric. programme is practical-oriented. It embraces both the science and practice for food production, as well as offers students valuable “hands-on” skills in farm management, marketing, and community outreach.



Figure 28: Students of BSc. Agriculture erecting a boundary fence around a paddock during recess training, on the Muni University Farm in Endebu, Madi Okollo District.

11.3.2 Bachelor of Science in Environment and Natural Resources

The Bachelor of Science in Environment and Natural Resources (BSc. ENR) is a 3-year degree programme. The B.Sc. ERM programme combines key aspects of environmental science, forestry, wetlands, and wildlife management that are key for professionals in the environment and natural resources sector. It aims to produce professionals with the ability to analyse, understand, and integrate the key causes of the current and emerging environmental and natural resources challenges and develop interventions geared towards creating green economies, thus contributing to sustainable development.

The programme will produce competent professionals in environment and natural resources disciplines who are able to:

- a) Apply basic concepts and principles in environment and natural resources sciences.
- b) Develop knowledge and skills in environmental and natural resources assessments, planning and monitoring.
- c) Develop problem-solving skills through use of inter-disciplinary approaches integrating environment, natural resources, agriculture, livelihoods and development.
- d) Provide skills to effectively disseminate environmental and natural resources information to various audiences including local communities and policy makers.

Upon completion of programme the graduates should be able to:

- a) Demonstrate application of environmental and natural resources assessments, planning and monitoring.
- b) Apply interdisciplinary approaches in solving environmental and natural resources problems.
- c) Design and conduct independent research on environment and natural resources issues.
- d) Demonstrate effective oral, visual, and written communication skills.

The B.Sc. ERM programme is designed to produce environmental and natural resources professionals equipped with specialized knowledge, skills, attitudes, and competences for addressing current and emerging issues in environment and natural resources sectors.



Figure 44: Students of BSc. ERM conducting fieldwork for natural resources assessment and data collection during recess training

11.4 Research Focus

The Faculty of Agriculture and Environmental Science (FAES) undertakes basic, applied, and action research in the broader areas of agriculture, environmental science, natural resources management. The research focuses on innovation 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 a 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 2023/2024 is presented in Table 56. The research grants contribute to the overall research focus of FAES.

Table 56: Summary of research projects implemented by staff

SN	Contact Person(s)	Project/Research Area
1	Dr. Alfred Alumai Mr. Solomon Odur	Enhancing food safety, nutrition and testing capabilities for agricultural products in the West Nile region of Uganda
2	Dr. Francis Onyilo Dr. Alfred Alumai	International Molecular Biology Laboratory Training program
3	Dr. Alex Abaca	Does the diversity of endosymbionts assist in niche and environmental adaptation of fall armyworm across continental borders?
4	Dr. Alfred Alumai	Tolerance and resistance responses of African bats to viral antigens: Immunological trade-offs in zoonotic reservoir hosts
5	Dr. Alex Abaca	Joint evaluation and testing of MUNIBean breeding lines for distinctiveness, uniformity, and stability
6	Dr. Francis Onyilo	Evaluating and scaling up the multiplication of vitamin A-rich banana lines in West Nile sub-region to address climate change
7	Dr. Philip Omwene	Developing low-cost machines for desert date (<i>Balanites aegyptiaca</i>) nut-cracking and oil extraction
8	Mr. Moses Okello	Advancing transformative climate-resilient rice research and seed systems
9	Assoc. Prof. Clement Okia Dr. Philip Omwene Mr. Richard Malingumu	Strengthening the transformative capacity of higher education institutions for equitable and resilient governance of natural resources in refugee-host community settings in West Nile, 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
11	Dr. Philip Omwene	Developing ceramic water filters integrated with solar-powered UV disinfection system for point-of-use water purification in community congregate settings
12	Assoc. Prof. Clement Okia Mr. Richard Malingumu	Harnessing the potential of trees-on-farms for meeting national and global biodiversity targets project
13	Dr. Robert Onzima Dr. Alfred Alumai	Developing community-based breeding programs for enhanced commercial goat production under low-input production systems of West Nile
14	Prof. Robert Kajobe Mr. Richard Malingumu Ms. Sandra Langi	Regenerative and inclusive food systems (RIFS) in the West Nile region

11.5 Field Attachment/Recess Term

The Faculty conducted 10 weeks of recess training during Academic Year 2023/2024 (AY 2023/2024), for a total of 115 students of BSc. Agric. and BSc. ERM (**35** females, **80** males). Of these, **99** were BSc. Agric. students taught (**29** females, **70** males) and **16** were BSc. ERM students (**6** females, **10** males).

11.6 Trainings Attended

Training is one element of capacity building that focuses on providing specific skills address specific challenges. Capacity building helps in enhancing skills, knowledge, and abilities to empower staff to manage resources better and increase efficiency and productivity. Three members of staff of FAES attended training during FY 2023/2024 (Table 57).

Table 57: Trainings attended by staff

S/N	Name of Staff	Title of the Training Held	Institution	Date	Duration
1	Ms. Dorcus Nassazi	Training on Emerging Tools and Technologies in Basic Molecular Biology. The training was facilitated by The VIB-International Plant Biotechnology Outreach (VIB-IPBO) and Ghent University	Muni University, Uganda	15-19 April, 2024	5 days
2	Mr. Solomon Odur				
3	Mr. Moses Okello				



Figure 30: Training on Emerging Tools and Technologies in Basic Molecular Biology in the FAES laboratory at Muni University.

11.7 Workshops 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 58.

Table 58: Workshops, meetings, and conferences attended by staff

S/N	Name of Staff	Title of the Training / Workshops / Conferences/ Seminars	Venue	Date	Duration
1	Dr. Robert Onzima	The 39 th International Society for Animal Genetics Conference in Cape Town, South Africa. Presented a paper titled "Genomic analysis reveals low level of inbreeding in Ugandan goats"	Cape Town, South Africa	August 2023	5 days

11.8 Research Dissemination/Communication

Research dissemination and communication activities carried out by staff in FAES during FY 2023/2024 is presented in Table 59. The research was disseminated through either presentation at meetings/conferences or through publications in journals.

Table 59: Research dissemination/communication conducted

S/N	Name of Staff	Research Paper / Publication	Venue	Date	Participant
1	Dr. Robert Onzima	Genomic analysis reveals low level of inbreeding in Ugandan goats (presented at the 39 th International Society for Animal Genetics Conference)	Cape Town, South Africa	2023	Other researchers
2	Ms. Sandra Langi	Integration of probiotics in aquaculture systems: An emerging alternative approach. Aquaculture International. https://doi.org/10.1007/s10499-023-01261-x	Aquaculture International (online)	2023	Co-authors
3	Dr. Philip Omwene	Boric acid recovery from wastewater by chromatographic separation and mathematical modelling. Journal of Cleaner Production, 448. https://doi.org/10.1016/j.jclepro.2024.141633	Journal of Cleaner Production (online)	2024	Co-authors

11.9 Consultancy Services

The Faculty of Agriculture and Environmental Science did not conduct any consultancy services related to their respective disciplines.

11.10 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 as presented in Table 60.

Table 60: Collaborations and partnership engagements

S/N	Partner	Area of collaboration	Lead Partner	Duration
1	Makerere University (Makerere University Regional Center 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
4	ForAfrika	Research and training	ForAfrika	Open

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

11.11 Community Engagement

The Faculty of Agriculture and Environmental Science engaged in five (5) community engagement activities are presented in Table 61.

Table 61: Community engagements

S/N	Name of Staff	Community Engagement	Venue	Date	Participant
1	Dr. Alfred Alumai Dr. Francis Onyilo	Training on Introduction to Nematodes	Adraa Agriculture College, Offaka, Madi Okollo	November, 2023	Approx. 150 students and staff
2	Mr. Moses Okello Dr. Alex Abaca	Establishment of demonstration fields for drought tolerant legume varieties of Cowpeas, green gram and cereals (sorghum) in Pukwero, Pakwach District	Pukwero, Pakwach District	November 2023	Approx. 20 farmers
3	Staff of FAES	West Nile Agribusiness and Renewable Energy Expo 2024. FAES staff gave presentations on farming as a business	Arua City, Arua District	May 2024	Approx. 100 participants
4	Dr. Francis Onyilo Dr. Alex Abaca	Training banana farmers at Adraa Agricultural College community, and Zeu banana farming community on climate smart practices for banana farming-as-a-business	Offaka, Madi Okollo District Zeu, Zombo District	June 2024	Approx. 30 farmers
5	Dr. Alex Abaca	Development of cassava seed production guide for Uganda	Kampala, Uganda	June 2024	Approx. 20 participants

11.12 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 62).

Table 62: Members of staff in the Faculty of Agriculture and Environmental Science

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load (CU)
Teaching Staff						
1	Dr. Alfred Alumai	M	PhD	Entomology	Senior Lecturer Dean, FAES	10
2	Dr. Alex Abaca	M	PhD	Plant Breeding	Lecturer HOD, Crop Science	18.5
3	Dr. Robert Boyle Onzima	M	PhD	Animal Breeding and Genetics	Lecturer HOD, Animal Science	17.5
4	Dr. Phillip Isaac Omwene	M	PhD	Environmental Engineering	Lecturer HOD, Agricultural Engineering	16
5	Dr. Francis Onyilo	M	PhD	Plant Pathology and Biotechnology	Lecturer	18.5
6	Assoc.Prof. Clement Akais Okia	M	PhD	Agro-forestry	Assoc. Prof	10
7	Mr. Moses Okello	M	Master's degree	Plant Breeding and Biotechnology	Lecturer	18
8	Mr. Zech Halasi Gidongo	M	Master's degree	Agricultural Economics	Lecturer	Study Leave
9	Mr. Francis Ogwang	M	Master's degree	Soil Science	Assistant Lecturer	19.5
10	Mr. Richard Malingumu	M	Master's degree	Soil Fertility and Plant Nutrition	Assistant Lecturer	Study Leave
11	Mr. Paul Bogere	M	Master's degree	Monogastric Nutrition and Production	Assistant Lecturer	Study Leave
12	Ms. Sandra Langi	F	Master's degree	Aquaculture	Assistant Lecturer	13.5
13	Ms. Maureen Norah Nabulime	F	Master's degree	Agricultural Engineering	Assistant Lecturer	Study Leave
14	Mr. Denis Gobo	M	Master's degree	Agricultural Extension	Assistant Lecturer	21
Support Staff						
15	Mr. Hillary Edema	M	Master's degree	Bioinformatics and Biotechnology	Laboratory Technician	Study Leave
16	Mr. Victor Wadri	M	Bachelor's degree	Soil Science	Laboratory Technician	
17	Mr. Solomon Odur	M	Master's degree	Laboratory Science Education and Industry	Laboratory Technician	1.5
18	Ms. Dorcus Nassazi	F	Bachelor's degree	Ethnobotany	Laboratory Technician	0.5
19	Ms. Betty Nyangwire	F	Bachelor's degree	Crop Science	Laboratory Technician	Study Leave

1.13 Innovation

11.13.1 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

Joint evaluation trials were established in 5 locations: Arua, Hoima, Kabale, Bukomasimbi, Mayuge districts; together with participatory variety selection (PVS) in 2 locations: Zeu sub county in Zombo District and Oyam Town Council in Oyam District for season 2024A. These trials sites are aimed at validating yields and yield related parameters, pests and disease resistance, and farmers' preference of the new breeding lines. However, with the erratic rains for 2024A season, the Ministry of Agriculture, Animal Industry, and Fisheries (MAAIF) advised that all the sites be turned to PVS to avoid potential biases arising from incomplete data collected that would affect the release of some of our candidate lines as new varieties.

PVS data collection is ongoing in all the sites in order to make timely decision in regard to candidate line selection and establishing PVS for both locations again for season 2024B. Following this PVS, a joint evaluation with MAAIF for distinctness, uniformity, and stability (DUS) tests prior to release of some of these lines as *Muni Bean* varieties will commence in seasons 2025A and 2025B.



Figure 31: Season 2024A experiment at Ikulwe Sub-station in Mayuge District



Figure 32: Continuous bean breeding work at Muni University



Figure 33: Bean PVS and seed multiplication in Oyam Town Council, Oyam District

11.13.2 Vitamin A-rich Banana

Field experiments on eighteen (18) lines of vitamin-rich banana that were established at Adraa Agricultural College. The 18 lines are undergoing field evaluation for climate-resilience, yield, pests and disease resistance, soil health and soil organic matter content, and carbon sequestration. From these lines, 9 have been selected and taken to Zeu Sub County for upscaling for the same purpose. Additionally, the next batch of bunches shall be subjected to laboratory analysis to determine their Beta carotene levels, as well as nutritional and biochemical statuses.



Figure 34: Removing of banana suckers for upscaling provitamin A banana evaluation in Zeu Sub County, Zombo District



Figure 35: Performance of some provitamin A banana cultivars under evaluation at Adraa Agridultural college

11.13.3 Rice Varieties

Over 1,000 rice accessions comprised 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 (at Makerere University) and at Muni University for biotic stress (rice blast and bacterial blight), abiotic stress (drought), and qualitative traits (aroma and grain quality) for season 2024A. Furthermore, rice breeding work has continued at Muni University to generate more breeding populations aimed at releasing new varieties of rice. Currently, data collection on performance of the rice varieties is on-going. Additionally, 10 acres of land have been prepared at Wadelai Irrigation Scheme in Pakwach District for rice seed multiplication.



Figure 36: Rice breeding work at Muni University

FACULTY OF MANAGEMENT SCIENCE

12

CHAPTER

12.1 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 2023/2024. 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.

The Faculty has a relatively small workforce. It boasts two (2) Senior Lecturers, two (2) Lecturers, and four (4) Assistant Lectures. However, it's notable that the University makes great efforts to attract more workforce into the Faculty Dean.



Amandu Yassin Is'haq (PhD)
**Dean Faculty of Management
Science**



Ms Rehema Batamuriza
**Head of Department -
Marketing and Logistics
Management**

12.2 Staff composition

The faculty has a relatively small workforce. It boasts three (3) Senior Lecturers, one (1) Lecturer, and four (4) Assistant Lectures. However, it is notable that the University is making great efforts to attract more of the workforce to the faculty. The faculty will soon get at least two (2) Senior Lectures come next first semester, 2024/2025.

12.3 Faculty Academic Programmes

The faculty ran undergraduate and postgraduate programmes during the ending Academic Year 2023/2024. The three (3) undergraduate programmes are Bachelor of Business Administration and Management (BBAM), Bachelor of Economics (BoE) and Bachelor of Procurement and Supply Chain Management (BPSCM). Postgraduate Diploma in Financial Management (PGDFM) and Postgraduate Diploma in Human Resource Management (PGDHRM). In addition, the faculty also ran the Master of Business Administration (MBA) and Master of Tourism and Hospitality Management (MTHM).

12.4 Students Enrolment

Table 63 presents the students enrollment in the faculty during the year in question. The total number of students was 136, 60 (44.2%) of whom were female and 76 (55.8%) males.

Table 63: Faculty of Mngement Science student Population

PROGRAMME	YEAR	FEMALE	MALE	TOTAL
BBAM	I	08	12	20
BBAM	II	00	05	05
BBAM	III	05	08	13
BoE	III	01	00	01
BPSCM	I	17	13	30
PGDFM	I	08	10	18
PGDHRM	I	06	05	11
MBAI AF	I	08	15	23
MBAI MGT	I	04	08	12
MTHM	I	03	00	03
TOTAL	NA	60	76	136
%	NA	44.2	55.8	100%

Source: Primary Data (2024)

12.5 Grants Proposals Written

The faculty developed five (5) grants proposals. Two (2) of the grants proposals secured funding from Muni University Research and Innovation Fund (MUNIRIF). The details of the proposals are presented in Table 64.

Table 64: Grant Proposals at Facility of Management Science

S/N	Author/S	Title of Grants Proposal	Status
1	Dr. Amandu Yassin Is'haq, Mr Abdulwahid Ijosiga, Dr Michael Tebere	Capacity Enhancement for Elected Leaders on Council Rules of Procedure and Revenue Mobilisation in Local Governments: Developing Knowledge Materials for Induction, Orientation, and Professional Self-Lifelong Learning	Not successful
2	Mrs Rehema Batamuriza, Mr. Abiriga Isaac, Dr. Dan Ayebale, Mr. Benard Cankara	A model for realigning Business Programs Curricula, Teaching Methods and Industry collaboration for practical impact in Uganda	Being implemented
3	Dr Nazarious Rukanyangira, Ms Rehema Batamuriza, Dr Amandu Yassin Is'haq, Mr Charles Okwalinga	Unlocking the Economic Potential of Cassava Through Improved Processing and Value Addition	Being implemented
4	Mr James Basuta, John Ariko Okelai	Optimisation of Processing Parameters and Commercialisation of Pre-cooked Dehydrated Iron-rich beans in Uganda	
5	Mr Acadribo Ofuti Chales. Dr Sam Aitaa	Enhancing Tourism Potential for Community Transformation and Economic Development of West Niles Region.	No successful

Source: Primary Data (2024)

12.6 Community Engagements

In pursuance of the University's mandate for Community Outreach engagements, the faculty conducted five (5) community outreach activities. Table 65 details a summary of these engagements.

Table 65: Community Outreach

S/n	Staff Name	Activity	Venue	Date Held	Participant
1.	Dr Amandu Yassin Is'haq, Marketing Committee	Radio Talk Show to provide public information about the University	Radio Access 96.3 FM	2 nd Sept 2023	VC, Prof. Simon K. Anguma, Deputy Academic Registrar Mr T. Nicholas, Comm. Officer, Mr Kefa Atibuni
2.	Dr Amandu Yassin Is'haq	Youth and Women Business Startup Workshop	Arua Islamic Primary School	1 st Feb 2024	Selected and invited Youth and Women from Arua City Central Div. Muslim County
3	Dr Amandu Yassin Is'haq and Mr Geoffrey Akena Oyoo	Students Business Startup Proposal Development Workshop	Arua Technical Institute, Ragem	6 th Mar 2024	Institute Students and staff
4	Dr Nickson Nagaaba	Career Talk	Busibo Secondary School	9 th Mar 2024	Students and staff of the school
5	Dr Amandu Yassin Is'haq	Career Talk	Yumbe Secondary School	20 th Apr 2024	Students and staff of the school

Source: Primary Data (2024)

12.7 Capacity Building Training

The faculty conducted two (2) capacity-building training sessions during the year. Table 66 provides details of the training.

Table 66: Capacity Building Training

S/n	Focal Person	Activity	Venue	Date Held	Participant
1.	Dr Nazarious Rukanyangira, HoD, Dean	A Qualitative Research Data Analysis workshop.	Business Incubation Centre (BIC) – Muni University	19 th July 2023	Academic staff of the faculty
2.	Dean, HoD	Training on MUELE (Blended Learning)		25 th July 2023	Academic staff of the faculty

Source: Primary Data (2024)

12.8 Overall Performance Evaluation

The performance is average when comparing the overall faculty performance with the Year Targets. The reasons are equally varied, both internal and external. Externally, some planned activities did not receive the budget in time. Internally, there was a slow speed of action. Hence, time cut some of the implementations, especially draft publishable articles. It is also observable that there was inadequate initiative in some cases. The details of the performance are in Table 67.

