

## Support staff elect **their leaders**



Mr. Emong Geoffrey



Mr. Oplot John Paul



Ms. Maureen Akumu



Mr. Geoffrey Mwandah

On September 27, 2024, MUBS Support staff under their umbrella MUBS Support Staff Association (MUBSSSA) went to polls to elect their new leaders of the period of four years (4) from 2024 -2028.

The highly contested positions were Support Staff Representative to MUBS Council. The position had two candidates, Mr. Emong Geoffrey, the In- Charge Security Section, he is also the current representative and Mr. Muhammed Bazibu, an Office Attendant in the Department of Education in the Faculty of Vocational and Distance Education. Mr. Emong defeated Mr. Bazibu and was declared the new support staff representative to MUBS Council.

Mr. Oplot John Paul, an Office Assistant , Front Desk Office competed with Mr. Mohammed Bagye, an Office Aide at the MUBS Health Centre for the position of Chairperson for MUBSSSA. Mr. Oplot emerged the winner

For Finance secretary/ treasurer Mr. Akumu Maureen, Office Aide in the School Registrar's Office contested for the position with Mr. Ambaku Godfrey a Security Guard in the Security Section. Ms. Akumu won the race to become the Association's treasurer for the next four years.

Two candidates also showed interested for the position of Retirement Benefit Scheme Representative. These were Mr. Geoffrey Mwandah an Office Aide in the Department of Marketing and Media Studies, and Eria Bwoye, Custodian in the Strategy and Projects Office. Mr. Mwandha come out of the race victorious.

Mr. Emong thanked Support Staff for trusting him again to represent them at the School Council. "I extend my heart felt appreciation to everyone of you who participated in the voting exercise. Friends, what we have demonstrated is a landmark victory of democracy in our Association (MUBSSSA) that must be protected and preserved", he said.

Meanwhile, Mr. Mwandha thanked the staff for voting him for the second time and pledged committed service to the Association with honesty, integrity, and dedication. "As RBS representative, I pledge to do my best to see that staff retire happily with reasonable money to enable them live a happy life after retirement".

And Ms. Akumu thanked the members for the support,encouragement and entrusting her with their votes. " We shall work together to make our Association great and admirable", she pledged.

## It is always hard to say good-bye

After many years of hard work from the Faculty of Commerce, Makerere University to Makerere University Business School, , it was finally time for Ms. Roy Nyago Giibwa, one of the long serving staff in the Department of Accounting, Faculty of Commerce to retire from School service.

As the Faculty bid her farewell on September 12, 2024, and prepares for the new beginning that no longer involves MUBS, Roy had mixed emotions. "I am feeling excited, but I am also feeling sad to leave everyone behind. You know, after 34 years, it is not easy to say goodbye. Actually, it is never easy to say goodbye,"she said.

She executed her tasks with precision, care and a smile on her face. She made it her daily mission to ensure the office space was clean and tidy for the smooth operations of the office. Very welcoming and friendly to everyone .

At the same event, the Dean Faculty of Commerce Assoc. Prof. Rachel Mindra Katoroogo advise staff who are still in service to start planning for retirement now and not to wait when they have clocked 50 years.

As a faculty we try to make sure that staff are happy and accorded equal opportunities, that is why we organized such a function to bid our colleague



farewell and wish her success in her new journey. The impact and contribution that Roy has made in MUBS will not be forgotten. I therefore challenge each one of us to do things that impact on other people's lives and the institution positively. " We want to see that everyone is doing well, Roy is happy and ready for retirement, reflect on this and prepare for your retirement", she advised.

Assoc. Prof. Irene Nalukenge, Deputy Dean Faculty of Commerce said as a faculty they are happy that Roy is not scared of retirement and advised the staff to behave well at workplace because the people you work with speak on your behalf while you are away. The small things you do at the workplace count a lot. Thank you Roy for the service you offered to MUBS and thank you for your social

commitment".

Staff in the Department of Accounting described Roy as social, exceptional, kind, loving, a mentor, trainer, confidential and a mother.

It is impossible to believe that her retirement is already in reach, !, noted Prof. Rogers Matama, Head of Department Accounting where Roy was serving. He said Roy was mindful about everyone and always kept the Department very orderly. " She is very confidential. If you are good, even your bosses will fight for you", he added.

But while so much will change for Roy, a lot will stay the same. Tidying the house, rearranging her cupboards and drawers and cooking for her family will remain part of her to-do list.



