

# Curriculum Vitae

**Professor Wilson Muyinda Mande**

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## **A. CURRENT RESPONSIBILITIES**

### ***Current Positions: Vice Chancellor (since 2017 up to date)***

- (a) Act as Chief Executive Officer (CEO) of the University
- (b) Preside over academic ceremonies in absence of the Chancellor
- (c) Supervise departmental heads
- (d) Carry out financial planning of the University each year
- (e) Liaise with other institutions nationally and internationally
- (f) Perform public relations role for the University
- (g) Chair the top academic organs (e.g. Senate) of the University
- (h) Oversee the implementation of the University's Strategic Plan

### ***Current role as Professor (since June 2011)***

- (a) Giving lectures especially at Postgraduate level
- (b) Training PhD students in research
- (c) Supervision of Masters and PhD students research
- (d) Edit *Nkumba Business Journal*
- (e) Edit *UVCF Bulletin*
- (f) Head University sponsored teams

### ***Role in former position of Deputy Vice Chancellor (2014 -2016)***

- (a) Mobilise resource for the University activities including research
- (b) Supervise several departments of the university
- (c) Chair several committee meetings
- (d) Assist the Vice Chancellor in a number of roles
- (e) Chair several management committees

### ***Previous position as Academic Registrar (2009 – 2013)***

- (i) Provide general administration of all academic affairs in the University
- (ii) Secretary to all Senate Committees
- (iii) Handle all alumni activities
- (iv) Handle admissions of students into the University
- (v) Manage examinations in the University
- (vi) Ensure Quality Assurance in the University
- (vii) Take charge of producing all academic documents for students
- (viii) Maintain students' records and statistics
- (ix) Supervise administrative staff responsible for academic affairs in the University
- (x) Coordinate academic ceremonies, fees payment, honorary awards etc

***Previous position as Head of Department Management (1999 – 2008)***

- (a) Course development
- (b) Supervision of lecturers
- (c) Presentation of reports to Senate and other committees
- (d) Design and allocate workload to staff in the department
- (e) Carry out evaluation of academic programmes
- (f) Contribute to staff performance appraisal

**B. PERSONAL INFORMATION**

Nationality: Ugandan  
Sex: Male  
Marital Status: Married  
Personal philosophy: Creativity at the cutting is what makes a difference in things academic

**Formal Education:**

<u>Institution</u>	<u>Qualification</u>	<u>Subject area</u>	<u>Year</u>
Aberdeen (UK)	<b>PhD</b>	Leadership and Ethics	1996
New York (USA)	<b>STM</b>	Ethics	1993
Virginia (USA)	<b>MA</b>	Education	1992
Leicester (UK)	<b>Adv. Cert</b>	Education Management	2001
ATIEA (EA)	<b>BD (2: 1)</b>	Religious Studies	1989
Makerere (Uganda)	<b>Diploma in Ed</b>	English, History & Education	1986
Lund (Sweden)	<b>Diploma</b>	Child Rights	2006

**C. AREAS OF LECTURING AND COURSE DEVELOPMENT**

Lectured at Postgraduate and Undergraduate Levels and developed courses in areas of:

- (i) Human Resource Management and Planning
- (ii) Business Ethics
- (iii) Comparative Business Management
- (iv) Policy Analysis and Management
- (v) Project Planning and Management
- (vi) Industrial Relations
- (vii) Public Relations
- (viii) Leadership
- (ix) Research Methods
- (x) Education management

**Areas of research interest**

- (i) Human resource management and planning
- (ii) Business Ethics
- (iii) Policy analysis
- (iii) Management of higher education
- (iv) Project planning and management
- (iv) Leadership in organisations

**D. RESEARCH RELATED ASSIGNMENTS UNDERTAKEN RECENTLY**

(1) *Research Activity* Middle management in Ugandan universities  
Sponsored by Nkumba University  
Personal role Lead researcher

(2) *Research Activity* From University to Workplace: A tracer study of Nkumba University  
Sponsored by Nkumba University  
Personal role Lead researcher

(3) *Research Activity*: Review of proposals submitted by Makerere University staff  
for NORAD funding  
Organiser: Makerere Institute of Social Research (MISR)  
Venue Imperial Botanical Beach Hotel, Entebbe  
Period 2008  
Personal Role: Reviewed 8 proposals