Table 67: Overall Annual Performance Evaluation

S/n	Particulars/Activity	Target	Achievement		Remark
1	Teaching & Learning		No	%	
a	Students Enrolled	180	136	75.5	Good
b	Curriculum Review	1	2	200	Very Good
c	Programmes Accreditation	3	0	0	Revised Need
2	Research & Innovation				
a	No. of Publications	6	7	110	Very Good
b	Research and Project Supervision	14	14	100	Very Good
c	Internship Supervision	60	23	38.3	Fairly Good
3	Community Outreach				
a	No. of Community Engagements	4	5	125	Very Good
4	Governance				
a	Human Resource	8	0	0	Fair
b	Collaborations	1	1	100	Very Good
c	Proposal & Grants Written	1	5	400	Very Good
5	Others (Retooling)				
a	Furniture	45	0	0	Yet to be done
b	Computers	8	1	12.5	Fair
c	Staff Training	6	2	33.3	Fair

Source: Primary Data (2024)

13

CHAPTER

FACULTY OF SCIENCE

13.1 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. Seven two (72) 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.

Vision:

Scientific derived knowledge and research for development

Mission:

To promote applied scientific research and innovation competencies

13.2 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.



13.3 Programmes offered

1. Master of Science in Biodiversity Conservation
2. Master of Science in Climate Change and Disaster Risk Management
3. Master of Science in Chemistry
4. Master of Science in Mathematics
5. Master of Science in Physics
6. Bachelor of Science (Physics, Chemistry, Biology and Mathematics)
7. Bachelor of Science in Statistics
8. Higher Education Certificate in Biological Sciences
9. Higher Education Certificate in Physical Sciences

13.4 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.

13.5 Training Organised

Given the importance of Capacity Building to have empowered manpower who are capable of discharging 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 68.



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

Table 68: Trainings Attended of Faculty of Science

S/N	Name of Staff	Title of the Trainings/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
1	Dr. Hakimu Nsubuga and Dr. Ojok Walter	How to Do Research and Get Published Webinar Series - Ethics & research integrity.	Online	September 20, 2023	1 day
2	Dr. Ojok Walter	The Industrial Ecosystem of Si Chips and Atomic Layer Deposition as a Key Nanofabrication Technology	Virtual	September 7, 2023	1 day
3	Dr. Ojok Walter	Controls of Surface Structures and Molecular Orientations in Thin Film for Organic Electronics	Virtual	September 1, 2023	1 day
4	Dr. Hakimu Nsubuga and Dr. Ojok Walter	Synthetic Tunability in Open Framework Materials for Energy and Environmental Applications	Virtual	August 9, 2023	1 day
5	Dr. Oloya Benson	"Conducting an Ethnobotanical survey"	Muni University	22-24 August 2023	3 days
6	Mr. Muhwezi, Godfrey	Turning Research into useful Innovations; convened by Network for Multidisciplinary research in Africa (NEMRA)	online	10th October 2023	1 day
7	Dr. Kimuli Ivan, Dr. Jalira Namugaya and Dr. Bob Senyange	"Celebrating 20 Years with ISP/ EAUMP/Sida, 10 Years with CIMO/ HEI-ICI and Commencing of the NORHED II Funded Mathematics for Sustainable Development Project"	Makerere University-Uganda	1-4 August 2023	4 days
8	Dr. Kimuli Ivan	Gave a talk on "Characterizations of Regular Modules" in August 2023 at the Joint African-Nordic Conference. Dr. Kimuli	Makerere University-Uganda	3 August 2023	1 day
9	Dr. Kimuli Ivan	Short course in "Some topics in Algebra and Geometry" conducted under the Eastern Africa Algebra Research Group (EAALG)	Makerere University	August 2023	3 days
10	Mr. Paul Emong	Data Science Africa Workshop	Busitema University	20 th -22 nd September 2023	
11	Physics Department	Organized the, "Space Weather and Upper Atmospheric Data analysis Training Workshop for East African Community"	Muni University	25 th – 29 th October 2023	5 days
12	Dr. Jalira Namugaya	Strategic planning and collaboration organized by OWSD-Uganda chapter		6/12/2023	1 day
13	Mr. Muhwezi Godfrey	Turning Research into useful Innovations	Online	October 10, 2023	1 day
14	Assoc. Professor Morgan Andama and Dr. Walter Ojok	Collaborative Project meeting between Muni (Uganda) and Aalborg University (Denmark)_ Preliminary visit	Muni University Council	December 6- 7, 2023	2 days
15	Assoc. Professor Morgan Andama and Dr. Walter Ojok	Presentation on the Status and Challenges of drinking water in West Nile Region, Uganda	Prof. Morgan Andama	December 6- 2023	Presenter, Participant

S/N	Name of Staff	Title of the Trainings/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
16	Dr. Hakimu Nsubuga and Dr Walter Ojok	Attended ACS Science Talks: Topic: Hydrogen geo-storage and cells. New Insights from Molecular to Reservoir scale.	Online	December 8, 2023	1 day
17	Dr. Hakimu Nsubuga and Dr Walter Ojok	Attended an ACS Science Talks: Topic: Aerogel Materials for Sustainable Building Applications.	Online	October 20, 2023	1 day
18	Dr. Hakimu Nsubuga and Dr Walter Ojok	Attended an ACS Science Talks: Topic: Fusion of Advanced Functional Materials and 3D Printing for Sustainability	Online	October 27, 2023	1 day
19	Assoc. Prof. Morgan Andama	Attended orientation of trainers and mentors for the Africhild Interuniversity Research Methods Training	Online	15 th February 2024	1 day
20	Mr. Muhwezi Godfrey	Building a formidable research and research uptake network	Virtual	23 rd March 2024	1 day
21	Dr Walter Ojok	Use of Generative Artificial Intelligence in Higher Education	Muni University	26/03/2024	1 day
22	Dr Walter Ojok	Use of AIMS for Results Management in higher Education	Muni University	27/03/2024	1 day
23	Dr Walter Ojok	Attended ACS Science Talks on 'Secondary Organic Aerosols from Biogenic and Biomass Burning Emissions: Linking Chemistry to Climate and Health Effects	Online	29/03/2024	1 day
24	Dr Walter Ojok	A Hybrid Course on Water Quality – An Approach to People's Water Data	Online	January 24, 2024 – May 2024	5 Months
25	Dr Walter Ojok	VNG Workshop on the establishment of the institute of Leadership and Governance of Muni University	Desert Breeze, Muni University	March, 21 2024	1 day
26	Dr Walter Ojok	How to Do Research and Get Published Series- How to write a paper: Qualitative Methodology	Online	6 March 2024	1 day
27	Staff of Faculty of Science	Research Management and Capacity Building Workshop Organized by Makerere University Research and Innovations Fund (MAK-RIF)	Muni University	5th and 6th March 2024	2 days
28	Staff of Faculty of Science	Workshop on professional growth, research and grants writing	Muni University Faculty of Science	22 March 2024	1 day
29	Dr Walter Ojok	Master of Public Health concept presentation	Muni University Faculty of Health Science	12 th March 2024	1 day
30	Dr. Benson Oloya	Inner clarity – orientation for your career goals"	Online	February 19, 2024	1 day
31	Mr. Mwebesa Edson	Organization of Professional Statistics Seminar	Kampala	March 1, 2024	1 day

S/N	Name of Staff	Title of the Trainings/ Workshops/ Conferences/ Seminars	Venue	Date	Duration
32	Mr. Mwebesa Edson	Training of final year students in Data Analysis using SPSS (Statistical Package for Social Scientists).	Muni University		1 day
33	Dr. Jalira Namugaya	Organized and attended a conference on Research and Gender Conference organized by AWoM to launch the International Day of Mathematics.		14 March 2024	1 day
34	Assoc. Prof. Morgan Andama	Attended meeting of university representative with Festo, Germany laboratory equipment company	Hougavillea hotel, Kampala	9 th April, 2024	1 day
35	Assoc. Prof. Morgan	Presented on 'Supervisor-Supervisee Relationship Management' at Graduate Research Supervision Training, Faculty of Management Science, Muni University	Muni University Council Hall	10 th June 2024	1 day
36	Staff of Faculty of Science	Graduate Supervision Workshop	Faculty of Science	20 th June 2024	1 day
37	Assoc. Prof. Morgan	Presented on Graduate Supervision in Biology	Faculty of Science	20 th June 2024	1 day
38	Dr. Martin Arop	Participated in a Virtual Course Hero's Education Summit		20 th June – 21 st June 2024	2 days
39	Dr. Kimuli Ivan	Attended Conference workshop for the Inaugural African Women in Algebra	Kabale University	1 st - 2 nd July, 2024	2 days
40	Dr. Kimuli Ivan	Engaged in presentation at STEAM (Science, Technology, Engineering, Art, and Mathematics) Festival	Kyambogo University	24 to 26 April, 2024	3 days
41	Dr. Bob Senyange	Presented on 'Digital transformation in universities: Student practices during an online Mathematics course'	IUIU campus	June 11 2024	1 day
42	Dr. Edward Bwayo	Attended the 6 th Annual conference organized at Nairobi, Kenya by the Pattern Ship for Skills in Engineering and Technology			

13.6 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 69.

Table 69: Conferences/Workshops/Seminars Attended by Staff of the Faculty

S/N	Name of Staff	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
1	Dr. Hakimu Nsubuga and Dr. Ojok Walter	How to Do Research and Get Published Webinar Series - Ethics & research integrity.	SAGE Publications	September 20, 2023	Participant
2	Dr. Ojok Walter	The Industrial Ecosystem of Si Chips and Atomic Layer Deposition as a Key Nanofabrication Technology	ACS Science Talks: Virtual Lecture Series	September 7, 2023	Participant
3	Dr. Ojok Walter	Controls of Surface Structures and Molecular Orientations in Thin Film for Organic Electronics	ACS Science Talks: Virtual Lecture Series	September 1, 2023	Participant
4	Dr. Hakimu Nsubuga and Dr. Ojok Walter	Synthetic Tunability in Open Framework Materials for Energy and Environmental Applications	ACS Science Talks: Virtual Lecture Series	August 9, 2023	Participant
5	Dr. Oloya Benson	"Conducting an Ethnobotanical survey"	Dr. Benson Oloya	22-24 August 2023	Presenter
6	Mr. Muhwezi, Godfrey	Turning Research into useful Innovations	Network for Multidisciplinary research in Africa (NEMRA)	10th October 2023	Participant
7	Dr. Kimuli Ivan, Dr. Jalira Namugaya and Dr. Bob Senyange	"Celebrating 20 Years with ISP/EAUMP/Sida, 10 Years with CIMO/HEI-ICI and Commencing of the NORHED II Funded Mathematics for Sustainable Development Project"	Mathematics for Sustainable Development Project (Makerere University-Uganda)	1-4 August 2023	Participant
8	Dr. Kimuli Ivan	Gave a talk on "Characterizations of Regular Modules" in August 2023 at the Joint African-Nordic Conference. Dr. Kimuli	Makerere University-Uganda	3 August 2023	Presenter
9	Dr. Kimuli Ivan	Short course in "Some topics in Algebra and Geometry" conducted under the Eastern Africa Algebra Research Group (EAALG)	Makerere University	August 2023	Participant
10	Mr. Paul Emong	Data Science Africa Workshop	Busitema University	20 th -22 nd September 2023	Participant
11	Physics Department	Organized the, "Space Weather and Upper Atmospheric Data analysis Training Workshop for East African Community"	Muni University	25 th – 29 th October 2023	Participants Presenters
12	Dr. Jalira Namugaya	Strategic planning and collaboration	OWSD-Uganda chapter	6/12/2023	Participant
13	Mr. Muhwezi Godfrey	Turning Research into useful Innovations	Network for Multidisciplinary research	October 10, 2023	Participant

S/N	Name of Staff	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
14	Assoc. Professor Morgan Andama and Dr. Walter Ojok	Collaborative Project meeting between Muni (Uganda) and Aalborg University (Denmark)_Preliminary visit	Prof. Morgan Andama	December 6-7, 2023	Presenter, Participant
15	Assoc. Professor Morgan Andama and Dr. Walter Ojok	Presentation on the Status and Challenges of drinking water in West Nile Region, Uganda	Prof. Morgan Andama	December 6-2023	Presenter, Participant
16	Dr. Hakimu Nsubuga and Dr Walter Ojok	Attended ACS Science Talks: Topic: Hydrogen geo-storage and cells. New Insights from Molecular to Reservoir scale.	Prof. Dr.Stefan Iglauer	December 8, 2023	Participant
17	Dr. Hakimu Nsubuga and Dr Walter Ojok	Attended an ACS Science Talks: Topic: Aerogel Materials for Sustainable Building Applications.	Prof. Mary K. Carrol	October 20, 2023	Participant
18	Dr. Hakimu Nsubuga and Dr Walter Ojok	Attended an ACS Science Talks: Topic: Fusion of Advanced Functional Materials and 3D Printing for Sustainability	Dr. Suman Singh	October 27, 2023	Participant
19	Assoc. Prof. Morgan Andama	Attended orientation of trainers and mentors for the Africhild Interuniversity Research Methods Training	Africhild	15 th February 2024	Participant
20	Mr. Muhwezi Godfrey	Building a formidable research and research uptake network	Network for Multidisciplinary research in Africa (NEMRA)	23 rd March 2024	Participant
21	Dr Walter Ojok Mr. Muhwezi Godfrey	Use of Generative Artificial Intelligence in Higher Education	Dr.Andoga Geoffrey and Ms Nakayiza Hellen Raudha	26/03/2024	Participant
22	Dr Walter Ojok	Use of AIMS for Results Management in higher Education	Academic Registrar, Muni University	27/03/2024	Participant
23	Dr Walter Ojok	Attended ACS Science Talks on 'Secondary Organic Aerosols from Biogenic and Biomass Burning Emissions: Linking Chemistry to Climate and Health Effects	Prof. Nga Lee(Sally); ACS Science Talks	29/03/2024	Participant
24	Dr Walter Ojok	A Hybrid Course on Water Quality – An Approach to People's Water Data	National Programme on Technology Enhanced Learning (NPTEL) facilitated by the Indian Institute of Technology Madras and Tel Aviv University	January 24, 2024 – May 2024	Participant

S/N	Name of Staff	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
25	Dr Walter Ojok	VNG Workshop on the establishment of the institute of Leadership and Governance of Muni University	VNG International	March, 21 2024	Participant
26	Dr Walter Ojok	How to Do Research and Get Published Series- How to write a paper: Qualitative Methodology	SAGE	6 March 2024	Participant
27	Staff of Faculty of Science	Research Management and Capacity Building Workshop Organized by Makerere University Research and Innovations Fund (MAK-RIF)	Directorate of Graduate Training Research and Innovation, Muni University	5th and 6th March 2024	Participant
28	Staff of Faculty of Science	Workshop on professional growth, research and grants writing	Faculty of Science (Dr. Julius Matsiko), Muni University	22 March 2024	Presenters/ Participants
29	Dr Walter Ojok	Master of Public Health concept presentation	Faculty of Health Sciences, Muni University	12 th March 2024	Participant
30	Dr. Benson Oloya	Inner clarity – orientation for your career goals”	University of Potsdam	February 19, 2024	Participant
31	Mr. Mwebesa Edson	Organization of Professional Statistics Seminar	UBOS, Kampala	March 1, 2024	Presenter
32	Mr. Mwebesa Edson	Training of final year students in Data Analysis using SPSS (Statistical Package for Social Scientists).	Department of Mathematics (Mr. Mwebesa) Edson, Muni University		Presenter
33	Dr. Jalira Namugaya	Organized and attended a conference on Research and Gender Conference organized by AWoM to launch the International Day of Mathematics.	AWoM	14 March 2024	Participant
34	Assoc. Prof. Morgan Andama	Attended meeting of university representative with Festo, Germany laboratory equipment company	Festo	9 th April, 2024	Participant
35	Assoc. Prof. Morgan	Presented on ‘Supervisor-Supervisee Relationship Management’ at Graduate Research Supervision Training, Faculty of Management Science, Muni University	Faculty of Management Science, Muni University	10 th June 2024	Presenter
36	Staff of Faculty of Science	Graduate Supervision Workshop	Faculty of Science	20 th June 2024	Participants/ Presenters
37	Assoc. Prof. Morgan	Presented on Graduate Supervision in Biology	Faculty of Science	20 th June 2024	Presenter

S/N	Name of Staff	Name of conferences/ workshops/ seminars	Organiser	Date Held	Participant/ Presenter
38	Dr. Martin Arop	Participated in a Virtual Course Hero's Education Summit		20 th June – 21 st June 2024	Participant
39	Dr. Kimuli Ivan	Attended Conference workshop for the Inaugural African Women in Algebra	Kabale University	1 st - 2 nd July, 2024	Participant
40	Dr. Kimuli Ivan	Engaged in presentation at STEAM (Science, Technology, Engineering, Art, and Mathematics) Festival	Kyambogo University	24 to 26 April, 2024	Presenter
41	Dr. Bob Senyange	Presented on 'Digital transformation in universities: Student practices during an online Mathematics course'	IUIU campus	June 11 2024	Presenter
42	Dr. Edward Bwayo	Attended the 6 th Annual conference organized at Nairobi, Kenya by the Pattern Ship for Skills in Engineering and Technology			Participant

13.7 Research Dissemination/Communication

The Staff of the University from time to time organises/attends research dissemination seminars where they either disseminate their research findings to stakeholders. The major ones are presented Table 70.

Table 70: Research Dissemination/Communication

S/N	Staff Name	Research paper	Venue	Date Held	Participant
1.	Dr. Imran Ejotre	Overview of the Uganda Bat Immune Study (UBIS) Project and its Relevance	Conference Hall, Muni University Symposium	15 th July 2023	Presenter
2.	Assoc. Prof. Morgan Andama	Invasion of <i>Salvinia molesta</i> in Lake Kyoga and Dodder Weed in Maracha District as a Result of Anthropogenic Influences	Conference Hall, Muni University Symposium	15 th July 2023	Presenter

13.8 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 71.