## MUBS Community mourns fallen staff

The news of Mr. Dick Musoba's death, a Teaching Assistant in the Department of Applied Statistics and Management Science, Faculty of Economics, Energy and Management Science sent shock to the students he taught and the colleagues he worked with.

Musoba passed away on Saturday, August 31, 2024 and was lied to rest on September 4, 2024 at Busangai, Bulako – Sibanga, Bubulo West County, Manafwa District.

The Ag. Principal, Prof. Moses Muhwezi who attended his Requiem Service on September 2, 2024 at the MUBS St. James Anglican Chapel, challenged staff to create an impression



and make an impact at their work place. " We are here to salute Dick's services to MUBS. He chose national service and I want to applaud him for that. Dick did not simply pass through the world but he passed in the world. He understood the purpose for which God created him that is why at his young age,

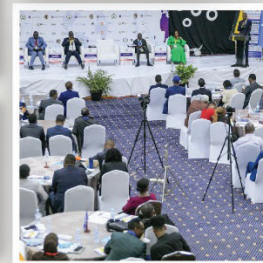
he made an impact in MUBS and in peoples lives. Serve with faith at whatever level when ever you have the opportunity. God calls us to be faithful because there is a reward at the end", he said.

Assoc. Prof. Susan Watuntu, Head of Department Applied Statistics and Management Science said Dick exhibited intelligence, determination, always sought for knowledge, had passion for his work, willingness to learn and had ability to inspire students. " He was so reliable and cheerful. This is a great lose to us and he has left a permanent mark, let us celebrate and honor his achievements", she said.



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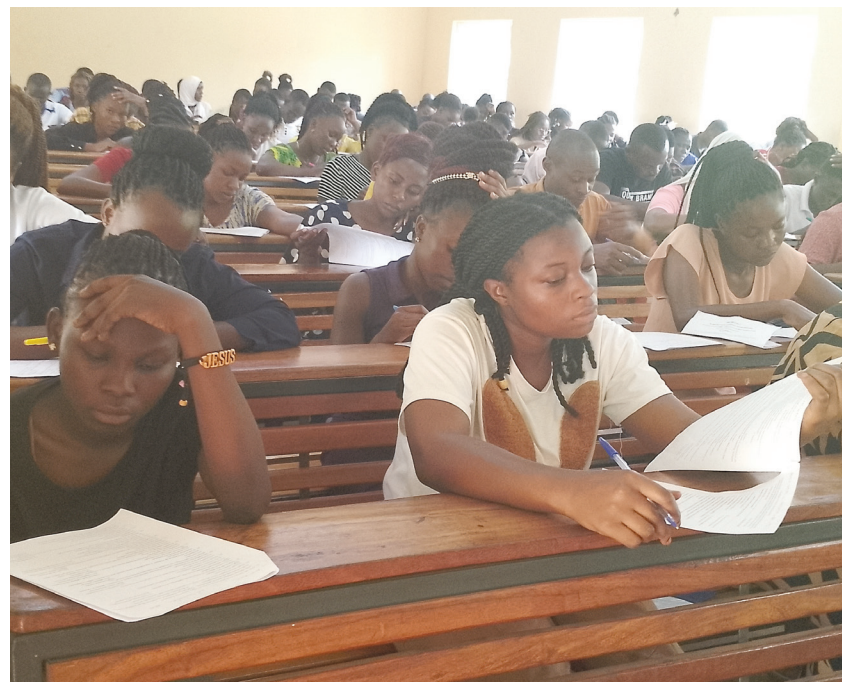
**Mr. Andrew Mukasa, aka Bajjo, a first year student offering Bachelors of Leisure, Events, and Hotel Management under the Faculty of Tourism, Hospitality and Languages (FTHL) at MIBS met the Head of Department of Leisure & Hospitality Management, Prof. Samson Omuudu Otengei. Mr Bajjo is determined to take Uganda's leisure and events management industry to the international level.**



**The first Interuniversity Tourism Challenge, organized by the Department of Tourism Management under the Faculty of Tourism, Hospitality, and Languages (FTHL).**



**MUST and MUBS drew 1-1 in group F during the 2024-2025 University Football League in Mbarara city on Wednesday, 25th September 2024.**



**Course work one tests at MUBS kicked off on September 14 and 15 and ended 21 and 22 2024 respectively. Course work marks account for 30% of the final examinations. Students were cautioned not only to miss course works but also to avoid indulging in examination malpractice**