(3) *Research Activity*: Review of concept papers submitted by Makerere University staff  
for NORAD funding  
Organiser: Makerere Institute of Social Research (MISR)  
Venue Imperial Botanical Beach Hotel, Entebbe  
Period 2008  
Personal Role: Reviewed 4 concept papers

(3) *Research Activity*: Review of proposals submitted by researchers in Uganda, Kenya  
and Rwanda for IDRC funding  
Organiser: Makerere Institute of Social Research (MISR)  
Venue Ankrah Foundation, Mukono  
Period 2008  
Personal Role: Reviewed 12 proposals

(4) *Research Activity*: Training students on the ISVHE project in research methods  
sponsored by Ford Foundation  
Organiser: Makerere Institute of Social Research (MISR)  
Venue Makerere University  
Period August 2005 –August 2006  
Personal Role: Training students on quantitative research methods

(5) *Research Activity*: Review and selection of research proposals for funding through  
Innovations at Makerere Committee [I @Mak.Com]  
Organiser: Makerere and Nkumba Universities  
Venue Makerere and Nkumba Universities  
Period 2003-2004  
Personal Role: Reviewed and selected 11 proposals

#### ***VISITING PROFESSORSHIP***

Visiting professor in *Public Relations* at Kigali Institute of Technology (Rwanda, 2001)

#### **F. ASSESSMENT OF POSTGRADUATE STUDENTS**

##### **External examination**

- (i) External examiner of MA and PhD theses for Makerere University
- (ii) External examiner of MBA and PhD theses for Islamic University in Uganda
- (iii) External examiner of postgraduate examinations of Uganda Management Institute [UMI]
- (iv) External examiner of MA dissertations for Oxford Centre / Leeds University
- (v) External examiners MBA Kyambogo University

### PhD Theses examined recently

Level	Research topic	Study area	University
PhD	Antecedents of Academic Staff Research Productivity in Chartered Private Universities in Uganda	Education Management	Makerere
PhD	Decision-making approaches of Academic Deans, Departmental heads and the work performance of academic staff in public universities in Uganda	Educational Management	Makerere
PhD	The Professional Development Practices and Service Delivery of Academic Staff in Kampala International and Kyambogo Universities in Uganda	Education	Makerere
PhD	Management practices and quality of teaching and research in private universities in Uganda	Education	Makerere
PhD	Dynamics of education reforms and quality of primary education in Uganda	Policy in Education	Makerere
PhD	Development of Teacher Competences through Distance Education: a case study of history teachers of Bachelor of Education external degree programme	Education	Makerere
PhD	University governance and the employability of graduates from public universities in Uganda	HRM	Makerere
PhD	The management of SACCOs in Wakiso district, Uganda	Management	KIU
PhD	Ethics of Auditing in Uganda's Public Sector	Ethics and Finance	KIU
PhD	Factors affecting Research Output in Public Universities in Uganda	Education	Makerere
PhD	Effect of Deregulation on Performance of Public Sector Service Organisations in Tanzania. The Case of Tanzanian Post Office	Public Administration	IUIU

### Masters Dissertations Examined in 2013

Level	Research Topic	Study Area	University
M.Ed ICT	ICT literacy and utilization of electronic information resources by students in Ndejje University	ICT in Education	Makerere
MA	Human Resource Development practice and lecturers job performance in the College of Education and External Studies	Education Management	Makerere
MA	Management of Records and Students Completion Rates in College of Education and External Studies.	Policy and Planning	Makerere
M. Sc(HRM)	Challenges to Academic Staff Job Performance at Nkumba University, Uganda	HRM	Makerere

### Masters Dissertations Examined in 2012

Level	Research Topic	Study Area	University
MA	Management of students discipline in private secondary schools in Entebbe Municipality, Wakiso District	Education Management	Makerere

M.Ed	Use of ICT and management of students' academic affairs at the college of education and external studies Makerere University	Education Management	Makerere
MA	Challenges to students' discipline in public universities in Uganda: A case faculty of Education and Humanities in Gulu University	Education Management	Makerere
M. Sc(HRM)	Total reward and academic staff performance in the college of education and external studies, Makerere University	HRM	Makerere
MA (HRM)	Rewards and commitment of the non-teaching staff in public Universities in Uganda: a case of Makerere College of Education and External Studies	HRM	Makerere
MA (HRM)	Rewards and Teachers Performance in Private Secondary Schools in Nakasongola Uganda	HRM	Makerere
M. Ed	Relationship between organisational communication and staff productivity in faculty of Arts and Social Science, Kyambogo University Uganda	Education	Makerere
M.Ed	Correlates of commitment to studies of undergraduates in the School of Education, Makerere University	Education	Makerere
MA	Implementation of Quality Assurance Measures and its Influence on Staff Performance in Makerere University	Higher Education	Makerere