Table 71: Faculty of Science Community Engagements

S/N	Staff Name, Title & Department	Type of Community Engagement	Venue	Date Held	Participant
1	Staff and students of Department of Physics	One (1) community outreach for career guidance to secondary schools	Kijomoro secondary school and Micu secondary school	4 th October 2023	Participants
2	Staff and Students of Department of Physics	Third year physics students were taken for a study tour to the Laboratory of Ministry of Energy and Mineral Development located at Entebbe. The tour which took place from 28 th to 30 th November was organized for 10 male and 1 female students. The students were accompanied by 7 staff members (2 females 5 males). The purpose of the tour was to make the students appreciate the application of physics in the field of geophysics. The figure below	Laboratory of Ministry of Energy and Mineral Development located at Entebbe	28 th to 30 th November 2024	Participants
3	Staff and students of Department of Chemistry	2. Outreach to Wandu Progressive school by the members of the chemistry Department: Theme: Demystifying Chemistry and ways of attending University Education	Wandu Progressive school	November 7, 2023	Participants
4	Staff and MSc students of Department of Chemistry	Outreach to Waste Collection, Management and Processing Facility located in Euata. Coordinated by: Dr. Walter Ojok Date: December 8, 2023	Waste Collection, Management and Processing Facility located in Euata	December 8, 2023	Participants
5	Staff and students of Department of Chemistry	Outreach to National Water treatment facility and Dadamu sewage treatment facility	National Water treatment facility and Dadamu sewage treatment facility	December 8, 2023	Participants

S/N	Staff Name, Title & Department	Type of Community Engagement	Venue	Date Held	Participant
6	Staff and students of Department of Biology	Community outreaches to sensitise Muni University surrounding communities on conservation of surrounding wetland ecosystems. Sensitization of local communities of Euwata on the conservation and climate change related issues.	Muni University surrounding communities Communities of Euwata	March 2024	Participants
7	Staff and students of Department of Biology	Community sensitization by staff and students on department of Biology on water use, sanitation and health around Muni cell, Arua city	Muni cell, Arua city	12 th April, 2024	Participants
8	Staff and students of Department of Biology	Popularizing programs in Biology department at Muni University and Career guidance motivational talks to 'O' and 'A' level students at Angal Secondary School, Nebbi District.	Angal Secondary School, Nebbi District	12 th April, 2024	Participants
9	Staff of Faculty of Science	Engaged in School practice for Third Year Students,	Selected secondary schools in West Nile and Gulu Subregion	03 rd June-19 th July 2024	Participants

13.10 Innovation

13.10.1 External Research Grants Won

Table 72: Post-Doctoral Fellowship grant

S/N	Principal Investigator and Co-PI	Award Code	Title	Award Date	Amount (UGX)	Duration
1	Dr. Geoffrey Andama	-	2-year Marie Sklodowska-Curie Actions (MSCA) Post-doctoral Fellowship grant	-	Euro 260,000	-
2	Dr. Geoffrey Andama	-	Grant for Training in Post- Doctoral and Graduate Training in Physics	-	Euro 750,000	-

13.10.2 Research Collaborations

1. Research Collaboration between Muni University and Bucknell University (USA) in undertaking collaborative project on Uganda Bat Research Studies.
2. Collaboration between Muni University and Aalborg University to implement the collaboration project "Future Environment Engineers for clean drinking water in Uganda" [FEEDU].
3. Collaboration between Muni University and Uganda Industrial Research Institute.

13.11 Community Engagement

Faculty of science held several community engagement activities in the areas of popularizing science subjects across two secondary schools in West-Nile region, trained communities in conservation of the environment, water use, sanitation and health as evidenced by pictures below.



Figure 37: A Geophysicist explaining the activities at the laboratory to the students of Muni university during study tour to the Laboratory of Ministry of Energy and Mineral Development located at Entebbe on 28th to 30th November 2024.

FACULTY OF HEALTH SCIENCES

14

CHAPTER

14.1 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 was Dr. Mangwi Richard Ayiasi and currently Dr. Dricile Ratib. FHS has three departments, which include Nursing and Midwifery, Public health and Medical Laboratory sciences. Currently, two programs are running at the faculty (Master of Public Health and Bachelor of Nursing Science). Bachelor of Medical Laboratory Science was accredited in the FY 2023/2024 and the first cohort of students will be admitted in 2024/2025. National Council for Higher Education inspected the premises for accreditation of Bachelor of Midwifery Science. A few recommendations were made for correction before final accreditation of the program.

Vision:

To be a model health training entity to transform the health care sector in Uganda and beyond

Mission:

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

14.2 Administrative Structure of the Faculty

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





Dr. Dricile Ratib
Ag. Dean
Faculty of Health Science



Ssemujju Stephen
Ag. HoD
Public Health



Ms. Mary Aleni
Ag. HoD
Nursing and Midwifery



Ms. Akiteng Winnie
Ag. HoD
Medical Laboratory Sciences

14.3 Programmes Offered

1. Master of Public Health
2. Bachelor of Nursing Science

14.4 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.

14.5 Teaching and learning

Teaching and learning were conducted for 2 semesters and 1 recess term still running since 21st May 2024 and ending on 23rd July 2024. The total number of weeks of teaching and learning was 38 as opposed to the planned 39 weeks. This was because the recess term was reduced in length to 8 weeks as opposed to 9 weeks of teaching and learning in order to return to the pre COVID-19 academic calendar. The students were taught in class, clinical areas, and in the community. Two End of semester examinations were conducted with each taking 2 weeks per semester and end of Recess term examination will take 1 week making a total of 5 weeks of examination.



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



Figure 39: End of semester examinations in the skills laboratory and Arua Regional Referral hospital

14.6 Field attachment

During semester two in October 2022, 36 year four nursing students were placed in three health Institutions to practice teaching skills (Maracha School of Nursing and Midwifery, Kuluva School of Nursing and Kajokeji Health Institute).

Master of Public health and Nursing students were place to practice community health nursing. During the community visits, the students were equipped with knowledge, skills and attitude necessary for provision of public health and 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.



Figure 40: Master of Public Health students at water treatment plant in Arua City

Thirty four (36) year four Bachelor of Nursing students were placed for Domiciliary in the community within 10km radius of Arua Regional Referral hospital until. 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 41: A Nursing student caring for a postnatal mother and baby at home in Arua city (Domiciliary Care)

Nursing Faculty together with students conducted patient centered care (PCC) campaign at Oluko and Pajulu Health Centre III, Arua city. Thirty eight (113) participants attended including health facility staff, Village Health (VHTs) and patients. Patient centered care is care that is respectful and responsive to individual patient preferences, needs and values, and ensuring that patient values guide all clinical decisions. This campaign is being run by Muni University in partnership with ARRH and Seed Global Health.

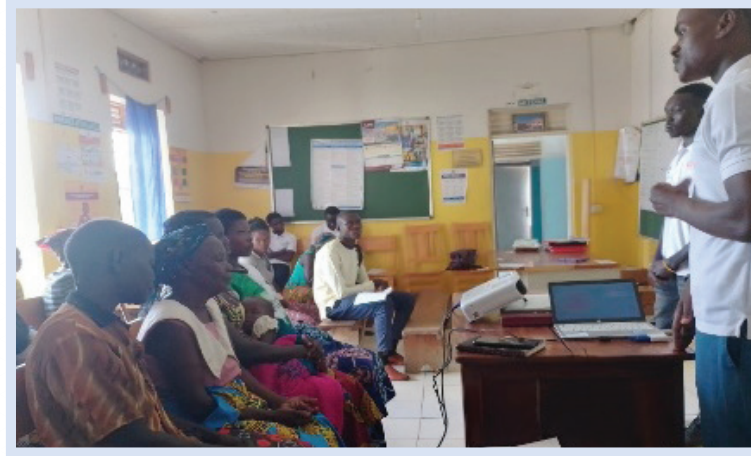


Figure 42: Nursing faculty and students conducting patient centered care campaign at Pajulu and Oluko HCIII

Muni University Midwifery faculty in conjunction with stake holders at Arua Regional Referral Hospital (ARRH), District Health Offices and implementing partners in West Nile organized the international pre-eclampsia week and commemoration of the day (22nd May 2024) The Nursing department staff participated in planning of activities, resource mobilization and presentations in the grand rounds held at Muni University and Arua School of Comprehensive Nursing and Midwifery on 20th and 21st May respectively. The activity drew participants nationally. Students from Health training institution in West Nile attended the grand rounds in large numbers.

14.7 Training Organized

14.7.1 Basic Emergency Care Training

The department of Nursing and Midwifery conducted 3 days Basic Emergency Care training for 36 year four and 46 year three students from 18-19 February and 15-16 March respectfully. This training was funded Seed Global Health partnership. The facilitators were 3 Clinical Faculty Nursing Muni University and 2 staff of Emergency department of Arua Regional Referral Hospital (ARR).



Figure 43: Year three Nursing students conducting practical sessions during BEC training

14.7.2 Emergency Triage Assessment and Management (ETAT) training

A three day ETAT training was conducted for 46 year three Nursing students from 8th to 10th March 2024. The aim of the training was to strengthen their skills for performing emergency triage, assessment and management of paediatric emergencies. The venue was at the anatomy laboratory being facilitated by 3 nursing faculty and 2 staff of Emergency department of ARRH. This training was funded by Seed Global Health.



Figure 44: Year three Nursing students conducting practical sessions during BEC training

14.7.3 Neonatal Resuscitation training

A one day training on neonatal resuscitation was conducted for 46 year 3 nursing students being funded by Seed Global Health. This training took place on 23rd March 2024 and the aim of the training was to Strengthen BNS students' knowledge and skills for performing neonatal resuscitation. The facilitators were 3 Midwifery faculty and 2 exchange students from Antwerp University in Belgium. This activity was funded by Seed global Health.



Figure 45: Skills demonstration during neonatal resuscitation training

14.7.4 Training of Patient Centered Care (PCC) Champions

One day training was conducted for 30 clinical staff of ARRH on PCC on 18th September 2023. The aim of the training was to equip the staff with knowledge and skills of delivery of PCC so that they can become champions and mentor other staff and students in PCC service delivery. Patient centered care is care that is respectful and responsive to individual patient preferences, needs and values, and ensuring that patient values guide all clinical decisions. This campaign is being run by Muni University in partnership with ARRH and Seed Global Health.

Table 73: 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 Dorothee Line	Basic Basic Emergency Care	Muni University	18-19/02/2024 15-16/03/ 2024	4 days
2	Aleni Mary Andru Monicah Odongo Ronald	Neonatal Resuscitation	Muni University	23/03/2024	1 day
3	Assusi Mildred Edna Guma Nurdin	Emergency triage and assessment management	Muni University	8-10/03/2023	2 days
4	Andru Monicah Twesigye Deus Guma Nurdin	Training of patient cantered care champions	Muni University	18/09/ 2023	1 day

14.8 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 74.

Table 74: 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, been renewed for another 5 years starting July 2024
2	Sim For Life	Simulation based education	Muni University/ Mbarara University of Science and Technology	Open
3	Muni Labs	Maracha Hospital Data Project	Muni University	Open
4	Ministry of Health	Malaria prevention and Indoor Residual Spraying (IRS)	Ministry of Health Division of Malaria Control	3 years
5	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
6	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-centered maternal, neonatal, child health and emergency care in the Arua Regional Referral Hospital by 2025. A number of activities were conducted this year including student led patient centred care activities, Training of nursing students on Basic Emergency Care, neonatal resuscitation, Emergency Triage and assessment management and ARRH staff on PCC so that they can become PCC champions. A number of quality improvement projects are being conducted at ARRH and at the department of Nursing and Midwifery. A research project on evaluation of patient centred care delivery and patient satisfaction with PCC approaches in patient care at ARRH was conducted and manuscript sent for publishing, awaiting their decision.

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. A number of activities were implemented here including peer mentorships, simulation scenario development and routine simulation based teaching and learning.

Muni University and University Collage Absalon- Denmark partnership, one nursing student from University Collage Absalon visited Muni University and practised clinical skills at ARRH for 3 weeks from 22nd November to 7th December 2024.

Muni University and Antwerp University in Belgium partnership, four midwifery student from Antwerp University visited Muni University and practised clinical skills at Arua Regional Refferal Hospital for three (3) months from 29th January to 7th April 2024.

14.9 Staff of the Faculty

To effectively and efficiently deliver teaching, learning, and research 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 75: Faculty of Health Sciences Staff, Qualifications, and Teaching Load

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load (CU)
1	Richard Mangwi Ayiasi	Male	Ph.D.	Public Health	Senior Lecturer	18
2	Dricile Ratib	Male	Ph.D.	Public Health and Emerging and Neglected Infectious Disease	Lecturer	22
3	John Roberts Padde	Male	PhD.	Pathogen Biology	Lecturer	00
4	Drasiku Amos	Male	PhD. Track	Health Sciences	Assistant Lecturer	14
5	Tracy Alexis Kakyio	Female	PhD.	Clinical Education and Research	Assistant Lecturer	14
6	Nyakuni Peter	Male	PhD. Student	Health Sciences	Assistant Lecturer	19
7	Afayo Robert	Male	PhD. Student	Health Sciences	Assistant Lecturer	8

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load (CU)
8	Tibyangye Julius	Male	PhD. Track	Microbiology	Assistant Lecturer	0
9	Benson Musinguzi	Male	PhD Track	Biosecurity	Chief Laboratory Technician	13
10	Atiku Saad Mahjub	Male	PhD. Track	Biochemistry	Assistant Lecturer	13
11	Dr. Odaga Jimmy	Male	Master	Surgery	Lecturer	22
12	Aleni Mary	Female	Master	Midwifery and Women's Health	Assistant Lecturer	25
13	Andru Monicah	Female	Master	Midwifery and Women's Health	Assistant Lecturer	22
14	Akao Mary Grace	Female	Master	Midwifery and Women's Health	Assistant Lecturer	22
15	Assusi Mildred Edna	Female	Master	Critical Care Nursing	Teaching Assistant/ Clinical Instructor	24
16	Ssimbwa Geoffrey	Male	Master	Physiology	Assistant Lecturer	16
17	Ismail Draguma Legason	Male	Master	Public Health	Assistant Lecturer	8
18	Akiteng Winny	Female	Master	Laboratory Medicine	Assistant Lecturer	18
19	Edema William	Male	Master	Clinical and Molecular Microbiology	Chief Laboratory Technician	22
20	Hope Derick	Male	Master	Medical Microbiology	Assistant Lecturer	18
21	Anyase Ronald Amaza	Male	Maste	Pharmacology	Assistant Lecturer	13
22	Otim Tony Douglas	Male	Bachelor	Mental health	Teaching Assistant	19
23	Twesigye Deus	Male	Bachelor	General Nursing practice	Teaching Assistant/ Clinical Instructor	19
24	Jokindu Ronald	Male	Bachelor	Hospital and Health Care Management	Teaching Assistant/ Clinical Instructor	18
25	Guma Nurdin	Male	Bachelor	General Nursing practice	Teaching Assistant/ Clinical Instructor	18
26	Chelimo Philis	Female	Bachelor	General Nursing practice	Teaching Assistant/ Clinical Instructor	8
27	Odongo Ronald	Male	Bachelor	Midwifery	Teaching Assistant/ Clinical Instructor	5

S/N	Name	Gender	Highest Qualification	Specialization	Rank	Teaching Load (CU)
28	Job Tekakwo	Male	Bachelor	Lab Science	Laboratory Technologist	0
98	Amadile Lawrance	Male	Bachelor	Histopathology	Laboratory Technologist	0
30	Cosmas Andrugwa	Male	Bachelor	Lab Science	Laboratory Technologist	12

Table 76: Faculty of Health Sciences projects conducted

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. Made on yearly basis
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. Dricle 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
6	Socio-cultural, Economic, Health and Biochemical Impacts of chewing cathe edulis in Arua City	Atiku Saad Mahjub	March 2024	1 year	28,320,000

15

CHAPTER

DIRECTORATE OF GRADUATE TRAINING, RESEARCH, AND INNOVATION

15.1 Introduction

The Directorate of Graduate Training, Research and Innovation (DGTRI) at Muni University was fully operationalized in 2022. Before then, research related activities at the University were implemented under the Research and Innovation unit. Structurally, DGTRI reports to the University Senate through the Board of Graduate Training, Research and Innovation (BoGTRI). The Directorate has two arms, namely (i) **Graduate Training** which links with faculties and academic departments to support teaching and learning, and (ii) **Research and Innovation** which supports research and innovation activities across the university. The research and innovation arm has three departments, namely: Research and innovation, Grants, and Intellectual Property Protection.

The vision of DGTRI is “to be a leader in graduate training, research and innovation, for transformation and development”, and its mission is, “to facilitate top-notch graduate training and transformative research and innovation, at Muni University”. The strategic objective of the research arm of DGTRI at Muni University is to promote quality research, innovation and commercialization of outputs for societal transformation. It focuses on achieving the Sustainable Development Goals that provide a framework for identifying national priorities geared towards, poverty reduction and sustainable development.

15.2. Roles of the DGTRI

- i. Coordinate and manage graduate training and research
- ii. Develop, review, and promote policies and guidelines that support graduate training, research, innovation and community engagement
- iii. Harmonize the development, review, and implementation of graduate programmes
- iv. Mobilize funding to support graduate training, research, innovation, and community engagement



- v. Develop and nurture strategic partnerships to foster graduate training, research, innovation, and community engagement
- vi. Facilitate research communication, networks, and partnerships nationally and internationally
- vii. Undertake innovative research and community engagement
- viii. Support faculties in graduate training processes
- ix. Encourage research, innovation, and community outreach by the members of the University community
- x. Enhance staff and graduate students' capacity in developing grant proposals and scientific writing
- xi. Manage the Muni University Research Fund (MURIF) and any other public research funds received by Muni University.
- xii. Promote the dissemination of research findings

15.3. DGTRI policies and guiding documents

- MUNIRIF Guidelines
- Muni University Research Management Policy

The other documents that have been developed, and are awaiting Council approval to guide DGTRI operations in the short and medium term include:

- Research and Innovation Policy
- Intellectual Property Policy
- Community Engagement Policy
- Project Over Head Cost Policy

Through research, innovation, and commercialization of related outputs, Muni University through DGTRI aims to contribute towards the transfer of knowledge and skills for societal transformation. In effect, the Directorate has had a series of activities performed to fulfill its mission, vision and objectives.

15.4 Status on implementation of MUNIRIF

The DGTRI awarded grants to research teams including students of Muni University. The Directorate has also provided support and monitored the execution of the research and innovation projects. A total of 35 Staff Research teams were awarded grants to conduct research in different project areas (**Table 77**) and 13 Students Innovation teams were awarded grants to execute innovation projects (**Table 78**).