## Career Guidance Provides **Limitless Potentials**



**Dr. Annet Nabantazi- Muyimba, Assoc. Prof. Sonny Nyeko and Ms. Mariam Nakigudde with students of our Lady of Africa School**

**MUBS through its Career Guidance and Skills Development Office had an insightful Career Guidance Day at Our Lady of Africa Schools Career Guidance expo 2024 which took place on September 6, 2024. Students got an opportunity to know what MUBS does and the programmes offered.**

The expo was to introduce students to the variety of Academic programmes and course offered by Institutions of Higher Learning and to equip the students with the knowledge and tools needed to make informed career decisions in a fast-changing employment landscape.

Ms. Mariam Nakigudde, In-Charge Career and Skills Development office applauded the students for their

enthusiasm in taking control of their career trajectories and encouraged them to read with focus, aim higher and not to disappoint their parents for who have heavily invested in their education to ensure that they excelling.

She emphasized the crucial role career guidance plays in preparing students to face future challenges and take advantage of emerging opportunities in an ever-evolving job market and advised students interested to pursue a career in Business to consider MUBS because its very good in Business courses and Management studies

Dr. Annet Nabantazi- Muyimba, Director MUBS Knowledge and Development Centre said it is very inspiring interacting with students, because they

need real examples to help them make informed decisions. Students need real examples, meeting and reaching them in their environment, helps them at all levels to set their goals early enough.

Assoc. Prof. Sonny Nyeko Dean Faculty of Computing and Informatics suggested that all Faculties should have banners on such occasions and many people should come over to attend to the students, there should be business cards to give to students and specific numbers for career guidance.

Mr. Richard Ssentongo, Head of Career Guidance at our Lady of Africa asked students to share the information with their friends to help them have a clear vision of what they aspire to be.

## University Students urged to build **a personal brand**



**Ms. Flavia . K. Tumusiime. in a group photo with students**

**Media personality Ms. Flavia . K. Tumusiime inspired students to define their dreams and pursue them now and not wait for tomorrow. She was hosted by MUBS Career and Skills Development office On September 25, 2024, to talk to students about personal branding .**

The career guidance talk aimed to provide students with insights and opportunities for career advancement with a focus on empowering them with skills to successfully navigate the emerging changing economy. One of the key things that stood out from her discussion with the students was the value of time.

The Career Guidance and Skills Office under the School Registrar's Offices regularly organizes career guidance sessions an event that offers a platform for students to meet

and interact with established industry practitioners not only for career advice and personal growth but also to tap into internship and job opportunities.

MS. Tumusiime started off the session by sharing what her career journey had looked like overtime. From her expedition, you could tell that she is ambitious, adventurous and calculative. She emphasized the importance of building a brand bigger than yourself.

Ms. Tumusiime underscored the importance self-awareness noting that it is critical for making informed career choices and aligning one's professional path with their personal attributes. "Define your brand by identifying your Strengths, Values, and Passion. Determine your unique selling proposition by creating an Online and Offline

Presence.

Have Professional Profiles on your social media platforms and use your social media platforms to share insights and document your abilities.

By the end of the session, students were able to conduct thorough self-assessments to gain a deeper understanding of their strengths, weaknesses, values, and interests.

Ms. Mariam Nakigudde, the In-Charge Career and Skills Development office thanked Ms. Tumusiime for taking time to engage with the students. "Your insightful perspectives, deep passion and personal experiences resonated powerfully, leaving a lasting impact on all who attended. The students greatly valued the opportunity to learn from your journey, and your words have sparked renewed motivation.





Students listening to Ms. Felly Amanda Baisukira, during her presentation at the Guest Lecture

## First year Students motivated to pursue careers in Leisure and Hospitality

The choice of the program of study for higher education has been paramount in a student's contemporary education career.

Many students enroll for university programmes where they lack background knowledge of their career opportunities and have later regretted or withdrew from the programmes for lack of interest.

Drawing from such experiences, on September 11, 2024, the Faculty of Tourism, Hospitality and Languages organized a Guest Lecture for first year students of Bachelors of Leisure, Events and Hospitality.

The Faculty was honored to host Ms. Felly Amanda Baisukira, a former student of MUBS and

industry practitioner who had an engaging presentation with the students on the exciting opportunities within Uganda's hospitality industry and the importance of promoting sustainable tourism practices.