M. Ed	School mapping as a planning tool on the quality of education in government aided primary schools in Kawempe division, Kampala Uganda	Policy and Planning	Makerere
M.Ed	The influence of school culture on the management of students' discipline in denominational boarding secondary school	Education Management	Makerere
M.Ed	Information and Communication Technology in Public Organisations in Uganda: The Case of Ministry of Education and Sports	ICT	Makerere
MA (HRM)	Training, Counselling and Welfare Services as Factors of Job Performance of Academic Staff in Makerere University	HRM	Makerere
MA (HRM)	Rewards and retention of academic staff in private universities in Uganda: A case of Nkumba University	HRM	Makerere
MA (HRM)	Remuneration and academic staff delivery in Kyambogo University	HRM	Makerere
M.Ed	Quality assurance and students learning conditions at the study centres of Busoga University	Education	Makerere

#### Masters Dissertations Examined in 2011

Level	Research Topic	Study Area	University
MA	Sports influence on students' academic performance at Ndejje University	Education Management	Makerere

MA	Causes of difference in Primary Leaving Examinations performance in Bushenyi – Ishaka Town Council	Education Management	Makerere
MA	Management and Teachers’ performance in Universal Primary Education Schools in Tororo Municipality, Eastern Uganda	Education Management	Makerere
MA (HRM)	Challenges to women’s access to top positions of leadership in Makerere University	HRM	Makerere
M. Ed	Institutional factors that affect the adoption of information and communication technology by lecturers in Busitema University	Education	Makerere
MA	Home background and retention of female students in secondary schools in Gulu district	Policies and Planning	Makerere

#### Masters dissertations examined in 2010

Level	Research Topic	Study Area	University
M.Sc	Motivation and employee performance in Kisoro Town Council	HRM	Makerere
MA	Factors affecting access to secondary education in Mityana District	Education	Makerere
MA	Human Resource Planning and Job Design as Factors of Staff Job Performance in Universities: A Case of Kyambogo University.	HRM	Makerere
M.Sc	Leadership Practices and Teacher Performance in Secondary Schools in Entebbe Municipality	Leadership	Makerere
MA	Factors affecting job satisfaction among primary teachers in Yumbe	HRM	Makerere
MBA	The effect of tax administration on profitability of small scale businesses. A case of Kikuubo trading centre	Finance	IUIU
MBA	The effects of trading licence assessment on the performance of small enterprises in Rubaga division	Finance	IUIU
MBA	An analysis of the effects of information technology and records management on service delivery in the national social security fund	Business Management	IUIU
MBA	Analysis of the effects of the procurement process on the performance of road maintenance by Uganda national roads authority	Procurement Management	IUIU
MBA	Assessment for the effect of internal audit on funds management in the works department in Tororo municipality	Finance	IUIU

### G. CONSULTANCY WORK

#### *In area of Management*

- (i) Review of Human Rights provisions in Lower Secondary Curriculum (NCDC) [2012]
- (ii) Development of Human Resource Policies for Nkumba University [2012]
- (iii) Formulate governance policies for UWASNET sponsored by SNV [2011]
- (iv) Formulated a corporate communication policy for HURINET-Uganda [2008]
- (v) NARO – recruitment and selection of District Agricultural Officers [1999]

- (vi) Strategic Plan development for Kitende Secondary School [2008]
- (vii) Strategic Plan evaluation – TASO Uganda Limited [2005]
- (viii) Uganda Democracy Audit 2006 funded by MS Denmark. [2006]
- (ix) Development of institutional HIV/AIDS policy for Nkumba University [2000]

*In area of Project Management*

- (x) Monitoring and Evaluation – SOS Children’s Villages, Uganda. [2008]
- (xi) Quality Assurance, Monitoring and Evaluation – Mildmay, Uganda. [2007]
- (xii) Evaluation of HIV/AIDS project of COU funded by Stromme Foundation. [1998]
- (xiii) Evaluation of Children’s project in Gulu, funded by Mildmay International [2004]