Table 77: MUNIRIF staff grants awarded in the FY 2023/2024

Project Reference	Project Title	PI & Faculty/Unit	CO-PI & Faculty	Award
MRIF02/01	An Integrated Agricultural Enterprise Resource Planning (IAERP) for Farmers' Associations in the West Nile region	Dr. Guma Ali Faculty of Technoscience	Dr. Taban Habibu Faculty of Technoscience	39,000,000
MRIF02/02	Development and Commercialization of nutrient-enhanced and Climate Resilient Common Bean Varieties for Improved Livelihoods	Dr. Alex Abaca Agriculture & Environmental Sciences	Mr. Edson Mwebesa Faculty of Science	58,000,000

Project Reference	Project Title	PI & Faculty/Unit	CO-PI & Faculty	Award
MRIF02/03	GIS based monitoring solution for Parish Development Model Implementation in Uganda	Dr. Dan Abudu Faculty of Technoscience	Dr. Geoffrey Andogah Faculty of Technoscience	53,000,000
MRIF02/04	A Mobile Financial Tool for Microfinance Management: A Case of the Village Savings and Loans Associations in West Nile Region - Uganda	Dr. Taban Habibu Faculty of Technoscience	Ms. Suzan Laker Faculty of Education	40,000,000
MRIF02/05	Empowering Women Entrepreneurs in West Nile Uganda: A Mobile-Based Financial Management Solution for Sustainable Business Growth	Ms. Suzan Laker Faculty of Education	Ms. Patricia Ndemaru, MU Business Incubation Center	29,800,000
MRIF02/06	Genomic evaluation of antifungal resistance and virulence factors among candida species isolated from people living with HIV in Uganda.	Musinguzi Benson, Faculty of Health Sciences	Hope Derick, Faculty of Health Sciences	30,000,000
MRIF02/07	Development of Mosquito Repellent Cosmetics from Medicinal Plants for the Prevention of Malaria	Dr. Benson Oloya Faculty of Science	Assoc. Prof. Morgan Andama Faculty of Science	79,990,000
MRIF02/08	I Wonder Why? Elementary Geometry Resource Book of Derivations of Formulas and Rules	Mr. Edson Mwebessa Faculty of Science	Dr. Jalira Namugaya Faculty of Science	29391000
MRIF02/09	Innovative Solar Dryer: Enhancing Crop Preservation and Quality Through Sustainable Drying Solutions in the West Nile Region of Uganda	Dr. Edward Bwayo Faculty of Science	Dr. Oryema Bosco Faculty of Science	76,145,000
MRIF02/10	Evaluating and scaling up the multiplication of Vitamin A-rich banana lines in West Nile Sub Region to address climate change	Francis Onyilo Faculty of Agriculture & Environmental Sciences	Alex Abaca Faculty of Agriculture & Environmental Sciences	80,000,000
MRIF02/11	Capacity Building for Responsible Integration of Generative Artificial Intelligence to Enhance Teaching-and-learning at Muni University (RIGAI4Educ)	Ms. Nakayiza Hellen Raudha Faculty of Technoscience	Dr. Bona. I. Maandera Quality Assurance Unit	30,000,000
MRIF02/12	Establishing a Sustainable Biological Field Station at Ajai Wildlife Reserve, Madi-Okollo District, West Nile region	Dr. Imran Ejotre Faculty of Science	Assoc. Prof. Dr. Morgan Andama Faculty of Science	79,780,000
MRIF02/13	Solar-powered agricultural cold storage: innovative cooling solution with ordinary air conditioning (Chumba Baridi)	Dr. Andogah Geoffrey Faculty of Technoscience	Eng. Innocent Opio Miria Faculty of Technoscience	63,770,000

Project Reference	Project Title	PI & Faculty/Unit	CO-PI & Faculty	Award
MRIF02/14	Profiling EBV genomes in endemic Burkitt Lymphoma (EBVL study)	Dr. Richard Mangwi Ayiasi Faculty of Health Sciences	Ismail, Legason Draguma Faculty of Health Sciences	79,836,040
MRIF02/15	Smart Dustbin System: Enhancing Waste Data Tracking in Arua City	Dr. Jalira Namugaya Faculty of Science	Ms. Suzan Iaker Faculty of Education	79,610,000
MRIF02/16	Development of a Radio Station at Muni University	Dr. Nkamwesiga Lawrence Faculty of Techno-Science	Dr. Andogah Geoffrey Faculty of Techno-science	80,000,000
MRIF02/17	Championing the development of standard evidence-based guidelines and protocols for domiciliary midwifery training for Low-risk pregnant women in Uganda	Mary Grace Akao Faculty of Health Science	Mary Aleni Faculty of Health Science	29,970,000
MRIF02/18	Formulation and efficacy of pumpkin seed powder and oil in the prevention and management of Lower Urinary Tract Syndrome: From the lab bench to commercialization	Dr. Fred Bwayo Masika Faculty of Science	Ms. Kawuma Carol Faculty of Education Busitema University	79,400,000
MRIF02/19	Development of nanotech-enabled fertilizer for improved crop productivity in nutrient-deficient soils	Dr. Walter Ojok Faculty of Science	Dr. Onyilo Francis Faculty of Agriculture and Environment Sciences	79,415,000
MRIF02/20	Contextualised Online Learning Resources to Enhance the Implementation of a Competence Based Curriculum in Secondary Schools of West Nile Sub – Region	Dr. Paul Edabu. Faculty of Education	Mr. James Isingoma Faculty of Education	76,975,000
MRIF02/21	Developing Ceramic Water Filters Integrated with Solar-Powered UV Disinfection System for Point-of-Use Water Purification in Community Congregate Settings	Dr. Philip Isaac Omwene, PhD Faculty of Agriculture and Environmental Sciences	Ms. Sandra Langi Faculty of Agriculture and Environmental Sciences	79,945,000
MRIF02/22	A model for realigning Business Programs Curricula, Teaching Methods, and Industry collaboration for practical impact in Uganda	Mrs. Rehema Batamuriza Faculty of Management Science	Mr. Abiriga Isaac, Accounts Department	30,000,000
MRIF02/23	Developing Community-Based Breeding Programs for enhanced commercial goat production under low-input production systems of West Nile	Dr. Onzima Robert Boyle Faculty of Agriculture and Environmental Sciences	Dr. Alfred Alumai Faculty of Agriculture and Environmental Sciences	79,963,400

Project Reference	Project Title	PI & Faculty/Unit	CO-PI & Faculty	Award
MRIF02/24	Introducing Black Soldier Fly Farming for Waste Recycling, Biofertilizer Production, Animal Feed and Household Income in Arua City	Dr. Robert Opoke Faculty of Science	Dr. Robert Opiro Gulu University	79,790,000
MRIF02/25	Joint Evaluation and Testing of Muni-bean Breeding Lines for Distinctness, Uniformity, and Stability.	Dr. Alex Abaca Faculty of Agriculture and Environmental Sciences	Mr. Edson Mwebesa Faculty of Science	80,000,000
MRIF02/26	Enhancing Food Safety, Nutrition and Testing Capabilities for Agricultural Products in the West Nile Region of Uganda	Dr. Alfred Alumai Faculty of Agriculture and Environmental Sciences	Mr. Solomon Odur Faculty of Agriculture and Environmental Sciences	80,000,000
MRIF02/27	Establishment of Muni University Botanical garden for conservation of endangered Medicinal plants for treatment of killer diseases in West Nile, Uganda	Ms. Betty Akwongo Faculty of Science	Dr. Benson Oloya Faculty of Science	29,995,620
MRIF02/28	Harvesting Nature's Power: Fish Swim-Bladders as Piezoelectric Nanogenerators for Sustainable Self-Powered Healthcare Monitoring Devices	Dr. Bosco Oryema Faculty of Science	Dr. John Bosco Omony Faculty of Science	77,600,000
MRIF02/29	Diversity of human and plant pathogenic fungi and their cross-resistance to antifungal agents at the agricultural fungicide interface in West Nile, Northern Uganda	Hope Derick Faculty of Health Sciences	Musinguzi Benson Faculty of Health Sciences	30,000,000
MRIF02/30	Advancement of Transformative Climate-Resilient Rice Research and Seed Systems	Mr. Moses Okello FAES	Dr. Alex Abaca Faculty of Agriculture and Environmental Science	30,000,000
MRIF02/31	Promoting Sustainable Energy Practices and Forest Conservation through Optimizing Shea Tree Nut Waste: A Pathway towards Clean Energy and Climate Action in West Nile sub-region, Uganda	Dr. Philly Ivan Kimuli Faculty of Science, Muni University	Dr. Jalira Namugaya Faculty of Science	79,000,000
MRIF02/32	Developing Artemisia herbal formulations for intermittent preventive treatment of malaria in children (IPTc) in West Nile – Phase 2	Dr. Ratib Dricile Faculty of Health Sciences	Dr. Alfred Alumai, PhD FAES	77,792,000
MRIF02/33	Ethnobotanical Survey of Medicinal Plants Used for Managing Erectile Dysfunction in West Nile, A Prerequisite to Natural Drug Development	Anyase Ronald Amaza Faculty of Health Sciences	Dr. Oloya Benson Faculty of Science	29,980,000

Project Reference	Project Title	PI & Faculty/Unit	CO-PI & Faculty	Award
MRIF02/34	The Social-cultural, Economical, and Biochemical complications associated with chewing Cathe edulis (Khat) in Arua City, Uganda.	Atiku Saad Mahjub Faculty of Health Science	Akiteng Winnie Faculty of Health Science	28,339,200
MRIF02/35	Assessing Cancer Incidence in Arua District: A Baseline Survey for Cancer Biomarker Study and Feasibility Evaluation of Periodic Cancer Surveillance in Resource-Limited Environments	Mr. William Edema Faculty of Health Science	Mr. Edson Mwebessa Faculty of Health Science	29,975,000
TOTAL				2,036,462,260

Table 78: MUNIRIF Students' Innovation Grants awarded in the FY 2023/2024

Reference	Proposals Evaluated	Student Team Leader & Faculty/Unit	Mentor & Faculty	Amount
MUNIRIF – SIG 01/01	Digital vein detector.	Opio Elly Faculty of Health Sciences	Ms. Monicah Andru Faculty of Health Science	9,711,740
MUNIRIF – SIG 01/02	Development of a Web and Mobile-Based Solution with GPS Technology to Mitigate Animal Theft in Rural Communities in Uganda.	Dramiga Moses, Faculty of Technoscience	Dr. Guma Ali Faculty of Technoscience	10,000,000
MUNIRIF – SIG 01/03	Multipurpose application of black soldier flies in promoting circular Agriculture	Amandu Ronald Faculty of Agriculture and Environmental Sciences	Mr. Ogwang Francis Faculty of Agriculture and Environmental Sciences	7,532,000
MUNIRIF – SIG 01/04	Black Soldier Fly Larvae Farming.	Etumu Daniel Faculty of Education	Ms. Okwong Davis Faculty of Education	9,260,000
MUNIRIF – SIG 01/05	Production of potato (solanum tuberosum) seeds in form of mini tubers and apical rooted cuttings.	Tibia Eric Faculty of Agriculture and Environmental Sciences	Mr. Okello Moses Faculty of Agriculture and environmental sciences	9,300,000
MUNIRIF – SIG 01/06	Development of Mobile Application for Hostels Surrounding Muni University	Ogwal Josuha Robin Faculty of Technoscience	Dr. Taban Habibu Faculty of Technoscience	10,000,000
MUNIRIF – SIG 01/07	Feed Formulation for urban and Peri-Urban Livestock farming.	Eguma Geoffrey Faculty of Agriculture and Environmental Sciences	Dr. Onzima Robert Boyle Agriculture and Environmental Sciences	8,760,000

Reference	Proposals Evaluated	Student Team Leader & Faculty/Unit	Mentor & Faculty	Amount
MUNIRIF – SIG 01/08	Development of an Online Marketing Platform: A Case of SMEs in Arua City	Namaga Gubi Eric Faculty of Technoscience	Mr. Enock Wambi Faculty of Technoscience	9,800,000
MUNIRIF – SIG 01/09	Amani spicy sauce (value addition to tomatoes)	Amajuru Habert Faculty of agriculture and Environmental Sciences	Mr. Basuta James Faculty of Management Sciences	9,420,000
MUNIRIF – SIG 01/10	Muni University Students' Green Hub Project Network (MUSGH ProNet)	Adrole Vincent Faculty of Education	Mr. Moses Okello Faculty of Agriculture and Environmental sciences	10,000,000
MUNIRIF – SIG 01/11	Sustainable Muni University tree nursery and learning centre(sumtalc)	Asiku Robert Faculty of Agriculture and Environmental Sciences (Student)	Dr. Phillips Owene Isaac Faculty of Agriculture and Environmental Sciences	10,000,000
MUNIRIF – SIG 01/12	Organic pesticide build-up	Aludriyo Dominic Faculty of Agriculture and Environmental Sciences	Dr. Onyilo Francis Faculty of Agriculture and Environmental Sciences	9,800,000
MUNIRIF – SIG 01/13	Naturally developed mosquito repellants to suppress malaria escalation in west Nile	Dennis Luyima Faculty of Technoscience	Dr. Taban Habibu Faculty of Technoscience	10,000,000
TOTAL				113,583,740

15.5. Grants under DGTRI

During the Financial Year 2023/2024, the staff from the DGTRI collaborated with faculty teams and external partners to develop several grant applications. Several grants were won and are at different stages of implementation (see *table.79*).

Table 79: Grants under DGTRI

Project Name	Project Period/ Project Value	Principal Investigator	Source of Funding	Status	Expected output by the end of the project period
Refugee and Host Community Youth Empowerment and Transformation Initiative (RETI)	4 Years USD 27,358,466	Clement Okia	The Mastercard Foundation	Started in Oct 2023 On-going	<ul style="list-style-type: none"> 100,000 young people (70% female) skilled in vocational courses 70% of the trained young people transitioned into dignifying and fulfilling work.

Project Name	Project Period/ Project Value	Principal Investigator	Source of Funding	Status	Expected output by the end of the project period
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 EUR 514,388	Clement Okia	Austrian Development Cooperation	On-going	<ul style="list-style-type: none"> • 4 PhD students trained • New MSc Program in Food Systems and Natural Resources Governance developed • Soil Lab and Muni University equipped to support research • A community development strategy developed • Summer School for BOKU and Muni University students conducted.
Development of innovative horticulture technologies for improved income and livelihoods among small-scale women farmers in Uganda	3.5 years USD 385,064	Robert Kajobe	USAID through UC Davis Horticulture Innovation Lab	On-going	<ul style="list-style-type: none"> • Best Agronomic options to reduce vegetable losses determined • Best harvest and post-harvest handling practices for vegetables determined • Best marketing and market access strategies for vegetables determined
Making food system innovation platform operational to transform regional food systems towards regenerative and inclusivity in Ethiopia, Kenya and Uganda	5 years EUR 950,000	Robert Kajobe	IKEA Foundation through Wageningen University & Research	On-going	<ul style="list-style-type: none"> • Food and nutritional security assured • Livelihoods resilience • Ecosystem health • Equality and caring community
Development and commercialization of bee products for increased income and export in Uganda	1 year UGX 220,265,217	Robert Kajobe	Government of Uganda through the STI Secretariat, Office of the President	Ended	<ul style="list-style-type: none"> • Bee products developed including honey, bees wax and propolis • 400 bee keepers trained • 60 apiary trainers trained • Honey and bee wax products characterised

Project Name	Project Period/ Project Value	Principal Investigator	Source of Funding	Status	Expected output by the end of the project period
Keeping it Cool: Innovative Cold Chain Research for Sustainable Off-Grid Livelihoods (KCOOL)	1.5 years UK Pound Sterling 115,000	Robert Kajobe	The British Academy	Started July 2024	<ul style="list-style-type: none"> Cooling Innovation in the Food-Energy Nexus enabled Knowledge on Cold Chain Innovations with Indigenous Communities built

15.6. 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 ones are presented in **Table 80**.

Table 80: Trainings attended by DGTRT team

Name of Staff	Title of Training attended	Institution / Organizer of Training	Dates of Training	Duration
Prof. Robert Kajobe, Prof. Clement Okia, Mr. Ronald Hiirya	Research capacity building for MuniRIF research teams. 37 members participated (28 Male and 09 Female)	Makerere University	August 2023	One day
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
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
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

15.7 Partner Meetings/Workshops/ Conferences attended

To support the implementation of the research and innovation projects, various partner meetings, workshops and conferences were organized, in which the Directorate team were involved. The major events attended are presented in Table 81.

Table 81: Partner Meetings/Workshops/ Conferences attended

Name of Staff	Title of Workshop/ Conference attended	Institution / Host of Workshop/ Conference	Date of Workshop/ Conference	Duration
Assoc. Prof Clement Okia, Ms. Sandra Langi	Education and Skilling Information sharing workshop organized by Mastercard foundation, held at Onomo Hotel	Mastercard Foundation	01/10/2023 40 participants (15 Female and 25 Male)	One Day
Prof. Robert Kajobe	Benchmarking engagement on Translation and Commercialization of Innovative Research Ideas, held in Ghana, aimed at establishing partnership on Research and Innovation, with Kwame Nkrumah University of Science and Technology, Kumasi, Ghana. 6 members (all male) participated.	Kwame Nkrumah University of Science and Technology, Kumasi, Ghana	October 7 th to October 14 th , 2023 (6 males)	8 days
Prof. Robert Kajobe	Meeting with Japan Development Assistance in Uganda. 30 participants (11 Female and 19 Male).	Desert Breeze Hotel, Arua.	23/11/2023	One day
Assoc. Prof. Clement Okia	Inception meeting held with Mastercard Foundation, two other universities and six NGOs. 73 participants (27 Female and 46 Male), attended	Muni University	31 st Oct – 1 st Nov, 2023.	Two days
Assoc. Prof. Clement Okia	Meeting with Forest Stewardship Council (FSC) International members, 55 participants (13 Female and 42 Male)	Speke Resort Hotel, Munyonyo	6 th – 7 th October 2023	Two days
Prof. Robert Kajobe	Contextualization and adaptation of “Collaborate to Regenerate” (C2R) tools and processes for Uganda, Ethiopia and Kenya using West Nile as a case study.	REFOOTURE Project, Yumbe District	November 2023	One week
Prof. Robert Kajobe	Project inception workshop on a horticulture a research project aimed at developing innovative horticulture technologies for improved income and livelihoods among small scale women farmers in Uganda. Attended by Muni University staff, Omia Agribusiness Development Group Limited and Arua District Local Council staff	Muni University	February 2024	One day

Name of Staff	Title of Workshop/ Conference attended	Institution / Host of Workshop/ Conference	Date of Workshop/ Conference	Duration
Prof. Robert Kajobe	REFOOTURE project annual planning workshop at Apricot Guesthouse in Kampala Attended by the project partners from: Muni University, Uganda; Egerton University, Kenya; and Bahir Dar and Jimma Universities from Ethiopia.	Muni University	19 th to 22 nd February 2024.	4 days
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

15.8 Collaborations and Partnerships

The Directorate coordinated the formation of various research collaborations/partnerships in the Financial Year 2023/2024. Partnership agreements were signed to that effect as highlighted in **Table 82**.

Table 82: Research Collaborations and Partnerships signed

Collaborator / Partner	Area of Collaboration / Partnership	Lead Partner	Duration
Omia Agribusiness Development Group Limited	Horticulture research project aimed at developing innovative horticulture technologies for improved income and livelihoods among small scale women farmers in Uganda. The project is funded by USAID through the Feed the Future Innovation Lab for Horticulture-UC Davis. In East Africa, the project is coordinated by the East Africa Horticulture Regional Hub in Nairobi.	Muni University	5 Years
Ministry of ICT and National Guidance	Development of the regional ICT Hub	Muni University	5 Years
Exeter University's Environment and Sustainability Research Group	Collaborative research on cold chain storage facility for Agricultural products.	Exeter University's Environment and Sustainability Research Group	
Makerere University Research and Innovations Fund (MaKRIF) management	Building the capacity of Muni University Grants Management Committee, researchers and innovators, in the management of MUNIRIF	Makerere University	1 Year

Collaborator / Partner	Area of Collaboration / Partnership	Lead Partner	Duration
Humentum, a global non-profit organization	Training, consultancy, and community-building services to other non-profit Organizations, NGOs, and development organizations	Humentum	4 Years
Muni University and Tet La'ngech Ltd	Joint research, joint programme development and training in Technoscience	Muni University	5 years
Boku University, Austria	Teaching, learning and joint research	Boku University	4 years
Mastercard foundation	Skilling refugee and host-community youth in the West Nile region	Mastercard foundation	4 Years

15.9 Community Engagements

The Directorate of Graduate Training, Research, and Innovation took part in various community engagement activities as presented in **Table 83**.