Sharing insights and inspiring the next generation of tourism professionals, the lecture and discussion provided students with the opportunity to interact with a seasoned practitioner with passion and vast experience in the leisure and tourism industry

Speaking to the students, Baisukira encouraged them to be passionate about the sector and to build a successful careers. "Building a career in hospitality requires dedication,



hard work, and willingness to learn. Visiting the various tourist attractions in the country and explore different areas of leisure, events and hospitality industry as a way of encouraging other Ugandans to follow suit." She also stressed the value of networking and building relationships in the industry, the need for adaptability and continuous learning in a rapidly changing industry.



**The Human Resource Management Students Association (HRMSA) executives in a group photo with Human Resource first year students**

## Students urged to build lasting relationships while at University

**Through their Association umbrella, the Human Resource Management Students Association (HRMSA) in conjunction with the Department of Human Resource Management at Jinja Campus, the students held a successful Meet and Greet for first year students of Bachelor of Human Resource Management.**

The event was held on September 10, 2024 at the campus premises at Narambai It, aimed at introducing the new students to the university community, familiarize them with the programme's objectives, and provide a platform for networking.

The patron, Mr. Joseph Kasango encouraged the students to seize opportunities, develop their skills, and build lasting relationships with their peers

and faculty members.

The President of the Association, Ms. Ruth Ajambo highlighted the importance of teamwork, active participation, and open communication in achieving academic success.

The event provided ample opportunities for the freshers to mingle with their peers, executive committee members, and Faculty staff. It was an icebreaker session and group activity which facilitated meaningful connections, helping to establish a sense of belonging among the new students.

The first year students were excited for the meet and greet which they said it has helped them connect with their colleagues and understand the programme's expectations.

The meet and greet reinforced the Jinja Campus's commitment

to providing a supportive learning environment, fostering academic excellence, and nurturing tomorrow's leaders. As the freshers embark on their academic journey, the university remains dedicated to equipping them with the knowledge, skills, and values necessary to succeed in the field of Human Resource Management.

The successful meet and greet marked the beginning of a promising academic year for the BHRM freshers at MUBS Jinja Campus. As the students navigate their journey, they can rely on the support of their peers, Faculty members, and the executive committee. The MUBS community looks forward to witnessing their growth and achievements.



## Students' leaders equipped with essential skills for effective Leadership,

The Chief MUBS Mbale Campus, Mr. Kutosi Ayub Masaba, told the Guild leaders that to be a good leader, they should navigate complex situations, build strong relationships, and make informed decisions.

Mr. Kutosi was facilitating at the leadership training for the new Guild leaders at Shine Hotel in Mbale City under the theme; **"Effective Leadership and Conflict Management"**. The rationale for focusing on the

The training equipped the new student leaders with essential skills and knowledge for effective Leadership, Governance, and Management.

The Chief Mbale Campus, took the Guild leaders through effective Leadership and Conflict Management, emphasizing key leadership qualities, conflict resolution strategies, and effective communication techniques.

equipped the young leaders with a deeper understanding of MUBS' operations and financial management.

Mr. Okello Clement, an academic staff, took the session through Auditing and Accountability, focusing on financial management, auditing, and accountability. He shared best practices for Guild financial management, emphasizing transparency, accountability, and responsible resource allocation.

Ms. Mary Valerian Namataka, an Administrative Assistant, discussed the Roles of the Guild and Dean of Students, outlining the responsibilities and challenges faced by the Guild and Dean's office. She emphasized the importance of collaboration and communication in achieving common goals.

Ms. Adeke Angella, the Assistant Registrar, presented an overview of the Registrar's Office activities, highlighting the importance of collaboration and communication between the guild and the registrars office.

Mr. Wamushiya Joseph, a former Guild Prime Minister (2022/23), shared valuable insights and experiences from his tenure, offering practical advice on effective Leadership and Governance.



**The Chief MUBS Mbale Campus, Mr. Kutosi Ayub Masaba in a group photo with the Guild Executive**

Guild leaders was to equip them with transformative leadership skills to enable them maximize their potential and improve their performance .

The event was organized by the Dean of Students Office on August 29 -30, 2024.

At the same time, Mr. Wabuyi Peter, Assistant Bursar, presented an overview of the MUBS Structure, Work Plans, and Budgets, highlighting MUBS' Organizational framework, Guild work plans, and budgeting processes. This session

## Student Leaders challenged to lead by example

**The Office of Dean of Students organized a three day Guild Executive Leadership and Management Training at Silver Springs Hotel Bugolobi. The training commenced on September 10, 2024 aimed at imparting leadership and management skills to the Guild Executives.**

The Ag. Principal Prof. Moses Muhwezi officially opened the training and challenged the student leaders to be more exposed and knowledgeable beyond their academic programme, so as to conquer the universe.