*In area of Education and Training*

- (xiv) Development of Research Guidelines for PhD, Masters and Bachelors [2012]
- (xv) Training of students on ISVHE in Research at MISR funded by Ford Foundation [2005]
- (xvi) Training of World Vision staff in Leadership and Management funded by WVI [1997]
- (xvii) Capacity building for UNISA staff at Kyambogo, sponsored by Danida [1999]
- (xviii) Capacity building for university professors in Kenya funded by UNESCO [1999]
- (xix) Capacity building for university professors in Ethiopia, funded by UNESCO [2000]
- (xx) Capacity building for university professors in Uganda funded by UNESCO [2001]

**Service to community / civil society roles**

- (i) Chairperson, Uganda Development Policy Management Forum based at UMI (*expired*)
- (ii) Member of Board, TASO Uganda Ltd [*term expired*]
- (iii) Member of Board: World Vision Uganda [*term expired*]
- (iv) Member of Board Audit Committee of TASO.
- (v) Member of Board Audit Committee of World Vision Uganda [*term expired*]

**SKILLS GAINED**

- (i) Research supervision and assessment (at Bachelors, Masters, and Doctorate)
- (ii) Qualitative and Quantitative research
- (iii) Lecturing competence
- (iv) Project Planning, project monitoring and evaluation
- (v) Development of strategic plans
- (vi) Teamwork in Management
- (vii) Leadership and Management skills
- (viii) Writing skills
- (ix) Scholarly editing skills
- (x) Co-ordination and organisation skills
- (xi) Capacity building and facilitation skills
- (xii) Computer skills for research: SPSS

**Innovations:**

- (a) Founded *Nkumba Business Journal* in 1999. Now a Peer-reviewed Journal in Volume 12

(b) Initiated **UVCF Bulletin** [for vice chancellors' Forum] 2011 recently recorded permanently in the ISSN Register as follows: ISSN 2306-6288 based on the ISO standard 3297 by ISSN International Centre Bibliographic Data Section, 45 rue de Turbigo, 75003 PARIS, FRANCE

(c) Initiated and developed the following programmes and course units

(1) Initiated and Developed the Project Management programme. ( <i>Postgraduate level</i> )	2010
(2) Human Resource Management programme. ( <i>Postgraduate level</i> )	2008
(3) Industrial Relations, a Course unit ( <i>at undergraduate and postgraduate levels</i> )	2000
(4) Business Ethics, a Course Unit ( <i>at undergraduate and postgraduate levels</i> )	2007
(6) Business Policy, a course unit ( <i>at undergraduate level</i> )	2004
(7) Social Policy Analysis, a course unit ( <i>at postgraduate level</i> )	2002
(8) Public Policy Analysis, a course unit ( <i>at undergraduate and postgraduate levels</i> )	2001
(9) Human Resource Planning, a course unit ( <i>at undergraduate and postgraduate levels</i> )	2006
(10) Public Relations, a course unit ( <i>at undergraduate</i> )	2001
(11) Qualitative Research Methods, a course unit ( <i>at postgraduate level</i> )	2008
(12) Development Ethics, a course unit ( <i>at undergraduate</i> )	2002
(13) Ethics in Public Administration, a course unit ( <i>at undergraduate</i> )	2005
(14) Organisational Theory, a course unit ( <i>at undergraduate</i> )	2000