Table 83: Community engagement activities carried out by DGTRI

Name of Staff	Type of Community Engagement	Venue	Date of Engagement	Participants
Assoc. Prof. Clement Okia	Expert review of the National Agro forestry strategy	Ministry of Water and Environment, Kampala	22 November 2023	Staff of Ministry of Water and Environment. 06 participants (01 Female and 05 Male)
Prof. Robert Kajobe, Assoc. Prof. Clement Okia Dr. Philip Omwene, Ms. Sandra Langi Mr. Ronald Hiirya	Consultative meetings with communities on development of the community engagement strategy.	Arua, Yumbe, Moyo, Obongi, Nebbi, Madi-okollo, Adjumani, Pakwach	6 th – 30 th November 2023	Staff of Muni University and Community members
Prof. Robert Kajobe, Mr. Richard Malingumu Dr. Imran Ijotre	Sensitization of rural farmers on Regenerative and Inclusive Food System	Midigo sub county, Yumbe district	February 2024.	Farmer groups and other community members in Yumbe District
Prof. Robert Kajobe, Assoc. Prof. Clement Okia, Mr. Richard Malingumu, Ms. Sandra Langi, Mr. Ronald Hiirya	Mapping research innovations in the West Nile region for purposes of collaboration. A total of 37 projects visited	Arua, Terego, Moyo, Obongi, Yumbe, Koboko, Nebbi, Madi-Okollo	27 th March to 6 th April 2024	Selected Farmers in their respective districts

15.10 Student Innovation Grant Process

Muni University has a strong focus on nurturing students' innovations and the University's Business Incubation Center (BIC) has played a key role in this area. The BIC has previously received support from African Development Bank, Ministry of ICT and the Mastercard Foundation through RUFORUM. BIC also runs a Research Laboratory which supports students to develop prototypes to validate their ideas. Bankable ideas from the Research Laboratory feed into the BIC for incubation and commercialization. The Grants Management Committee (GMC) therefore allocates part of the funds under MUNIRIF as Student Innovation Grant. The grant are accessed by students with strong innovation ideas in teams of 5 -10 people under the guidance of an academic supervisor/ mentor.

15.11 MUNIRIF Funding

MUNIRIF funding is geared towards projects that lead to development of products or services that have potential to be commercialized. In the FY 2020/2023, the government of Uganda allocated UGX 1,000,000,000 research at Muni University. Out of that, UGX 882,000,000 was released. A total of 17 projects were funded during that period. In FY 2023/2024, the government increased the research fund to UGX 2,500,000,000. Out of that 2,300,000,000 was released. During this period, a total 45 projects were funded. These include 33 projects for staff researchers and 13 projects for student researchers.

15.12 Selected Research Projects

Project 1: Mobile solar-powered cold room for storage of agricultural products using an ordinary air conditioning system as a cooling unit (CHUMBA BARIDI)



Projects Summary

The "ChumbaBaridi" project is an innovative initiative aimed at reducing post-harvest losses in Uganda by developing a mobile solar-powered cold room specifically designed for off-grid areas. Utilizing an ordinary air conditioning system modified for efficient cooling with solar energy, the project was launched with funding from the Muni University Research and Innovation Fund (MUNIRIF) and involved key stakeholders from Muni University and the local community. Since its inception in November 2023, the project has achieved significant milestones, including the deployment of a 10 cubic meter cooling unit with a capacity of 1.5 tons. This initiative has successfully extended the shelf life of perishable agricultural products, reduced carbon emissions, and created job opportunities, particularly for women. Additionally, it has provided hands-on learning opportunities for students at Muni University, contributing to the next generation of innovators in sustainable technologies. Key outcomes of the project include the storage of over 409 kg of produce, the generation of 213.7 kWh of clean energy, and the offsetting of 210.3 kg of CO2 emissions, equivalent to saving 12 trees. These outcomes align with the Sustainable Development Goals (SDGs) by promoting gender equality, reducing food waste, and mitigating climate change.



Dimensions – **L2000x-W2000xH2500mm**
 Volume – **10 Cubic metres**
 Capacity – **1.5T (1500kg) or 60 Bread crates**
 Solar system – **1.92kWp, 10kWh BESS**
 Cooling unit – **9000BTU/hr**
 Operating Temp. range
2.0 – 30deg

Figure 46: Chumba Barid coldroom project (Project MRIF 01/03)



Figure 47: Products for sale at Chumba Baridi fresh market stationed at the main University gate

Project 2: Development of a Radio Station at Muni University

Project Summary

Radio Broadcasting (RB) is one of technologies required in the twenty first century because of its diverse benefits in universities to promote faster movement of information while helping the effective and efficient dissemination of knowledge and Worcester Polytechnic Institute. University RB can be used to facilitate teaching and learning, passing information to local and University Community. Compared to the Internet, RB offers features that the Internet cannot include true social participation and local programming. Its social feedback comes naturally in radio broadcasting allowing listeners to influence their station while leading to highly customized and localized focus. Worcester Polytechnic Institute, asserts that having a community radio, is still seen as an important aspect of social change, given its ability to connect communities. Muni radio would be used by Muni University (MU) staff, students, local community, and researchers, to exchange information including teaching and learning and dissemination of research. The radio station is in line with core values of the University, giving back to the community and transforming lives. The radio will be used generate income to the University as well as promoting cultural values for the surrounding communities. The first phase of the radio was online podcast streaming using a streaming

software, console mixer, computer, and microphones for live transmission. The online radio was set up under the name of Muni Radio while focusing on the radio project objectives. The expected impact for the online radio is transforming lives.

Impact Area

- i. Real time Information flow
- ii. Societal emotional Connectivity
- iii. Living made better
- iv. Improves spiritual Faith
- v. Improved Awareness
- vi. Social-Economic empowerment
- vii. Income generation
- viii. Promotes marketing
- ix. Promotes Culture
- x. Source of Entertainment
- xi. Promotes sports
- xii. Government programs supported
- xiii. Self-esteem increased
- xiv. A balance of community, student and educational programming achieved
- xv. Knowledge gained

Project 3: Towards the Development and Commercialization of nutrient-enhanced common bean varieties for improved livelihoods

Project Summary

This project looks at the challenges of poverty, food insecurity, and malnutrition among the bean farming communities of Uganda, and proposed the development and commercialisation of nutrient enriched and climate resilient common bean varieties as a solution to the above challenges. So far, parental lines have been identified, crosses made to generate 25 F₁ breeding populations, adaptation study, Multi locational study and nutritional analyses conducted on the parental lines. This has allowed us to investigate their preliminary and advance yield and yield related parameters, their reactions, pests and diseases, their preference for the different agro-ecologies, and farmers preference of them. From this project, the research team together with farmers were able to select 10 lines of the 25 to be advanced for the joint National evaluation with MAAIF team for DUS studies. The Muni team is actual on course to register and release new varieties of common bean after the joint evaluation.



Figure 48: Bean data Collection from the climbing Muni bean breeding lines in Sironko District.

Project 4: Mass Rearing of *Acheta domesticus* for Household Income and Improved Food Security among Refugees and Host Communities in The West Nile Region

Project Summary

The project looked at the potential of mass rearing of house cricket, *Acheta domesticus* for income and improved food security among refugees and host communities in West Nile region. Currently, the refugees living in Bidibidi and Imvepi in Yumbe and Terego districts, respectively faces serious humanitarian crisis, calling for need to augment their livelihoods options. Thus, this project attempts to use entomological option to avert the high rate of malnutrition and poverty in the west Nile region. In this regards, we successfully reared a colony of adult house crickets, *Acheta domesticus* on local grass diets at Muni University insects' laboratory into thousands of crickets. We plan to evaluate how crickets perform on different diets, effect of diets on their nutritional contents and whether the refugees and host populations accept the crickets as food. The project will soon be rolled out to the communities for selected groups of youths and women who will be trained on house cricket rearing techniques. Nymphal crickets, start-up kits and training modules for managing them will be provided to the farmers to scale up the mass rearing programme. It is expected that each household should produce approximately 5 kg of insects when provided with about 500 adult crickets per cycle (each cycle lasts about 2-3 months) under optimal conditions, earning about 67,000 Uganda shillings.

Impacts

Improved food security and social benefits.

The primary beneficiaries of this research outputs are the rural communities in west Nile districts who vulnerable to the impacts of food insecurity, climate variability and environment degradation. These stakeholders will gain from the project through mass rearing of house crickets to provide food and feed. The project will promote user-friendly, gender-responsive and low-cost intervention measures for adapting to the risks of food and health security that will favour the resource-poor communities. Trained small-scale farmers will be assisted to form groups, so that they can implement and up-scale the rearing technologies to other communities outside the study areas. The project will result in enhanced incomes and nutrition security in edible insect farming households within the refugee settlements and host communities. The project will also increase environmental sustainability, climate change adaptation and reduce poverty of rural people in host communities and refugee settlements. Insect-based products will improve the health of malnourished children (rich in protein, vitamins and several minerals lacking in typical rural diets). Different novel products developed such as flitters, powders, samosas, snacks, biscuits, breads and cookies will improve community nutrition. Insect powders can be used to prepare porridge meals for school going and malnourished children. Improved food security and health would in turn reduced conflicts over resources and improve livelihood of the communities. This will indirectly benefit extension workers, NGO's, civic leaders and policy makers (secondary beneficiaries). The research findings will be integrated into other development programmes in the country in line with NDP III-Uganda vision 2040 and SDG 2 and 9, to end hunger, achieve food security, improve nutrition and promote sustainable agriculture as well as promoting inclusive and sustainable industrialization and foster innovation by 2030 (UN, 2015).

Economic impact. The expected economic impact of the project is economic empowerment of the local communities (primary beneficiaries). This project will enhance the income of small-scale farmers in west Nile rearing house crickets through sales of the crickets and their products. If the insect production grow, it can provide income and employment for thousands of local people. The project will also ensure year-round supply of edible crickets for nutritious food, income and employment for people in the host and refugee communities, particularly the marginalized groups such as women, people with disabilities and youths. The project will also provide empirical information and technology for policy makers to streamline edible insects farming into local, national and regional developmental agenda. The planned project will also promote small-scale entrepreneurs, particularly wholesalers and retailers involved in edible insect business in the region as well as accelerate the development of cottage industries for value addition. Overall, the results derived from the project will provide new knowledge on the potential impacts of insect farming on nutrition, health and livelihoods of refugees and host communities in Uganda and this will support an evidence-based framework for appropriate policies for the inclusion of insect farming in sustainable food systems for refugee and host communities.

Environmental impact. The project will have positive effects on the environment by reducing competition for wild resources and land. This will be achieved by reducing wild harvesting through development of sustainable production technology that will foster conservation and habitat management for valuable edible insect species. In addition, the communities will benefit from introduced skills for adapting to the impacts of climate variability. Increased utilization of technologies for adapting to the impacts of climate variability will improve the biodiversity of species that were threatened with extinction. The project also expect to promote environmental cleanness in the communities where cricket farming will be undertaken by using insects as bio-converters of agri-food wastes.

Picture 1



Rearing containers



Ordinary weighing scale



Advanced weighing scale



Container with eggs



Container with nymphs



Container with adult crickets

15.19 Project 5: Developing Artemisia Herbal Formulations for Intermittent Preventive Treatment of Malaria in Children (IPTC) in West Nile

Project Summary

Malaria is a life-threatening disease caused by parasites (*Plasmodium falciparum*) transmitted to people by infected female Anopheles mosquitoes. An estimated 229 million cases of malaria were reported worldwide in 2019. Artemisinin-based combination therapies, are the recommended first-line treatment in all countries in which malaria is endemic. The emergence of artemisinin-resistance poses a serious threat to malaria control worldwide and Africa in particular. Herbal medicine use is in increase among communities as evidenced during COVID-19 pandemic. For example, it was reported that in DR Congo, less people died, because they had developed resistance from taking herbal medicine (*Artemisia*) against malaria (Meyer et al 2022). Herbal medicine use is in increase among communities as evidenced during COVID-19 pandemic. For example, it was reported that in DR Congo, less people died, because they had developed resistance from taking herbal medicine (*Artemisia*) against malaria (Meyer et al 2022). The common *Artemisia* species found in Uganda are *Artemisia vulgaris*, *Artemisia annua*, and *Artemisia afra* similar species are also grown in West Nile, but their distribution and abundance were not known (Angupale et al 2019). The research used both qualitative and quantitative methods to collect data. These included ethnobotanical survey, Oil extraction, phytochemical extraction and analysis, Ant plasmodial invitro studies. The preliminary results show that *Artemisia* production is available within the West Nile especially in Arua. The available species are *Artemisia Annua*, *A. Vulgaris*, *A. Absinthium* and *A. Afra*. The *Artemisia* oils have over 150 active compounds and artemisinin used in the malaria therapy is only one of them. The ant plasmodial studies are still ongoing and will continue in phase two of the *Artemisia* project.

Impact

The use of *Artemisia* spp. in intermittent preventive treatment of malaria and mosquito vector control will contribute to reduced prevalence of malaria in the West Nile region. In turn, the reduced prevalence of malaria in the region will contribute to improved school attendance among pupils and students in schools in West Nile.

Products

There are four products so far from *Artemisia* project. These include:

- I. Artemesia oils
- II. Artemesia tea bags
- III. Artemishea repellent cream
- IV. Artemishea mosquito bite spot ointment

Picture 2



Caption: Ethnobotanical survey-Arua City/District. One of the artemisia dealers in Arua city explaining to the research team from Muni University how he was trained by Germans on how to propagate artemisia and what conditions are being treated using artemisia apart from malaria.

Picture 3



Caption: Some of the Artemisia products so far include Artemishea repellent cream(top), Artemishea mosquito bite spot ointment and Aetmisia tea bags in addition to Artemisia Oil.

Picture 4



Caption: Muni University Chemistry laboratory, Phytochemicals have been extracted from the *Artemisia* and next stage is chromatography to identify them. Over 150 active compounds have been identified from the *Artemisia* species.

Other Flagship Projects

- I. Investigating the antimalarial potential of medicinal plants from West Nile Region towards drug development
- II. GIS based monitoring solution for Parish Development Model Implementation in Uganda
- III. Innovative Solar Dryer: Enhancing Crop Preservation and Quality Through Sustainable Drying Solutions in the West Nile Region of Uganda
- IV. Smart Dustbin System: Enhancing Waste Data Tracking in Arua City
- V. Development of a Web and Mobile-Based Solution with GPS Technology to Mitigate Animal Theft in Rural Communities in Uganda.
- VI. Introducing Black Soldier Fly Farming for Waste Recycling, Biofertilizer Production, Animal Feed and Household Income in Arua City
- VII. The Social-cultural, Economical, and Biochemical complications associated with chewing *Cathe edulis* (Khat) in Arua City, Uganda.
- VIII. Digital vein detector
- IX. Feed Formulation for urban and Peri-Urban Livestock farming.
- X. Organic pesticide build-up

CROSS CUTTING ISSUES

16

CHAPTER

16.1 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.

16.2 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 in regard to 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.



16.3 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 in order 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.
- e) The faculty recognises the emerging issues that affect education and social wellbeing of the staff and students offering programmes under the faculty. Key cross-cutting issues include incorporating gender issues in curriculum and programme development, implementation and evaluation. In addition, the faculty recognises the importance of Information community technology in all spheres of life. In this regard, the faculty encourages the integration of ICT in teaching and learning process. The students have embraced ICT and have developed positive attitudes in the acquisition of computers.

16.4 COVID-19

In the reporting year, in coordination with the University Clinic and Office of the Vice Chancellor collaborated and received Health teams from Arua City who supported on administering Covid-19 testing and vaccination in the University. The University observed Ministry of Health Covid-19 instructions on staff attendance during the lockdown and following the lifting of the lock down, we continued to ensure observation of Covid-19 preventive measures which included handwashing, sanitising at all entries and putting of masks including social distancing.

- a) Procured and distributed face Masks, hand Sanitizers, liquid soap and Watering-cans to students during workshops and outreaches as a measure for prevention and management of COVID-19 infection and spread.
- b) All the standard operating procedures (SOPs) put in place by the University and the Government through Ministry of Health were observed, enforcement of Covid-19 Guidelines and SOPs and vaccinated 246 staff and 291 students.
- c) Teaching and learning have proceeded following guidelines from the ministry of health in regard to controlling the spread of COVID-19. Students have been encouraged to have facemasks on while in class and during examinations where

the social distance is most likely compromised. The department has an all-time sanitiser dispenser to aid COVID-19 control among the teaching staff.

- d) Sensitised students on procedures of prevention and early screening of Covid-19 by the faculty team.

16.5 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.

17

CHAPTER

CHALLENGES, OPPORTUNITIES AND WAY FORWARD

17.1 Major Challenges

The following challenges hampered the achievement of the University annual planned activities:

(i) Inadequate Funding

The level of funding provided from Government of Uganda is inadequate to support both operational and development interventions. In the reporting year, Development was insufficiently released at 47% hence affecting completion time of the Health Science Laboratory Block and this affected the ability to roll-out other Programs and Students doing advanced laboratory practice. Wage-bill was inadequate to allow us to recruit more lecturers to meet the growing Student load due to Students moving to higher Academic years. For learning efficiency, the University needs to recruit additional Academic staff to match the learning requirements of the learners.

(ii) Internet Connectivity

The Online Teaching and Learning Method adopted at Muni University requires strong internet connectivity and optimal bandwidth. The challenge of inadequate funding for the ICT Unit limited the acquisition of bandwidth that would adequately support the online teaching, learning and research at the University.

(iii) Disruption by COVID-19

Disruption of Academic Calendar due to Covid-19 pandemic, affected timely implementation of planned activities in the period under review.

(iv) Delayed Programme Accreditations

Delayed accreditation of new academic programs by National Council for Higher Education affected the number of student enrolments and Non-Tax Revenue (NTR).

Despite strides in programme development and students enrolment, the faculty faces challenges of



inadequate space, inadequate furniture, inadequate teaching staff and inadequate finance to run the various academic, research and community engagement programmes.

17.2 Opportunities

- (i) There is local demand for agricultural and environmental research and development which the University can tap into.
- (ii) The University is located in West Nile which is bordering DR Congo and South Sudan. We have opportunity to attract foreign students from these countries.
- (iii) The presence of close to 1 million refugees in West Nile has brought opportunities for collaboration with the many NGO's operating in the region
- (iv) Consultancies and capacity-building training in private and public sectors, (local governments and NGOs).
- (v) Collaboration with other Universities offering similar programs for learning and research improvement. Collaboration with health and its related partners in the west Nile region such as DHO offices, Arua City health authority, NWSC Arua branch, etc. To consider working with UNHCR, OPM, and other refugee agencies in promoting the health of refugee populations.

17.3 Way forward

- (i) The University should explore additional funding sources to design, develop and equip a full-fledged Engineering and Technology Workshops and Laboratories.
- (ii) The government needs to increase funding to at least 50 billion Uganda shillings annually to the University to enable her to perform it's mandate better.
- (iii) Ministry of Public Service should approve the University's request to recruit academic staff, especially scientists of higher rank ranging from Lecturer to Professors, to promote impactful scientific research.

17.4 Conclusion

Muni University's Annual Report for the Financial Year 2023/2024 reflects the financial and technical commitment of the Government of Uganda, donors, staff, students and communities to rational and systematic management and development, focused on inclusive teaching, learning, training, research, innovation, knowledge preservation, dissemination, and community engagement. The University managed to achieve 85% of its planned out-puts, which were in-line with her Vision and Mission. Quarterly resource planning, efficient management practices, and active engagement in partnerships and collaborations with external donors who supported immensely outreach interventions to refugee and host communities of West-Nile region.