Prof. Muhwezi warned the Guild not to take their leadership positions for granted, but use them as stepping stones for future leadership. "Serve faithfully, be patient and understanding especially in a country where resources are

scarce. Be intentional about your future, understand the meaning of life and do not take it for granted. Avoid squandering opportunities. Create your position in the universe", he advised.

He further assured the student leaders that they have been called to serve and they should be proud that they are leaders in MUBS at this time and that there is a bright future ahead. The journey starts now, opportunities do not leave beyond their lifetime, they always come once. So do not misuse your opportunities but use them to create future you want. The Principal also cautioned the leaders about retakes and said it is shameful for a student to have retakes.

The Dean of Students, Ms. Juliet Kateega, said the training helps students leaders to gain

confidence. She asked them to cooperate with the School Administration and appealed to them to follow the Guild constitution closely and follow the regulations that govern the University. "Do not go beyond the mandate, it is very easy to destroy the name that you have built for years, therefore, lead with caution."

The School Bursar, Mr. Michael Ruhigwa took the students through the budgeting process and challenges faced by the Guild leaders. He advised them to have a budget for proper planning and accountability. Mr. Ruhigwa, also advised the Guild to work within their means, and avoid over expectations.



**Prof. Moses Muhwezi, Mr. James Mwesigye and the Dean of Students together with the Guild Leaders**

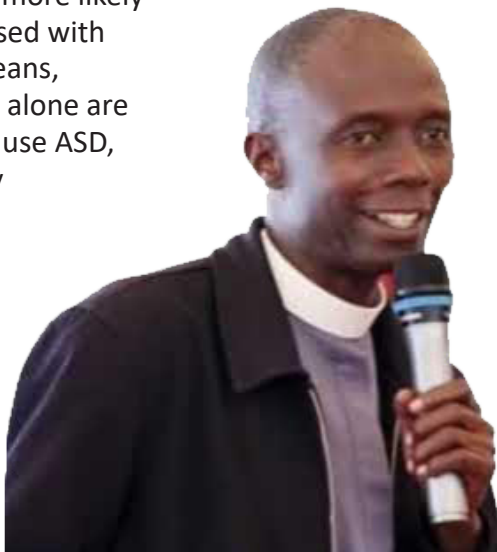


## Autism Spectrum Disorder **SOME POSSIBLE SIGNS OF AUTISM SPECTRUM DISORDERS**

In our August article on Autism, I promised to share some possible signs of Autism Spectrum Disorders (ASD) among little ones 0-12 months. ASDs include social, communication, and behavioral challenges. These problems can be mild, severe, or somewhere in between.

A diagnosis is based on the level of support needed - so getting an early diagnosis means treatment can begin sooner. Every parent should note that children need medical expert assessment from time to time and at the young tender age, every parent should always engage a pediatrician.

There is very little known about the specific causes of autism. What is common is that there are many factors that may make a child more likely to be diagnosed with ASD. That means, these factors alone are unlikely to cause ASD, but they may increase a child's risk for



The myth that vaccines cause ASD is just a myth – it is not true. From about 2002 dozens of studies—examining over 1 million children—have failed to find any credible association between vaccines and autism. Communication challenges often tip off parents to a potential autism spectrum disorder diagnosis.

developing autism when combined with genetic factors. These factors include;

Having sibling with autism, certain genetic or chromosomal conditions, like fragile X syndrome or tuberous sclerosis, complications at birth, older parents, prenatal exposure to air pollution or certain pesticides and then a birthing parent with diabetes, immune system disorders, or obesity.

As stated earlier the above factors alone do not cause any risk. Information available from World Health

Organization (WHO) indicates that up to 40% of cases of ASD in children have a genetic cause (e.g. genetic syndromes such as fragile X syndrome, Rett syndrome, tuberous sclerosis, mutations in the phosphatase and tensin homolog [PTEN] gene, and structural chromosomal deletions or duplications.

The myth that vaccines cause ASD is just a myth – it is not true. From about 2002 dozens of studies—examining over 1 million children—have failed to find any credible association between vaccines and autism.