<b>EDITORIAL ROLES AND RESPONSIBILITY</b>			
1. Founding Editor	- <i>UVCF Bulletin</i> ISSN 2306-6288		
2. Reviewer	- <i>International Journal of Organizational Analysis</i> (online)		
3. Reviewer	- <i>African Journal of Business Ethics</i> (AJOBE) ISSN 1917- 7417		
4. Founding Editor	- <i>Nkumba Business Journal</i> ISSN 1564-068X		
5. Editorial Board Member	- <i>Makerere Journal of Higher Education</i> (MAJOHE)		
6. Editorial Board Chair	- <i>Ugandan Journal of Management and Public Policy Studies</i> ISSN2078-7049		
<b>Year</b>	<b>Publication</b>	<b>Volume</b>	<b>Personal contribution</b>
2019	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol. 8</i>	18	1 Articles - and overall editing and management In charge of editorial work
2018	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol. 7</i>	17	2 Articles - and overall editing and management 1 article and in charge of editorial work
2017	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol. 6</i>	16	1 Articles - and overall editing and management 1 article and in charge of editorial work
2016	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol. 5</i>	15	1 Articles - and overall editing and management 1 article and in charge of editorial work
2015	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol. 4</i>	14	1 Articles - and overall editing and management 1 article and in charge of editorial work
2014	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol.3</i>	13	1 Articles - and overall editing and management 1 article and in charge of editorial work
2013	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol.2</i>	12	1 Articles - and overall editing and management 1 article and in charge of editorial work
2012	<i>Nkumba Business Journal</i> <i>UVCF Bulletin Vol. 1</i>	11	1 Articles - and overall editing and management 1 article and in charge of editorial work
2011	<i>Nkumba Business Journal</i> <i>UVCF Bulletin</i>	10	5. Articles - and overall editing and management 1 article and in charge of editorial work
2010	<i>Nkumba Business Journal</i>	9	4. Articles - and overall editing and management
2009	<i>Nkumba Business Journal</i>	8	8. Articles - and overall editing and management
2008	<i>Nkumba Business Journal</i>	7	3 Articles - and overall editing and management



2005	<i>Nkumba Business Journal</i>	6	2 Articles - and overall editing and management
2005	<i>Nkumba Business Journal</i>	5	4 Articles - and overall editing and management
2002	<i>Nkumba Business Journal</i>	4	2 Articles - and overall editing and management
2001	1. <i>Nkumba Business Journal</i> 2. <i>Effective Teaching in Higher Education</i> [book]	3	1. 3 articles - and overall editing and management 2. Published by Nkumba University and sponsored by UNESCO - and overall editing and management
2000	<i>Nkumba Business Journal</i>	2	2 articles - and overall editing and management
1999	<i>Nkumba Business Journal</i>	1	1 Article - and overall editing and management 2 Book reviews

## **PUBLICATIONS AND RELATED ROLES**

- (i) Founder and editor of *Nkumba Business Journal*
- (ii) Founder and Editor of *UVCF Bulletin*
- (iii) Contributed chapters to books published in Nairobi and South Africa
- (iv) Contributed chapter on *Human Resource Development and Economic Policies in Uganda* to a book published in Uganda
- (v) Published over 60 publications in all
- (vi) Published some in Uganda and others internationally
- (vii) working papers on internet at <http://papers.ssrn.com>
- (viii) papers published on internet at <http://ahero.uwc.ac.za>
- (ix) papers published on internet at <http://africaonline.com>
- (x) papers published on internet at <http://agora.com>

## **The articles and papers published or submitted**

### ***POLICY STUDIES & PUBLICATIONS***

Mande WM and Makumbi R B (2017) Youth Policy and Job Creation in Uganda. In *Nkumba Business Journal* Vol.16 ISSN 1564-068X

Mande W M and Nakayita M (2015) [Effect of Fees Policies on the Quality of University Education in Uganda](#). In *Makerere Journal of Higher Education* 6 (2), 3-12

Mande W M (2014) Ethics Policy and Risk Mitigation in Commercial Banks in Uganda. In *Nkumba Business Journal*. Vol. 13 ISSN 1564-068X

Mande W M (2011) Do human resource policies lead to employee commitment in Ugandan based non governmental organisations? *Nkumba Business Journal* Vol. 10. ISSN 1564-068X

Mande, W M (2004) Formulating Occupational Health and Safety Policy for Organisations. Paper delivered to Directors and Executive Officers Forum

Mande W M and Opiyo N (2008) *Survey of the Awareness of Citizens' Access to Information Act in Uganda*. Kampala; HURINET

Mande W M (2005) "Human Resource Development and Economic Policies in Uganda".in Mukama and Mulindwa-Rutanga (eds) *Confronting Twenty-first Century Challenges*. Volume Two. Kampala: Makerere University.

Mande, W M (2001) "A biblical response to Africa's external debt crisis".In Getui M N, Maluleke T and Ukpong J (Eds) *Interpreting the New Testament in Africa*. Nairobi: Acton Publishers. Kenya

#### ***BUSINESS ETHICS 16 PUBLICATIONS***

Mande W M (2017) The Plausibility of Communitarian Servership as an ethic of leadership power for the Church of Uganda. In Musana P, Chrichton A and Howell C (eds) *The Uganda Churches and the Political Centre: Co-operation, Co-option and Confrontation*. Ngoma Publishing Consortium. Kampala. Volume 1.