18

APPENDICES

APPENDIX A

STAFF PUBLICATIONS PRODUCED IN FY 2023/2024 BY FACULTY

Faculty of Education

Research Publications (List them here with the URL's)

1. Joyce Bukirwa Rebecca (2024) *Exploring Therapeutic Modelling and Emotional Violence Expression among Secondary School Students in Bundibugyo District Uganda*. American Journal of Sciences and Engineering Research. E-ISSN-2348-703X, Volume 7, Issue 2, March - April 2024
2. Aliga, Alex; Matovu, Fred; Wasswa, Francis (2023). How do the poor cope with health shocks? Experiences from a cross-sectional study in Uganda. Australasian Medical Journal (Online); Floreat Vol. 16, Iss. 6, (2023): 611-624. <https://DOI:10.21767/AMJ.2022.3935>
3. Alex Aliga; Tefera Darge Delbiso; Patricia Kitsao-Wekulo; Monica Lambon-Quayefio; Rachel Moussié; Amber Peterman; Natan Tilahun (2023): Smart investment in global childcare requires local solutions and a coordinated research agenda. BMJ Global Health 2023-09 | Journal article <https://DOI:10.1136/bmjgh-2023-012827>
4. Aliga, Alex; Jacklyn, Makaaru; Sylvan, Herskowitz; Anna, Fiore and Francis, Mwesigye (2023). "Work and Community-Based Childcare Services for Market Women in Uganda." AEA RCT Registry. November 05. <https://doi.org/10.1257/rct.11467-1.1>

Technoscience

1. **Ali, G.**, Mijwil, M. M., **Buruga, B. A.**, & Abotaleb, M. (2024). A Comprehensive review on cybersecurity issues and their mitigation measures in FinTech. *Iraqi Journal For Computer Science and Mathematics*, 5(3), 45–91. <https://doi.org/10.52866/ijcsm.2024.05.03.004>
2. **Ali, G.**, & Mijwil, M. M. (2024). Cybersecurity for sustainable smart healthcare: State of the Art, taxonomy, mechanisms, and essential roles. *Mesopotamian Journal of CyberSecurity*, 4(2), 20-62. <https://doi.org/10.58496/MJCS/2024/006>

3. Mijwil, M. M., Adelaja, O., Badr, A., **Ali, G., Buruga, B. A.**, & Pudasaini, P. (2023). Innovative Livestock: A Survey of artificial intelligence techniques in livestock farming management. *Wasit Journal of Computer and Mathematics Science*, 2(4), 99–106. <https://doi.org/10.31185/wjcms.206>
4. Mijwil, M. M., Naji, A. S., Doshi, R., Hiran, K. K., Bala, I., & **Ali, G.** (2024). The Effect of human-computer interaction on new applications by exploring the use case of ChatGPT in healthcare services. In K. Hiran, R. Doshi, & M. Patel (Eds.), *Modern Technology in Healthcare and Medical Education: Blockchain, IoT, AR, and VR* (pp. 74-87). IGI Global. <https://doi.org/10.4018/979-8-3693-5493-3.ch005>
5. Mijwil, M. M., Bala, I., **Ali, G.**, Aljanabi, M., Abotaleb, M., Doshi, R., ... & El-Kenawy, E. S. M. (2024). Sensing of type 2 diabetes patients based on Internet of Things solutions: An Extensive survey. In *Modern technology in healthcare and medical education: Blockchain, IoT, AR, and VR* (pp. 34-46). IGI Global.
6. Mubeezi, C., **Kalyankolo, U.**, Eze, V. H. U., & Okafor, O. W. (2024). Design and implementation of a DC to AC power electronics-based inverter that produces pure sine wave output for critical engineering applications. *International Journal of Recent Technology and Applied Science (IJORTAS)*, 6(1), 1-13.
7. Iddi, E. S., **Umaru, K.**, Eze, V. H. U., **Asikuru, S.**, Musa, N., & Ochima, N. (2024). Voltage optimization on low voltage distribution transformer zones using batteries in Uganda. *Journal of Engineering, Technology, and Applied Science (JETAS)*, 6(1), 40-48.
8. **Ali, G.**, Eid, M.M., Ahmed, O.G., Abotaleb, M., Alaabdin, A.M.Z, **Buruga, B. A.** (2023). Artificial intelligence in corneal topography: A short article in enhancing eye care. *Mesopotamian Journal of Artificial Intelligence in Healthcare*, 2023, 31–34. <https://doi.org/10.58496/MJAIH/2023/006>
9. **Ali, G.**, Sadıkoğlu, E., & Abdelhak, H. (2023). Design a Hybrid Approach for the Classification and Recognition of Traffic Signs Using Machine Learning. *Wasit Journal of Computer and Mathematics Science*, 2(2), 18-25. <https://doi.org/10.31185/wjcm.151>
10. Bounabi, M., & **Ali, G.** (2023). Comparative Analysis of PWM AC Choppers with Different Loads with and Without Neural Network Application. *Wasit Journal of Computer and Mathematics Science*, 2(3), 116-125. <https://doi.org/10.31185/wjcms.196>
11. Udoka, E. V. H., **Kalyankolo, U.**, Edozie, E., **Nafuna, R.**, & **Yudaya, N.** (2023). The differences between single diode model and double diode models of a solar photovoltaic cells: systematic review. *Journal of Engineering, Technology, and Applied Science (JETAS)*, 5(2), 57-66.
12. **Nkamwesiga, L.**, & Kituyi, G. M. (2023, October). Relationship between semantic layer, technical infrastructure with eHealth interoperability in Ugandan public hospitals. In 2023 IEEE 17th International Conference on Application of Information and Communication Technologies (AICT) (pp. 1-6). IEEE. doi: 10.1109/AICT59525.2023.10313180.

13. **Kalyankolo, U.** & Drici, J. F. T. (2023). Design and implementation of a fire detection, alarm and suppression system using programmable logic controller (PLC). *International Journal of Academic Engineering Research (IJAER)*, 7(12).
14. Udoka, E. V. H., Edozie, E., Musika, D., Twijuke, D., Wantimba, J., Okafor, W. O., ... & **Yudaya, N.** (2023). Mobile disinfectant spraying robot and its implementation components for virus outbreak: Case study of COVID-19. *International Journal of Artificial Intelligence*, 10(2), 68-77. <https://doi.org/10.36079/lamintang.ijai-01002.551>

Education

1. **Balitumye, M.** (2024). Descriptive pause in Moses Isegawa's abyssinian chronicles and snakepit. *American Research Journal of Humanities & Social Science (ARJHSS)*, 7(5). <http://dir.muni.ac.ug/xmlui/handle/20.500.12260/645>
2. **Balitumye, M** (2024). Returns and Recalls in Julius Ocwinyo's Fate of the Banished and Footprints of the Outsider. *Lexicon*, 11(1), 16-25. <https://doi.org/10.22146/lexicon.v11i1.78770>
3. Wambi, M., Ocheng, T. K., Were, D., Buluma, A., Tusiime, W. E., & **Balituumye, M.** (2024). Teachers' perception on implementing the revised lower secondary curriculum in selected schools in Uganda: A Focus on emerging issues and coping strategies. *Journal of Effective Teaching Methods*, 2(1).
4. **Aliga A**, Matovu F, & Wasswa F. (2023). How do the poor cope with health shocks? Experiences from a cross-sectional study in Uganda. *Australasian Medical Journal*, 16(4):611-624. <https://doi.org/10.21767/AMJ.2022.3935>
5. Mwijuka, J., Yiga, A. P., & **Bukirwa, J. R. (2024)**. Therapeutic painting and sexual violence expressed by students in selected secondary schools in Bundibugyo District in Uganda. *East African Journal of Arts and Social Sciences*, 7(1), 36-45.
6. **Edabu, P., & Isingoma, B. J. (2023)**. Developing online educational resources for online learning: student teachers' experiences at Muni University, Uganda. *The Uganda Higher Education Review*, 10(3):106-115.
7. **Aliga, A.**, Delbiso, T. D., Kitsao-Wekulo, P., Lambon-Quayefio, M., Moussié, R., Peterman, A., & Tilahun, N. (2023). Smart investment in global childcare requires local solutions and a coordinated research agenda. *BMJ Global Health*, 8(9), e012827. <https://doi.org/10.1136/bmjgh-2023-012827>
8. Choge, F. J., & **Edabu, P.** (2023). Parental Involvement and Learners' Academic Performance in Public Primary Schools in Kesses Sub County, Uasin Gishu County, Kenya. *East African Journal of Education Studies*, 6(2), 419-431. <https://doi.org/10.37284/2707-3947>
9. Korir, E. K., **Edabu, P.**, & Mungai, P. C. (2023). Influence of Control Systems on Internal Efficiency in Public Secondary Schools in Nakuru County, Kenya. *East African Journal of Education Studies*, 6(3), 107-120. <https://doi.org/10.37284/2707-3947>

Science

1. Suresha, S., Khan, U., Soumya, D. O., Venkatesh, P., Gasmi, H., Sunitha, M., Zaib, A., Karoui, H., Ishak, A., & **Ojok, W.** (2024). Two-phase simulation of entropy optimized mixed convection flow of two different shear-thinning nanomaterials in thermal and mass diffusion systems with Lorentz forces. *Scientific Reports*, 14(1), 1-17. <https://doi.org/10.1038/s41598-023-50725-w>
2. Yang, B., Xin, X., Cao, X., **Nasifu, L.**, Nie, Z., & He, B. (2024). The diagnostic and prognostic value of exosomal microRNAs in lung cancer: a systematic review. *Clinical and Translational Oncology*, 1-13. <https://doi.org/10.1007/s12094-024-03414-7>
3. Abaasa, C. N., Ayesiga, S., Lejju, J. B., Andama, M., Tamwesigire, I. K., Bazira, J., & Byarugaba, F. (2024). Assessing the quality of drinking water from selected water sources in Mbarara city, South-western Uganda. *Plos one*, 19(3), e0297794. <https://doi.org/10.1371/journal.pone.0297794>
4. Plowright, R. K., Ahmed, A. N., Coulson, T., Crowther, T. W., **Ejotre, I.**, Faust, C. L., ... & Keeley, A. T. (2024). Ecological countermeasures to prevent pathogen spillover and subsequent pandemics. *Nature Communications*, 15(1), 2577. <https://doi.org/10.1038/s41467-024-46151-9>
5. Ddamulira, G., Asiimwe, A., **Masika, F.**, Amugoli, M., Ddumba, G., Maphosa, M. (2024). Agronomic suitability for oil palm growing in Uganda. *Journal of Agricultural Science*, 16(4). <https://doi.org/10.5539/jas.v16n4p14>
6. **Arop, M. D.**, Kasumba, H., Kasozi, J. & Berntsson, F. (2024). Optimal actuator design for control of vibrations induced by pedestrian-bridge interactions. *Mathematics in Applied Sciences and Engineering*: 1-20. <https://doi.org/10.5206/mase/16958>.
7. Chandan, K., Saadeh, R., Qazza, A., Karthik, K., Varun Kumar, R. S., Kumar, R. N., Khan, U., Masmoudi, A., Abdou, M. M., **Ojok, W.**, & Kumar, R. (2024). Predicting the thermal distribution in a convective wavy fin using a novel training physics-informed neural network method. *Scientific Reports*, 14(1), 1-14. <https://doi.org/10.1038/s41598-024-57772-x>
8. **Andama, G.**, Mah, J., & Bitsch, B. (2024). What stars can form planets: planetesimal formation at low metallicity. *Astronomy & Astrophysics*, 683(A&A):1-8. <https://doi.org/10.1051/0004-6361/202348899>
9. Weber, N., Nagy, M., Markotter, W., Schaer, J., Puechmaille, S. J., Sutton, & Reeder, D. M. (2023). Robust evidence for bats as reservoir hosts is lacking in most African virus studies: a review and call to optimize sampling and conserve bats. *Biology Letters*, 19(11), 20230358. <https://doi.org/10.1098/rsbl.2023.0358>
10. Xiong, M., Mohammed Aljaberi, H. S., Khalid Ansari, N., Sun, Y., Yin, S., **Nasifu, L.**, & He, B. (2023). Phenotype and genotype analysis for *Helicobacter pylori* antibiotic resistance in outpatients: A retrospective study. *Microbiology Spectrum*, 11(5), e00550-23. <https://doi.org/10.1128/spectrum.00550-23>

11. Kia, P., Katagirya, E., Kakembo, F. E., Adera, D. A., Nsubuga, M. L., **Anguyo, D. F.**, & Kateete, D. P. (2023). Genomic characterization of SARS-CoV-2 from Uganda using MinION nanopore sequencing. *Scientific Reports*, 13(1), 20507. <https://doi.org/10.1038/s41598-023-47379-z>
12. Milimu, H., Omondi, G., & **Mungufeni, P.** (2023). The correlation between equatorial electrojet and equatorial ionisation anomaly over the East African region during the solar minimum period 2008-2009. *East African Journal of Science, Technology and Innovation*, 4(4). <https://doi.org/10.37425/eajsti.v4i4.677>
13. **Arop, M.**, Kasumba, H., Kasozi, J., & Berntsson, F. (2023). Optimal actuator placement for control of vibrations induced by pedestrian-bridge interactions. *Mathematics in Applied Sciences and Engineering*. <https://doi.org/10.5206/mase/15949>
14. Nakintu, J., **Andama, M.**, Albrecht, C., Wangalwa, R., Lejju, J. B., & Olet, E. A. (2023). Morphological traits of jackfruit (*Artocarpus heterophyllus* Lam.): indicators of diversity, selection and germplasm dispersion in Uganda. *Scientific African*, e01900. <https://doi.org/10.1016/j.sciaf.2023.e01900>
15. Brooks, D. M., Sutton, J., Kurchez, L. A., Garside, A., **Ejotre, I.**, Rice, M., & Reeder, D. M. (2023). Noteworthy bird records from south-west South Sudan game reserves. *Bulletin of the British Ornithologists' Club*, 143(3), 274-282. <https://doi.org/10.25226/bboc.v143i3.2023.a2>
16. **Ojok, W.**, Moodley, B., Wasswa, J., Ntambi, E., Wanasolo, W., & Bolender, J. (2023). Role of Starch in One Pot Fabrication of Mesoporous gamma-alumina with Excellent Fluoride Sorption Capacity. *Sustainable Chemistry for the Environment*, 100034. <http://dir.muni.ac.ug/xmlui/handle/20.500.12260/553>

Agriculture & Environmental Sciences

1. Kasozi, N., Iwe, G. D., **Langi, S.**, Namulawa, V. T., & Walakira, J. (2024). Histological features of the gastrointestinal tract of elongate tigerfish, *Hydrocynus forskahlii* (Cuvier, 1819), from Lake Albert. *The Journal of Basic and Applied Zoology*, 85(1), 11. <https://doi.org/10.1186/s41936-024-00364-y>
2. Kole, Z., Ocal, Z. B., **Omwene, P. I.**, Soydemir, G., Keskinler, B., & Karagunduz, A. (2024). Boric acid recovery from wastewater by chromatographic separation and mathematical modeling. *Journal of Cleaner Production*, 448, 141633.
3. **Langi, S.**, Maulu, S., Hasimuna, O. J., Kaleinasho Kapula, V., & Tjipute, M. (2024). Nutritional requirements and effect of culture conditions on the performance of the African catfish (*Clarias gariepinus*): a review. *Cogent Food & Agriculture*, 10(1), 2302642. <https://doi.org/10.1080/23311932.2024.2302642>
4. **Okello, M.**, Mildred Ochwo. Ssemakula, Lamo, J., Onaga, G., Odong, Thomas. L., Tusiime, G., Tukamuhabwa, P., Mukasa, S. B., Wasswa, P., Ogwal, J., & Oliva, R. (2024). Genome-Wide Association Mapping in Rice MAGIC indica panel detects QTLs and Genes for Broad-spectrum resistance breeding against African Bacterial Blight. *Oryza*

5. Kasozi, N., Iwe, G. D., Walakira, J., & **Langi, S.** (2023). Integration of probiotics in aquaponic systems: an emerging alternative approach. *Aquaculture International*, 1-20.
6. **Okello, M.**, Mildred Ochwo. Ssemakula, Lamo, Jimmy., Onaga, G., Odong, Thomas. L., Tusiime, G., Tukamuhabwa, P., Mukasa, S. B., Wasswa, P., Ogwal, J., & Oliva, R. (2023). Genome-wide association analysis identifies resistance loci for bacterial blight in diverse East African rice germplasm. *African Journal of Biotechnology*, 22(8), 146-152.
7. **Bogere, P.**, Taylor, S., Navarro, M., Müller, M., Pascal, N., Ibanez, C., ... & Roura, E. (2023). 70. The volatile organic compound profile in commercial post-weaning diets differ from gestating or lactating diets potentially contributing to neophobic feeding behaviours in piglets. *Animal-science proceedings*, 14(7), 889-890. <https://doi.org/10.1016/j.anscip.2023.09.071>

Health Sciences

1. Abindu, V., **Hope, D., Aleni, M., Andru, M., Ayiasi, R. M., Afayo, V., ...** & Kiconco, R. (2024). Missed Diagnosis of Gestational Diabetes Mellitus Due to Selective Screening: Evidence from a Cross-Sectional Study in the West Nile Sub-Region, Uganda. *Diabetes, Metabolic Syndrome and Obesity*, 1309-1319. <https://doi.org/10.2147/DMSO.S447855>
2. **Kakyo, T. A.**, Xiao, L. D., & Chamberlain, D. (2024). The role of motivation in the initiation and maintaining mentoring relationships among nurses and midwives. *International Nursing Review*. <https://doi.org/10.1111/inr.12977>
3. **Kakyo, T. A.**, Xiao, L. D., & Chamberlain, D. (2024). Exploring the dark side of informal mentoring: Experiences of nurses and midwives working in hospital settings in Uganda. *Nursing Inquiry*, e12641. <https://doi.org/10.1111/nin.12641>
4. **Musinguzi, B.**, Turyamuhika, L., Mwesigwa, A., et al. (2024). Distribution and antifungal susceptibility profile of oropharyngeal *Candida* species isolated from people living with HIV in the era of universal test and treat policy in Uganda. *Therapeutic Advances in Infectious Disease*. 11: 1–15. <https://doi.org/10.1177/2049936124125>
5. Mwesigye, V., **Musinguzi, B.**, Okongo, B., Mucunguzi, W., Kakaire, M. N., & Migisha, R. (2024). Sero-antigen prevalence of lymphatic filariasis and risk factors of podoconiosis in Busiriba sub-county, Kamwenge district, Southwestern Uganda, August–September 2018. *BMC Research Notes*, 17(1), 1-6. <https://doi.org/10.1186/s13104-024-06801-z>
6. Mwesigwa, A., Ocan, M., **Musinguzi, B.**, ... Byakika-Kibwika, P. (2024). *Plasmodium falciparum* genetic diversity and multiplicity of infection based on msp-1, msp-2, glurp and microsatellite genetic markers in sub-Saharan Africa: a systematic review and meta-analysis. *Malar J* 23, 97 (2024). <https://doi.org/10.1186/s12936-024-04925-y>
7. **Kakyo, T. A.**, Xiao, L. D., & Chamberlain, D. (2023). Evaluating psychometric properties

- of three mentoring scales among nurses and midwives in hospital settings: A methodological study. *International Nursing Review*. <https://doi.org/10.1111/inr.12889>
8. **Padde, J. R.**, Lu, Q., Long, Y., Zhang, D., Hou, M., Chen, L., ... & Ji, M. (2023). The impact of environmental and host factors on wolbachia density and efficacy as a biological tool. *Decoding Infection and Transmission*, 1, 100006. <https://doi.org/10.1016/j.dcit.2023.100006>
 9. Ni, Y., Xiong, R. Z., Yuxiao... **Padde, J. R.**, ...Jia, M. (2023). A target-based discovery from a parasitic helminth as a novel therapeutic approach for autoimmune diseases. *EBioMedicine*, 95. <https://doi.org/10.1016/j.ebiom.2023.104751>
 10. Laurene Elizabeth Lines, **Tracy Alexis Kakyo**, Julian Grant, *Interprofessional Education in Child Protection for Preservice Health and Allied Health Professionals: A Scoping Review*, 2024, Sage Journals DOI: 10.1177/15248380231221279