Communication challenges often tip off parents to a potential autism spectrum disorder diagnosis. That's because children with ASD often struggle with not only understanding communication (verbal and non-verbal communication, like facial expression and body language), but expressing themselves, too (sharing thoughts, feelings,



Photo from Internet

needs, and wants to others).

It can be difficult for children with autism to recognize and understand certain social cues. That means your kiddo may not intuitively know how to react to others in some social situations.

Social differences may show up in the following ways:

Not responding when you smile at them, not following your pointed finger to see what you're referring to, not bringing objects of interest to show you, like a cool rock they found, using inappropriate facial expressions, such as smiling when someone's upset, difficulty making or maintaining eye contact, showing a lack of concern/empathy for others and difficulty making and keeping friends

Certain behaviors—like

repetitive actions and sensory processing issues—can raise a red flag that your child may need to be evaluated for autism. Having very strong interests that are super narrow and intense may be a warning sign as well. For example, it was found that 44% of autistic youth have an intense interest in bright or vividly colored objects, spinning objects, soft or textured objects. Some behavioral differences to look for include:

Being ultra-sensitive (or not sensitive at all) to certain sounds, smells, textures, light, and touch, looking at objects from unusual angles, engaging in repetitive behaviors, such as rocking, spinning, twirling fingers, or flapping hands, playing with parts of toys instead of the whole toy, like zeroing on spinning wheels,

not the toy truck, not crying when in pain, walking on toes for an extended period, rigidity over routines and rituals, difficulty transitioning from one activity to another—or with other changes, being super-focused on a few or unusual activities, difficulty managing emotions and/or having frequent, extended tantrums, pulling you by the hand and pointing to show you something without making eye contact.

Please parents make it a point that you pick interest in spending quality time with your young ones from time to time. Make it a point that you pick interest in every development in the child's life as they grow and allow the child get all the necessary vaccination





**Hon. Latjor Chuol- MUBS Guild Minister**

**MUBS Guild Minister for Sports, Hon. Latjor Chuol was on September 14, 2024 elected the Chairperson of the Federation of East Africa University Sports Students Commission at the 2<sup>nd</sup> East African University sports leadership boot camp that took place at Busitema University, from September 12-15, 2024.**

The East African leadership boot camp was intended to equip sports students from across East Africa with essential knowledge and leadership skills with the

## **MUBS Sports Minister elected chairperson FEAUS Students Commission 2024-2026**

main objective of developing sports leadership in East Africa.

The camp attracted 120 students from 14 universities across East Africa that is, Tanzania, Uganda, Kenya, Rwanda, South Sudan and Burundi who attended the second leadership boot camp that was officially opened by Prof. Paul Wako, the Vice Chancellor of Busitema University.

Prof. Wako stressed the importance of sports in higher institutions of Learning, emphasizing its potential for job creation and economic development. "This boot camp is a great opportunity to nurture leadership in sports and provide insights from celebrated sports personalities", he said

This three-day leadership boot camp was organized by the Federation of East Africa University Sports body (FEAUS) and MUBS was represented by Nyombi Collins the Chairperson of Games Union, Solea Namutamba the Secretary Games Union and the 27<sup>th</sup> Guild Sports Minister, Hon. Latjor Chuol.

Only two countries nominated their candidates that is Kenyan Universities nominated Larry from USIU (United States Internzational University in Nairobi) and Ugandan Universities nominated Latjor Chuol from MUBS.

When it came to numbers at the Boot camp, Kenya had the biggest population and this excited the students from Kenya especially USIU knowing it was an automatic win for them since they had the numbers and the previous chairperson was from their country and university.

Larry from USIU Kenya obtained 45 votes while Latjor from Uganda MUBS got 54 votes, making him the newly elected Chairperson of FEAUS 2024

"As the new and first Chairperson of FEAUS from Uganda, representing all students from East African Universities. I appeal to students to engage in sports leadership. There is need for greater student involvement in sports leadership to be able to develop future sports leaders through increased student participation in sports leadership roles.

I would like also to thank the MUBS Principal Prof. Moses Muhwezi, the Dean of Students' Office, the Sports Tutor and staff from the sports office for supporting us and coach Hassan who traveled with us and supported us through the election process.

I want to ensure that the MUBS Community was branded well among students from various East African Universities".



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**NOTE: ALL MUBS PROGRAMMES ARE ACCREDITED BY NATIONAL COUNCIL FOR HIGHER EDUCATION (NCHÉ)**

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