Mande W M (2016) Economic Benefits and ecological sustainability; the ethical dilemma involving flower companies in Uganda. In *Nkumba Business Journal* Vol.15 **ISSN 1564-068X**

Kamadduuka R Z and Mande W M (2014) Awareness of Legislation and ethical performance of Local government administration. In *Nkumba Business Journal*. Vol. 13 **ISSN 1564-068X**

Mande W M (2013) Contribution of business ethics course to MBA students' readiness to exercise ethical management of enterprises. *African Journal of Business Ethics* Vol.10, **ISSN 1817-7417**

Mande W M (2013) The Right to Education and Bridging of National and International divides  
. <http://papers.ssrn.com>

Mande W M (2011) Virtue ethics and the effectiveness of meetings. *Nkumba Business Journal* Vol.10.

Mande W M (2008) Ethics of International business and developing countries. In *Nkumba Business Journal*. Volume 7. **ISSN 1564-068X**

Mande W M (2008) Professional Code of Conduct and Secondary School Teachers' Perception on Examination Malpractice in Uganda. In *Nkumba Business Journal*. Vol 7. **ISSN 1564-068X**

Mande, W M and Butanaziba Y L (2007) Ethics in International business and developing countries.In *Agora: Journal of International Centre for Regional Studies*(ICRS) Tenri University, Japan

Mande, W. M (2006) "Management of Private Universities in Uganda".In *Nkumba University Education Journal*. Volume 1. Entebbe: Nkumba University School of Education.

Mande, W M and Butanaziba Y L (2006) Global Opening and Closing of Nationalism: the Violence Economic and Minority Rights in Uganda. In *Agora:Journal of International Centre for Regional Studies*(ICRS)No 4.Tenri University, Japan

Mande, W M (2005) The Professional Code of Ethics and Accountants' Perceptions Corporate Corruption". In *Nkumba Business Journal* Vol. 7 **ISSN 1564-068X**

Mande W M (2000) "Should Prostitution be Legalised in Uganda?" in *Nkumba Business Journal* In *Nkumba Business Journal* Vol. 4.Entebbe: Nkumba University. **ISSN 1564-068X**

Mande, W M (2000) "Financial Stewardship in Uganda" in *Nkumba Business Journal*. In *Nkumba Business Journal* Vol. 4. Entebbe: Nkumba University. ISSN 1564-068X

Mande, W M (1999) "Ethical Responsibility in Management," in the *Nkumba Business Journal*. Entebbe: Uganda. Vol. 1 ISSN 1564-068X

Mande, W M (1999) "A Critical Reflection on Responsibility in the context of HIV/AIDS". In the Post Geneva Conference for Religious Institutions.

#### ***LABOUR STUDIES 1 PUBLICATION***

Mande W M (2013) University education and employment of graduates in Uganda. In *UVCF Bulletin* Vol.2 Kampala: UVCF. ISSN 2306-6288

#### ***PROJECT MANAGEMENT 4 PUBLICATIONS***

Mande W M (2015) The network diagram technique and human resource planning of small size projects. In *Nkumba Business Journal* Vol.14 ISSN 1564-068X

Mande W M (2013) [A Hypothetical Analysis of Budgeting and Profitability of Micro Projects in Uganda published at http://papers.ssrn.com](http://papers.ssrn.com)

Mande W M (2010) The contribution of budgeting to performance of micro projects in Uganda. *Nkumba Business Journal* Vol. 9. ISSN 1564-068X

Mande W M (2008) "A Critical Analysis of the Church Missionary Society Industrial (CMS) Project In Buganda (1899-1903)". Submitted to the *International Review of Mission*. Geneva: World Council of Churches

#### ***HIGHER EDUCATION MANAGEMENT 18 PUBLICATIONS***

Mande W M (2017) Enhancing The Training of University Students for Employability in the East African Region. In *UVCF Bulletin* Vol. 6. ISSN 2306-6288

Mande W M, Nambatya A K and Nsereko N D (2015) the contribution of middle management to enhancement of quality university education in Uganda. In *Nkumba Business Journal* Vol.14 ISSN 1564-068X

Mande W M, and Nakayita M (2015) [The Effect of Cost of Education on choice of Private universities in Uganda](#) *Review of Higher Education in Africa: Canada* Volume 5

Mande W M (2014) (ed.) *Commencement lecturers of 2010 – 2013*. Entebbe Nkumba University.