Management Sciences

1. Nalunga, J., **Rukanyangira, N.**, & Kiyingi, P. F. (2024). Gender based violence and public health consequences among refugees in Uganda. *Journal of Strategic Management*, 9(2), 1-24. <https://doi.org/10.47672/jsm.1885>
2. Nalunga, J., **Rukanyangira, N.**, & Kiyingi, P. F. (2024). Mediating effect of gender based violence on the fit of public health consequences and societal impact of refugees in Uganda. *European Journal of Gender Studies*, 6(1), 1-23. <https://doi.org/10.47672/ejgs.1881>
3. Ssenjinja, D., **Rukanyangira, N.**, & Kiyingi, P. F. (2024). Social reintegration and life satisfaction among Uganda migrant worker returnees from Middle East. *American Journal of Leadership and Governance*, 9(1), 22-40. <https://doi.org/10.47672/ajlg.1763>
4. Hamiza, O., **Ishaq, A. Y.**, Viola, I., Flavia, A. B., & Giovanna, L. Procurement practices and performance of private Universities in West Nile, Uganda. *Business Management and Strategy*, 15(1): 77-108. <https://doi.org/10.5296/bms.v15i1.21687>
5. SSejinja, D., **Rukanyangira, N.**, & Kiyingi, P. F.(2023). Socio economic reintegration on the fit of migrant worker returnees policy and process and life satisfaction of Ugandan migrant worker returnees from Middle East. *American Journal of Public Policy and Administration*, 8(3): 86 - 109. <https://doi.org/10.47672/ajppa.1711>
6. **Rukanyangira, N.**, Nassolo, B. K., & Kitata, P. W. (2023). Employee benefits and job satisfaction in faith based institutions in Uganda. *European Journal of Human Resource*, 7(2), 60-78. <https://ajpojournals.org/journals/index.php/EJH/article/view/1667>
7. **Aitaa, S. K.** & Mawarire, R. (2023). Economic liberation or economic distress: evaluation of Zimbabwe's foreign exchange circus and its impact on the financial system. *International Journal of Multidisciplinary Research and Growth Evaluation*, 4(6): 397-407. <https://doi.org/10.54660/IJMRGE.2023.4.6.397-407>

Management and Administration Staff

1. **Picho, E. O.** (2023). Knowledge sharing and Organizational Performance in Uganda: The Case of National Teachers Colleges (NTCs). *The Ugandan Journal of Management and Public Policy Studies*, 24(1): 45-63. Retrieved from <https://ojs.umi.ac.ug/index.php/ujmpps/article/view/85>
2. Mijwil, M. M., Adelaja, O., Badr, A. **Ali, G., Buruga, B.A.,** Pudasaini, P. (2023). Innovative livestock: A survey of artificial intelligence techniques in livestock farming management. *Wasit Journal of Computer and Mathematics Science*, 2(4), 99-106. **<https://doi.org/10.31185/wjcms.206>**.
3. **Buruga, B. A., Ali, G.,** & Izaruku, R. (2023). Comprehensive assessment of drivers and barriers to electronic information resources usage in academic libraries in Uganda using SWOT analysis. *IP Indian Journal of Library Science and Information Technology*. <https://doi.org/10.18231/j.ijlsit.2023.019>
4. **Thombu, O. J., Picho, E. O., & Aliga, A. (2024).** "The Effect of Direct Infrastructure Utilization on Students' Academic Performance in Public Secondary Schools in Zombo District, Uganda." *The Ugandan Journal of Management and Public Policy Studies*, 24(2), 145-170.

APPENDIX B:

LIST OF MUNI UNIVERSITY COUNCIL MEMBERS

S/N	NAME	POSITION ON COUNCIL
1.	Dr. Joel Aita	Chairperson, Ministerial Appointee
2.	Mr. Moses Kibrai	Vice Chairperson, Ministerial Appointee
3.	Hon. Margret Baba Diri	Member, Rep. PWD's
4.	Mr. Mustapha Achidri	Member, Rep. MoFPED
5.	Mr. Lubanga Nasifu	Member, Rep. Support Staff Association
6.	Assoc. Prof.. Clement Okia Akais	Member, Rep. Academic Staff Association
7.	Prof. Peter Lating Okidi	Member, Rep. Professional Body
8.	Assoc. Prof. Joyce Ayikoru Asiimwe	Member, Rep. Senate
9.	Mr. Habert Amajuru	Member, Rep. Students Guild
10.	Mrs. Winfred Adukule –Meuter	Member, Ministerial Appointee
11.	Mr. Bosco Apparatus Buruga	Member, Rep. Administrative Staff Assoc.
12.	Assoc. Prof Simon Anguma Katrini	Member, VC
13.	Dr. Jalira Namugaya	Member, Rep. Academic Staff
14.	Dr. Sadik Kassim	Member, Rep. Public
15.	Ms. Babra Carolyn Acuga	Member, Rep. Students Guild
16.	Dr. Amandu Yassin Is'haq	Member, Rep. Senate
17.	Dr. Jacinto Amandua	Member, Rep. Public
18.	Mrs. Jolly Uzamukunda Karabaaya	Member, Rep. MOES
19.	Rev. Fr. Professor Odubuker Picho Epiphany	Member, DVC FA
20.	Assoc. Prof. Mary Basaasa Muhenda	Member, Rep. Public
21.	Ms. Inzikuru Millicent Milly	Member, Rep. Arua City Council
22.	Mr. Emmanuel Banyana Natal	University Secretary, Secretary to Council

APPENDIX C:

LIST OF ACADEMIC STAFF

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
FACULTY OF TECHNO-SCIENCE						
1		Dr.Geoffrey Andogah	Senior Lecturer	PhD	Computer Science (Computational Linguistics)	M
2		Dr. Ali Guma	Lecturer	PhD	Information and communication Science	M
3		Dr. Lawrence Nkamwesiga	Senior Lecturer	PhD	Information Technology	M
4		Dr. Kennedy Edemacu	Lecturer	PhD	Computer Science	M
5		Dr. Habibu Taban	Lecturer	PhD	Mathematical and Computer Sciences & Engineering	M
6		Dr. Dan Abudu	Lecturer	PhD	System Science	M
7		Josephat Oroma Oling	Lecturer	Master	Systems software Engineering	M
8		Ms. Fiona Mukimba	Assistant Lecturer	Master	Information Science and Technology	F
9		Ms. Ritah Nafuna	Assistant Lecturer	Master	Computer Science	F
10		Ms. Yudaya Nansukusa	Assistant Lecturer	Master	Computer Science Software testing	F
11		Mr. Enock Wambi	Assistant Lecturer	Master	Computer Science Software engineering	M
12		Ms. Salama Asikuru	Assistant Lecturer	Master	Electrical Engineering	F
13		Mr. Noah Ochima	Assistant Lecturer	Master	Electrical Engineering	M
14		Mr. Musa Bashir Nasaaga	Assistant Lecturer	Master	Electrical Power Systems, Electrical Engineering	M
15		Mr. Umar Kalyankolo	Assistant Lecturer	Master	Master in Electrical and Electronics Engineering (Power Systems)	M
16		Mr. Innocent Miria Opio	Assistant Lecturer	Master	Mechanical Engineering	M
17		Mr. Jackson Makanga	Assistant Lecturer	Master	Master of science Advanced Mechanical Engineering	M
18		Mr. Deogracious Afimani	Senior Technician	Bachelors	Computer Science	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
19		Mr. Charles Torach	Technician	Degree	Electrical Engineering	M
20		Mr. Douglass Ongom	Senior Assistant Technician	Degree	Mechanical Engineering	M
21		Mr. Kennedy Emazu	Senior Assistant Technician	Diploma	Information Technology	M
22		Mr. Rashid Adiru	Senior Assistant Technician	Diploma	Computer Science	M
23		Godfrey Toko	Senior Assistant Technician	Certificate	Computer Science	M
24		Mr. Peter Okumu	Senior Assistant Technician	Diploma	Computer Science	M
25		Mr. Richard Dramundu	Senior Assistant Technician	Diploma	Renewal Energy	M
	FACULTY OF EDUCATION					
26		Dr. Joyce Rebecca Bukirwa	Senior Lecturer	PhD	Educational Psychology	F
27		Dr. Paul Edabu	Senior Lecturer	PhD	Educational Planning & Management	M
28		Mr. Polycarp Omara	Lecturer	Master	Foundations of Education	M
29		Mr. Davis Okwong	Lecturer	Master	Education Psychology	M
30		Mr. Joseph Asega	Assistant Lecturer	Master	Mathematics Education	M
31		Mr. Michael Balituumye	Lecturer	PhD	Literature in English	M
32		Mr. Geoffrey Akena	Assistant Lecturer	Master	Economics	M
		Mr. James Isingoma Bigabwa	Assistant Lecturer	Master	Curriculum studies	M
33		Ms. Aminah Birungi	Assistant Lecturer	Master	Early Childhood Development	F
34		Ms. Suzan Laker	Assistant Lecturer	Master	English Language Studies	F

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
35		Ms. Andrew Mulabbi	Assistant Lecturer	Master	Remote Sensing	M
FACULTY OF SCIENCE						
36		Dr. Morgan Andama	Assoc. Professor	PhD	Biology	M
37		Dr. Robert Opoke	Senior Lecturer	PhD	Biology	M
38		Dr. Fred Masika	Lecturer	PhD	Biology	M
39		Dr. Imran Ejotre	Senior Lecturer	PhD	Biology	M
40		Dr. Patrick Mungufeni	Senior Lecturer	PhD	Physics	M
41		Mr. Jalira Namugaya	Lecturer	PhD	Mathematic	F
42		John Bosco Omony	Lecturer	PhD	Bio chemistry	M
43		Dr. Hakimu Nsubuga	Lecturer	PhD	Chemistry	M
44		Dr. Walter Ojok	Lecturer	PhD	Chemistry	M
45		Dr. Betty Akwongo	Lecturer	PhD	Plant Biology	F
46		Dr. Edward Bwayo	Lecturer	PhD	Physics	M
47		Dr. Bosco Oryema	Lecturer	PhD	Physics	M
48		Dr. Julius Matsiko	Senior Lecturer	PhD	Environmental Chemistry	M
49		Dr. Benson Oloya	Lecturer	PhD	Chemistry	M
50		Dr. Philly Ivan Kimuli	Lecturer	PhD	Mathematics	M
51		Dr. Martin Arop	Lecturer	PhD	Mathematics	M
52		Dr. Bob Senyange	Lecturer	PhD	Mathematics	M
53		Dr. Geoffrey Andama	Lecturer	PhD	Physics	M
54		Mr. Paul Emong	Assistant Lecturer	Masters	Mathematics	M
55		Ms. Stella Bazibu Nasejje	Lecturer	Master	Physics	F
56		Ms. Paulino Amagu	Assistant Lecturer	Master	Chemistry	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
57		Mr. Edson Mwebesa	Assistant Lecturer	Master	Mathematics	M
58		Mr. Godfrey Muhwezi	Lecturer	Master	Chemistry	M
59		Mr. Paul Ecuru	Assistant Lecturer	Master	Physics	M
60		Mr. Denis Foe Anguyo	Senior Technician	Masters	Chemistry	M
61		Ms. Rehemah Samanya	Senior Technician	Master	Physics	F
62		Mr. Athanasius Mugenyi	Technician	Degree	Physics	M
63		Mr. Raymond Baker Driwale	Technician	Degree	Chemistry	M
64		Mr. Emoses Agen Okello	Laboratory Assistant	Certificate	Chemistry	M
65		Mr. Nasifu Lubanga	Technician	Degree	Biology	M
66		Mr. Michael Lee	Senior Assistant Technician	Diploma	Biology	M
FACULTY OF HEALTH SCIENCE						
67		Dr. Ratib Dricile	Lecturer	PhD	Public Health	M
68		Dr Richard Mangwi Ayiasi	Senior Lecturer	PhD	Public Health	M
69		Dr John Roberts Padde	Lecturer	PhD	Medical Laboratories	M
70		Ms. Monicah Andru	Assistant Lecturer	Master	Women's Health & Midwifery	F
71		Mr. Julius Tibyangye	Assistant Lecturer	Master	Microbiology	M
72		Ms. Mary Aleni	Assistant Lecturer	Master	Women's Health & Midwifery	F
73		Mr. Robert Afayo	Assistant Lecturer	Master	Biostatistics	M
74		Mr. Jimmy Odaga	Lecturer	Master	Anatomy	M
75		Mr. Ronald Anyase Amaza	Assistant Lecturer	Master	Pharmacology	M
76		Dr. Tracy Kakyio Alexis	Assistant Lecturer	PhD	Nursing	F
77		Mr. Amos Drasiku	Assistant Lecturer	Masters	Nursing	M
78		Mr. Godfrey Ssimbwa	Assistant Lecturer	Master	Physiology	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
79		Ms. Mildred Edna Assusi	Assistant Lecturer	Master	Nursing	F
80		Mr. Saad Atiku Majub	Assistant Lecturer	Master	Biochemistry	M
81		Ms. Mary Akao	Assistant Lecturer	Master	Midwifery	F
82		Mr. Peter Nyakuni	Assistant Lecturer	Master	Nursing	M
83		Mr. Hope Derick	Assistant Lecturer	Master	Medical Laboratories	M
84		Ms. Winnie Akiteng	Assistant Lecturer	Master	Medical Laboratories	F
85		Mr. Stephen Ssemujju	Assistant Lecturer	Master	Public Health	M
86		Mr. Ismail Legason Draguma	Assistant Lecturer	Master	Public Health	M
87		Mr. Deus Twesigye	Teaching Assistant	Bachelor	Nursing	M
88		Mr. Douglas Tonny Otim	Teaching Assistant	Master	Nursing	M
89		Ms. Phelis Chelimo	Teaching Assistant	Master	Nursing	F
90		Mr. Ronald Jokindu	Teaching Assistant	Master	Critical Nursing	M
91		Mr. Nurdin Guma	Teaching Assistant	Bachelor	Nursing	M
92		Mr. Benson Musinguzi	Chief Technician	Master	Medical Laboratory	M
93		Mr. William Edema	Chief Technician	Master	Medical Laboratory	M
94		Mr. Lawrence Amadile	Senior Technician	Master	Medical Laboratory	M
95		Mr. Cosmas Andrugwa	Senior Technician	Bachelor	Medical Laboratory	M
96		Mr. Job Tekakwo	Senior Technician	Bachelor	Medical Laboratory	M
FACULTY OF MANAGEMENT SCIENCE						
97		Dr. Ishaq Yassin Amandu	Senior Lecturer	PhD	Marketing	M
98		Dr. Nickson Nagaaba	Senior Lecturer	PhD	Accounting	M
99		Dr. Sam Aita Kilimvi	Lecturer	PhD	Accounting	M
100		Dr. Nazarious Rukanyangira	Senior Lecturer	PhD	Marketing	M
101		Mr. Rehema Batamuriza	Assistant Lecturer	Master	Procurement & Logistics	F
102		Mr. Alex Aliga	Lecturer	Masters	Economics	M
103		Mr. James Basuta	Assistant Lecturer	Masters	Economics	M
104		Mr. Charles Acadribo Ofuti	Assistant Lecturer	Master	Tourism	M
105		Mr. Innocent Bayo	Assistant Lecturer	Masters	Human Resource	M
FACULTY OF AGRICULTURAL SCIENCE						
106		Dr. Alfred Alumai	Senior Lecturer	PhD	Plant Entomology	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
107		Dr. Alex Abaca	Lecturer	PhD	Crop Science	M
108		Dr. Philip Isaac Omwene	Lecturer	PhD	Agricultural Engineering	M
109		Dr. Robert Onzima	Lecturer	PhD	Animal Science	M
110		Mr. Moses Okello	Lecturer	Master	Crop Science	M
111		Mr. Zech Halasi Gidongo	Lecturer	Master	Agricultural Extension	M
112		Mr. Francis Ogwang	Assistant Lecturer	Master	Soil Science	M
113		Mr. Norah Nabulime	Assistant Lecturer	Master	Agricultural Engineering	F
114		Mr. Richard Malingumu	Assistant Lecturer	Master	Soil Science	M
115		Mr. Sandra Langi	Assistant Lecturer	Master	Fisheries	F
116		Mr. Paul Bogere	Assistant Lecturer	Master	Animal Science	M
117		Mr. Denis Gobo	Assistant Lecturer	Master	Agricultural extension	M
118		Mr. Victor Wadri	Technician	Master	Soil Science	M
119		Mr. Solomon Odur	Technician	Master	Animal Science	M
120		Mr. Dorcus Nassazi	Technician	Bachelor	Crop Science	F
121		Mr. Hilary Edema	Technician	Master	Animal Science	M
122		Mr. Betty Nyangwire	Technician	Master	Crop Science	F
	DIRECTORATE OF RESEARCH					
123		Dr. Robert Kajobe	Professor	PhD	Pollination & Bee Biology	M
124		Dr. Clement Okia Akais	Associate Professor	PhD	Agro Forestry	M
125		Mr. Geoffrey Eyotre	Technology Officer	Bachelor	Information Systems	M
126		Mr. Patricia Ndemaru	Partnership Analyst	Bachelor	Bachelor of Business Administration	F

APPENDIX D:

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	Dr. Simon Anguma Katrini (Assoc. Prof)	Vice Chancellor	PhD	Physics	M
2	2	Dr. Epiphany Odubuker Picho (REV. FR. Prof.)	DVC - F/A	PhD	Educational Administration, Planning and Management	M
3	3	Dr. Immaculate Maandera Bona	Principal Quality Assurance Officer	PhD	Education	F
4	4	Mr. Kefa Atibuni	Principal Communications officer	Master	Rural Development and Communication	M
5	5	Ms. Annet Ajiduru	Senior Communication Officer	Masters	Mass Communications	F
6	6	Ms. Monica Ocokoru	Administrative Secretary	PGD	Public Administration and Management	F
7	7	Ms. Grace Candiru	Assistant Administrative Secretary	Bachelor	Public Administration and Management	F
OFFICE OF THE ACADEMIC REGISTRAR						
8	1	Mr. Felix Opio Okello	Academic Registrar	Master	Educational Management	M
9	2	Mr. Nicholas Tumwebaze	Deputy Academic Registrar	Master	Business Administration (Management)	M
10	3	Mr. Leonny Kihembo Leonidas	Principal Assistant Academic Registrar	Master	Ethics& Public Management	M
11	4	Mr. Ronald Hiirya	Senior Assistant Registrar	Master	Higher Education Management & Administration	M
12	5	Mr. Phillip Draonzi	Senior Assistant Academic Registrar	Bachelor	Guidance and Counselling	M
13	6	Ms. Annet Asio	Assistant Administrative Secretary	Bachelor	Management and Secretarial Studies	F
OFFICE OF THE UNIVERSITY BURSAR						
14	1	CPA Francis Adrapi	University Bursar	Master ; CPA	Business Administration (Financial Option)	M
15	2	CPA Nicholas Lapai Odong	Deputy University Bursar	Master; CPA	Finance and Accounting	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
16	3	CPA Lillian Tiiko	Principal Accountant	Master; CPA	Finance & Management	F
17	4	Ms. Nancy Adania	Accountant	Master	Business Administration (Accounting)	F
18	5	Mr. Isaac Abiriga	Accountant	Master	Business Administration (Financial Option)	M
19	6	Mr. Herbert Adroa	Assistant Accountant	Bachelor	Business Administration (Accounting)	M
20	7	Mr. David Madira	Assistant Accountant	Bachelor	Business Administration (Accounting)	M
21	8	Ms. Juliet Badaru	Inventory Management Officer	PGD Bachelor	Purchasing and Supply Chain Management	F
22	9	Ms. Palma Adiru	Assistant Inventory Management Officer	Bachelor	Procurement and Logistics Management	F
23	10	Ms. Small Vicky	Assistant Administrative Secretary	Bachelors	Office Management & Secretarial Studies	F
OFFICE OF THE UNIVERSITY LIBRARIAN						
24	1	Mr. Philliam Adoma	Librarian	Master	Information Technology	M
25	2	Mr. Bosco Buruga Apparatus	Librarian	Master	Information Science	M
26	3	Mr. Moses Osamai Odeke	Assistant Librarian	Masters	Information Science	M
27	4	Mr. Moses Samanya	Assistant Librarian	Bachelor	Library and Information Science	M
28	5	Ms. Doreen Eyoru	Library Assistant	Bachelor	Library and Information Science	F
29	6	Mr. Boniface Agungi	Library Assistant	Bachelors	Library and Information Science	M
OFFICE OF THE DEAN OF STUDENTS						
30	1	Ms. Stella Amandru	Dean Of Students	Master	Counselling	F
31	2	Mr. Washington Opiyo	Senior Sports Tutor	Master	Sports Science	M
32	3	Rev. Fr. Dr. Robert Leku Owiko	Chaplain	PhD	Moral Theology	M
33	4	Mr. Patrick Acema (Rev. Con)	Chaplain	Master	Theology	M
34	5	Mr. Ibrahim Chandia Shaaban	Imam	Master	Education Management	M
OFFICE OF THE UNIVERSITY SECRETARY						

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
35	1	Mr. Emmanuel Banya	University Secretary	Master	Public Administration and Management	M
36	2	Mr. Godfrey Avayo	Principal Assistant Secretary	Master	Public Administration	M
37	3	Ms. Hanadi Yanguya	Stenographer Secretary	Diploma	Secretarial Studies	F
38	4	Ms. Loyce Able Driciru	Stenographer Secretary	Bachelor	Information & administrative Management	F
39	5	Mr. Samuel Ondoma	Senior Legal officer	Master	Law	M
40	6	Ms. Nancy Achan	Senior Assistant Secretary	Master	Public Administration	F
41	7	Ms. Margret Taibo	Administrative Secretary	Post Graduate Diploma	Public Administration	F
42	8	Ms. Keren Candiru	Assistant Administrative Secretary	Bachelor	Office Management and Secretarial Studies	F
43	9	Ms. Stella Angucia	Administrative Secretary	Bachelor	Office Management and Secretarial Studies	F
44	10	Ms. Patience Ayikoru	Assistant Administrative Secretary	Bachelor	Development Studies	F
45	11	Ms. Amina Chandia	Assistant Administrative Secretary	Bachelor	Secretarial Studies	F
46	12	Ms. Joan Walusansa	Assistant Administrative Secretary	Bachelor	Secretarial Studies	F
47	13	Mr. Moses Abindu	Chief Custodian	Bachelor	Business Administration (Financial Option)	M
48	14	Ms. Joyce Amaguru	Custodian	Diploma	Human Resource Management	F
49	15	Mr. Ronald Emokori	Driver	Certificate		M
PLANNING UNIT						
50	1	Mr. Robert Bakaki	Senior Planner	Master	Project planning and Management	M
HUMAN RESOURCE MANAGEMENT DEPARTMENT						
51	1	Mr. Abdul Ijosiga Wahid- Adam	Deputy Chief Human Resource Management	Master	Human Resource	M
52	2	Ms. Caroline Badaru	Principal Human Resource Officer	Master	Human Resource	F
53	3	Mr. Sam Acema Okujo	Senior Human Resource Officer	Master	Human Resource	M
AUDIT UNIT						
54	1	Mr. Moris Marachtho	Deputy Chief Internal Officer	Master (CPA)	Finance and Accounting	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
55	2	Mr. Ronald Toko	Senior Internal Auditor	Masters (CPA)	Business Administration (Accounting)	M
CENTRAL REGISTRY						
56	1	Ms. Gloria Giramia	Senior Records Officer	Masters	Information Technology	F
57	2	Mr. Joseph Omara	Assistant Records Officer	Bachelors	Records & Archives Management	M
ESTATES AND WORKS DEPARTMENT						
58	1	Mr. Willy Ocen Herbert	Senior Estates & Works Officer	PGD Bachelors	Project Management Civil Engineering	M
59	2	Mr. Albert Madira	Senior Assistant Engineering Officer	Higher Diploma	Mechanical Engineering	M
60	4	Mr. Jackson Odoch	Assistant Estates Officer (Science)	Degree	Civil Engineering	M
61	5	Mr. Emmanuel Amani	Senior Assistant Technician	Bachelor's Degree	Civil Engineering	M
62	6	Mr. Emmanuel Fudribo	Senior Assistant Engineering Officer	Diploma	Water Engineering	M
63	7	Mr. Emmanuel Barukua Jurundu	Tractor Operator	Certificate		M
64	8	Mr. Sunday Ependu	Tractor Operator	Certificate		M
PROCUREMENT AND DISPOSAL UNIT						
65	1	Mr. Richard Anguyo	Deputy Chief Procurement Officer	Master (CIPS)	Public Procurement	M
66	2	Ms. Beatrice Avako	Senior Procurement Officer	Master (CIPS)	Public Procurement	F
SYSTEMS ADMINISTRATION UNIT						
67	1	Mr. Jerry Tebandeke	Senior Information Technology Officer	Masters	Computer Science/ Computer Security	M
68	2	Mr. Martin Emukuny	IT Officer	Bachelor	Telecommunications Engineering	M
69	3	Mr. Moses Murungi	Technician	Bachelor	Information Technology	M
70	4	Mr. James Candia Vita	Senior Assistant Technician	Diploma	Information Systems and Technology	M
SECURITY UNIT						
71	1	Mr. Patrick Tar Iga	Principal Security Officer	Master	Security, Management	M
72	2	Mr. Emmanuel Apangu	Assistant Security Officer	Bachelor	Education	M
73	3	Mr. Aggrey Embati	Security Guard Supervisor	Diploma	Security	M
74	4	Ms. Leah Angunduru	Security Guard Supervisor	Diploma	Security	F
75	5	Mr. Francis Cadri	Security Guard	Certificate	Security	M
76	6	Mr. Stephen Toko	Security Guard	Diploma	Procurement and Value Chain Management	M

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
77	7	Mr. Brian Okura	Security Guard	Diploma	Social work and Social Administration	M
78	8	Mr. Philliam Ajadribo	Security Guard	Bachelor	Education	M
79	9	Mr. Albert Apeku	Security Guard	Certificate	Security	M
80	10	Ms. Phosca Adania	Security Guard	Certificate	Security	F
81	11	Mr. Swaib Angua Samuel	Security Guard	Certificate	Security	M
82	12	Mr. Moses Musale	Security Guard	Certificate	Security	M
83	13	Mr. Christopher Officer	Security Guard	Certificate	Security	M
UNIVERSITY CLINIC						
84	1	Ms. Tarsila Drakuru	Nursing Officer	Diploma	Nursing & Midwifery	F
85	2	Mr. Robert Agondua	Laboratory Technician (Medical)	Diploma	Medical Laboratory	M
86	3	Ms. Marvin Okulumia	Assistant Nursing Officer	Diploma in Comprehensive Nursing	Certificate in Nursing	F
87	4	Mr. Francis Arikū	Laboratory Assistant	Diploma	Medical Laboratory	M
DRIVERS						
88	1	Mr. Jeddah Pinycwa	Driver	Diploma	Driving	M
89	2	Mr. Innocent Nyero	Driver	Certificate	Driving	M
90	3	Mr. Christopher Ezama	Driver	Certificate	Driving	M
91	4	Mr. Adinan Jamil	Driver	Certificate	Driving	M
92	5	Mr. James Ofoyuru	Driver	Bachelor	Driving	M
93	6	Mr. Thomas Gena	Driver	Certificate	Driving	M
94	7	Mr. Kenedy Acidri	Driver	Diploma	Driving	M
95	8	Mr. Joseph Aniku	Driver	Certificate	Driving	M
96	9	Mr. Fred Acidri	Driver	Certificate	Driving	M
97	10	Mr. Fred Odama	Driver	Certificate	Driving	M
OFFICE ATTENDANTS						
98	1	Ms. Julliet Candiru	Office Attendant	Bachelor	Business Administration (Accounting)	F
99	2	Ms. Gifty Japiem	Office Attendant	Bachelors	Records and Archives Management	F
100	3	Ms. Stella Eyokia	Office Attendant	Degree	Business Administration (Accounting)	F
101	4	Ms. Baifa Asibazuyo	Office Attendant	UCE Certificate		F
102	5	Ms. Getrude Draru	Office Attendant	Diploma	Cooperative & Business Administration	F

S/N	ID	EMPLOYEE NAME	TITLE/ DESIGNATION	ACADEMIC QUALIFICATIONS	FIELD/ AREA OF SPECIALISATION	SEX
103	6	Ms. Eva Asuru	Receptionist	Diploma	Office Administration and secretarial Studies	F
104	7	Ms. Sharon Malia	Office Attendant	Certificate	Journalism and Mass Communication	F
105	8	Ms. Lillian Emvikia	Office Attendant	Certificate	Records Management	F
106	9	Ms. Hellen Androa	Office Attendant	Diploma	Social works and social administration-	F
107	10	Ms. Linda Amaziru	Office Attendant	UCE certificate	-	F
108	11	Ms. Mercy Ojosiru Aletiru	Office Attendant	Certificate	Hotel & Institutional Catering -	F
109	12	Ms. Margret Aseru	Office Attendant	UACE	-	F

APPENDIX E:

HISTORY OF MUNI UNIVERSITY

1970s

The quest for a public university in the West Nile region was tabled to the then government of Uganda but its progress was subsequently hindered by turbulent wars.

**11/01/
2007**

A delegation of elders and political leaders from West Nile region led by their respective LC Vs met H. E. Yoweri Kaguta Museveni at his Rwakitura country home and presented a memorandum expressing the need for a public university to be established in the region.

**09/05/
2009**

H. E. Yoweri Kaguta Museveni decreed the establishment of a public university in West Nile region and instructed the then Minister. of Education & Sports to ensure that a public university was established.

**29/02/
2012**

Actual construction work commenced after mobilization.

**09/05/
2013**

The 9th Parliament of the Republic of Uganda, following a motion by Minister of Education & Sports, Rtd. Maj. Jesica Alupo Epel in accordance with section 22 of the University and other tertiary institutions Act resolved the establishment of Muni University. This gave rise to instrument No.31 of 2013.

**18/12/
2013**

First Governing Council was constituted and held its first meeting.



MUNI UNIVERSITY

**30/12
2009**

H. E. Yoweri Kaguta Museveni decreed the establishment of a public university in West Nile region and instructed the then Minister. of Education & Sports to ensure that a public university was established.

**06/01/
2010**

Task-Force Committee commenced the planning work to establish Muni University.

**13/11/
2011**

Hon Minister, Rtd. Maj. Jesica Alupo Epel presided over the ground-breaking ceremony for the construction of start-up structures of the University.

**25/04/
2014**

First Senate was constituted and held its first meeting.

**4/11/
2014**

Muni University opened her gate to 90 students of Bachelor of Information System and Bachelor of Information Technology.

**12/09/
2016**

H. E. Yoweri Kaguta Museveni officially Commissioned Muni University and installed Eng. Eric Tiyo Sekebuga Adriko (PhD) as the first Chancellor of Muni University

TECHNICAL COMMITTEE MEMBERS FOR THE CONSTRUCTION OF MUNI UNIVERSITY START-UP STRUCTURES

SN	NAME	DESIGNATION	ORGANISATION	POSITION IN THE COMMITTEE
1	Eng. Justus Akankwasa	Asst Commissioner , CMU	Ministry of Education & Sports	Chairperson (Pioneer)
2	Doreen Matovu - Lwanga	Ag Asst Commissioner, CMU	Ministry of Education & Sports	Chairperson
3	Robert Odok Oceng	Commissioner, Higher Education	Ministry of Education & Sports	Member
4	Eng. Michael Sentongo	AC/Structural Engineer	Ministry of Works & Transport	Member
5	Rev. Fr. Dr. Odubuker Picho Epiphany	University Secretary	Muni University	Member (CM)
6	Kiiza Semu Smith	Quantity Surveyor	Ministry of Education & Sports	Member
7	Ocen Willy	Resident Engineer	Ministry of Education & Sports	Secretary
8	Odongo Brian	Electrical Engineer	Ministry of Education & Sports	Member
9	Lubinga Frederick	Assistant Architect	Ministry of Education & Sports	Member
10	Bongomin Alfred	Senior Asst Engineering Officer/Electrical	Ministry of Works & Transport	Member
11	Moli Tom Atikoro	Architect	Ministry of Works & Transport	Co-opted member
12	Odoch Jackson	Clerk of Works	Muni University	Co-opted member
13	Mademaga Joseph	Senior Assistant Engineering Officer/DE	Arua District Local Gov't	Co-opted member

STEERING COMMITTEE MEMBERS FOR THE CONSTRUCTION OF MUNI UNIVERSITY START-UP STRUCTURES

SN	NAME	DESIGNATION	ORGANISATION	POSITION IN THE COMMITTEE
1	Prof. Christine Dranzoa	Vice Chancellor	Muni University	Chairperson
2	Rev. Fr. Dr. Odubuker Picho Epiphany	University Secretary	Muni University	Secretary
3	Robert Odok Oceng	Commissioner Higher Education	Ministry of Education & Sports	Member
4	Eng. Justus Akankwasa	Asst Commissioner , CMU	Ministry of Education & Sports	Member
5	Doreen Matovu - Lwanga	Ag Asst Commissioner, CMU	Ministry of Education & Sports	Member
6	Eng. Michael Sentongo	AC/Structural Engineer	Ministry of Works & Transport	Member
7	Lapai Nicholas Odong	Assistant Bursar/ Accountant	Muni University	Member
8	Ocen Willy	Resident Engineer	Ministry of Education & Sports	Member
9	Nyeko Francis	Procurement Officer	Muni University	Member
10	Avayo Godfrey	Administrative Assistant	Muni University	Co-opted Member

FIRST GOVERNING COUNCIL MEMBERS OF MUNI UNIVERSITY

SN	NAME	CONSTITUENCY/CATEGORY	POSITION IN THE COUNCIL
1	Dr. Nkuuhe Johnson	Ministerial Appointee	Chairperson
2	Prof. Eng. Sandy Stevens Tickodri -Togboa	Ministerial Appointee	Member
3	Dr. Elizabeth Madraa	Ministerial Appointee	Vice Chairperson
4	Mr. Sabo Kamilo Amade	Arua District Council	Member
5	Prof. Eng. Peter Lating Okidi	Uganda Institution of Professional Engineers	Member
6	Mr. Lambert Olidio	Min. of Finance, Planning and Economic Development	Member
7	Mr. Anyama Saul	National Union of Disabled Persons of Uganda	Member
8	Ms. Uzamukunda Jolly Karabaaya	Rep. of the Permanent Secretary Min. of Education and Sports	Member
9	Mr. Habib Tibrichu	Appointee from the Public	Member
10	His Worship Gabriel Odokorwot Nyipir	Appointee from the Public	Member
11	Mr. Moses Opio Ogal	Appointee from the Public	Member
12	Prof. Christine Dranzoa	Vice Chancellor	Member
13	Prof. Callistus Baliddawa	Rep. of Senate	Member
14	Dr. Mary Basaasa Muhenda	Rep. of Senate	Member

FIRST UNIVERSITY SECRETARY/ACCOUNTING OFFICER

SN	NAME	CONSTITUENCY/ CATEGORY	POSITION IN THE COUNCIL
1.	Rev. Fr. Dr. Odubuker Picho Epiphany (MIDM)	Secretariat	Secretary to Council

FIRST GUILD PRESIDENT

SN	NAME	CONSTITUENCY	PERIOD
1.	Hon. Apangubo Patrick	Formed the first Muni University students Guild Government	2015 - 2016

FIRST SENATE MEMBERS OF MUNI UNIVERSITY

SN	NAME	CONSTITUENCY/ CATEGORY	POSITION IN THE SENATE
1	Prof. Christine Dranzoa	Vice Chancellor	Chairperson
2	Dr. James Lam-Lagoro	Academic Registrar	Secretary
3	Rev. Fr. Dr. Odubuker Picho Epiphany (MIDM)	University Secretary	Member
4	Dr. Mary Basasa Muhenda	Ministerial Appointee	Member
5	Dr. Joseph Oonyu	Ministerial Appointee	Member
6	Prof. Callistus W. Baliddawa	Ministerial Appointee	Member
7	Dr. Andoga Geoffrey	Ag Dean Faculty of Techno-science	Member
8	Dr. Alfred Alumai	Ag. Director, Research	Member

OTHER PERSONALITIES THAT CONTRIBUTED SIGNIFICANTLY TOWARDS THE ESTABLISHMENT OF MUNI UNIVERSITY

SN	NAME	PROFESSION	CONTRIBUTION
1	Local Government Council Members of Arua under the leadership of Hon. Andama Richard Ferua	Community leaders	Donated land parcels for establishment and expansion of the University in Arua District.
2	Mrs Ayiseni Margaret Tiyo	Educationalist	Chaired the Muni NTC governing council that gave Muni University land where the main campus is located.
3	Mr. Ernest Oluo	Educationalist	Donated Muni Hill for establishing education institutions.
4	Elders of Yumbe under the leadership of Hon. Rashid Govule Iyiga	Community leaders	Donated land parcels for establishment and expansion of the University in Bidibidi, Yumbe District.
5	Rwot Omach IV Openjuru Edgar of Paroketo Pa - Kolokolo	Chief of Paroketo	He donated the land parcel along River Nile for the expansion of the University in Paroketo, Nebbi District.
6	Hon. Simon Ejua	Politician	Constituted a Technical Team led by Prof. Dranzoa that wrote the position paper for establishing a University in WN region, 2007.
7	Eng. Gideon Munduga	Registered Engineer	Development of ToR for Master planning.
8	Prof. Hung Kook Park	Academician	Developed first master plan.
9	Hon. Fred Jachan Omach	Politician	Mobilization of funding for Muni University.
10	All Parliamentarians	Politicians	Promoted establishment of Muni University.
11	AMBITIOUS CONSTRUCTION COMPANY LTD	Contractor	The company that constructed the start-up structures of Muni University



-  P.O. Box 725, ARUA (U)
-  +256 476 420 312/3/4
-  Email info@muni.ac.ug/
inquiry@muni.ac.ug
-  www.muni.ac.ug
-  MUNI University
-  Muni_University