Mande W M (2012) The Role of the Uganda Vice Chancellors Forum in Higher Education. In *UVCF Bulletin*. Vol.1.

Mande WM (2012) The genesis and role of Uganda vice chancellors' forum. In *UVCF Bulletin*. Vol 1.

Mande W M, Oyugi J L, and Ofafa G A (2012) Perceived Value of Entrepreneurship Course Content Among University Students in Uganda. In *Nkumba Business Journal*. Vol. 11. ISSN 1564-068X

- Mande W M (2013) Senteza Kajubi on the vocationalisation of education as the answer to Job Scarcity. *UVCF Bulletin* Vol.2 Kampala: **ISSN 2306-6288**
- Mande W M (2013) Gaining academic excellence as a student leader at a university *Nkumba Business Journal* Vol. 12 **ISSN 1564-068X**
- Mande W M (2010) Research as a measure of creativity of MBA students: the case of Nkumba University Uganda. *Nkumba Business Journal* Vol. 9. **ISSN 1564-068X**
- Mande W M (2010) Management of non-academic activities for academic enhancement in Universities. *Nkumba Business Journal* Vol. 9. **ISSN 1564-068X**
- Mande W M (2009) The effect of cost on quality of MBA programmes in Ugandan Universities. In *Makerere Journal of Higher Education*
- Mande, W M (2002) "The plausibility of evaluation of teaching effective in Higher education." In *Nkumba Business Journal* Vol. 4. Entebbe: Nkumba University. **ISSN 1564-068X**
- Mande, W M (2001) [ed] *Effective Teaching in Higher Education*. Entebbe: Nkumba University. **ISBN 9970-813-00-5**
- Mande, W. M (2003) "Academic and Dissertation Writing". A paper delivered at a two-day seminar on Research Methods for Postgraduate Students.
- Mande, W. M (2003) "Appropriate Review of Literature and Abstract Composition" A paper delivered at Seminar on Research Methods for Postgraduate students.
- Mande, W M (2001) (ed) *Effective Teaching in Higher Education. Effective Teaching in Higher Education*. Entebbe: Nkumba University. **ISBN 9970-813-00-5**
- Mande, W M (2000) "The Appropriate Use of the Lecture Method in Higher Education". In *Effective Teaching in Higher Education*. Entebbe: Nkumba University. **ISBN 9970-813-00-5**
- Mande, W M (2000) "The Use of Small Group Methods in Higher Education". A Paper presented at a Training Workshop on Improved Teaching and Learning held at Nkumba University.

### **GENERAL MANAGEMENT 13 PUBLICATIONS**

- Mande W M (2011) The role of Board of Directors in aligning corporate governance to organisational strategy. *Nkumba Business Journal* Vol. 10. **ISSN 1564-068X**
- Mande W M (2010) Employee participation in decision making as a strategy for optimising organisational performance: The case of the banking and education sub-sectors in Uganda. *The Ugandan Journal of Management and Public Policy Studies* by UMI
- Mande W M and Nakibuuka J (2009). The effect of stigma on the tuberculosis patients' attitudes towards medical treatment at Mulago hospital. *Nkumba Business Journal*. Volume 8. **ISSN 1564-068X**
- Mande W M (2007) Managers' Perceptions of the Contribution of Experience to Performance of

Employees of Modern Enterprises in East Africa. *Makerere University Research Journal*.

Mande, W M, Ndifuna M, and Moya M (2005) Locus of control and small business operators' readiness to seek wealth form underwater spirits". *Nkumba Business Journal*. Vol.6

Mande, W M & Ndifuna M (2005) The Influence of Hippocratic Oath on the Ugandan Medical Doctors' Perceptions of the Need for the Legalisation of Abortion. *Nkumba Business Journal*. Vol. V. Entebbe: Nkumba University ISSN 1564-068X

Mande, W M & Ndifuna M (2005) The Influence of Hippocratic Oath on the Ugandan Physicians' Perceptions on the Legalisation of Euthanasia and Assisted Suicide. *Nkumba Business Journal*. Vol. V. Entebbe: Nkumba University ISSN 1564-068X

### ***HUMAN RESOURCE MANAGEMENT 5 PUBLICATIONS***

Mande W M (2018) The Significance of Human Resource Planning at a Macro Level in Uganda. In *UVCF Bulletin* Vol. 7. ISSN 2306-6288

Mande W M (2009) The effect of motivation on the performance of teachers and the attainment of the millennium development goal 2 in Uganda. Submitted to *Nkumba Business Journal*. Volume 8.

Mande W M (2005) Ugandan Small Managers' Perception of the Relationship between Human Resource Planning and Performance. In *Nkumba Business Journal*. Vol. 6. ISSN 1564-068X

Mande, W M (2004) Strategic Human Resource Management in Hospital Administration. Paper delivered at Directors' and Executive Officers Forum.

Mande, W M (2003) The Chairmanship Skills and the Effectiveness of Boards of Directors. In *Nkumba Business Journal* Vol. 4. Entebbe: Nkumba University. ISSN 1564-068X

Mande, W. M (2003) "The Role of Directors in enhancing the Human Resource Management Function". In *Nkumba Business Journal* Vol. 4. Entebbe: Nkumba University. ISSN 1564-068X

### ***GENERAL INTEREST 9 PUBLICATIONS***

Mande W M and KemitareJ (2006) Uganda Democracy Audit. In *The State of Democracy – Empower the Poor*. Copenhagen: Mellefolkeligt Samvirke (MS) Denmark.

Mande, W M (2000) "War and Public Debt of Poor Countries in the Great Lakes Region". In *Nkumba Business Journal* Vol. 4. Entebbe: Nkumba University. ISSN 1564-068X

Book reviewed: (Kodwo Ankrah (1998) *Development and Church of Uganda: Mission, Myths and Metaphors*. Nairobi Acton Publishers (189 pages)

Books reviewed: Byamugisha G (1998) (a) *AIDS the condom and the Church* (140 pages)  
(b) *Am I my brothers' keeper* (82 pages) Kampala: EATWOT Uganda chapter

### **Doctoral (PhD) theses supervised successfully and those still under supervision**

Name	Course	Title of the doctoral work	University
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		2019	
Namugumya E	PhD	Non-formal education and community development in Uganda: a case of Rakai district	Nkumba
		2018	
Rukanyangira N	PhD	Marketing Policy and the Competitiveness of Manufacturing Firms in Uganda: The Case of Uganda Clays	Nkumba
Musoke H E	PhD	Procurement System and effective health service delivery in Health Centre III in rural Uganda	Nkumba
Serunjogi C	PhD	Management Development and Quality of Universal Primary Education in Uganda	Nkumba
		2017	
Makumbi R B	PhD	National Youth Policy and Job Creation for the Youth in Uganda	Nkumba
		2016	
Masembe K	PhD	Strategic Planning and the Procurement of Medicals in national Referral Hospitals.	Nkumba
Emuron L	PhD	Reward Systems and Performance of Academic Staff in Private Universities in Uganda	Nkumba
Baryomuntebe D	PhD	Staff Development Policies and Quality Pedagogy in Universities.	Nkumba
		2015	
Saka G O	PhD	Public Finance Legislation and Accountability in Regional Referral Hospitals in Uganda	Nkumba
		2011	
Makilika V	PhD	Growth Approach and sustainable development in Rufigi Basin, Tanzania	Nkumba
Zombeire R K	PhD	The Contribution of legislation on the ethical performance of public servants in Wakiso and Kampala districts, Uganda.	Kenyatta
		2010	
Nakibuuka J	PhD	The contribution of Quality on Adolescents' choices of Food Items in Kampala District, Uganda	Nkumba
Namuyomba I	PhD	Perceived Organisational Support and the commitment of Medical Doctors in Uganda's Public Hospitals	Nkumba
		2009	
Oyugi J L	PhD	The contribution of entrepreneurship education to self-efficacy of university students in Uganda	Kenyatta
		2004	
Kalibwani R	PhD	Aid Management in Sub-Saharan Africa a Case Study of Swaziland.	Commonwealth

**Masters (MBA, M.Sc, MPLM and MA) dissertations supervised recently**

Name	Course	Title of the Dissertation	Year	University
		2016		

Chebet	MHRM	Diversity Management and the Performance of United Nations Staff in Juba, South Sudan.	2016	Nkumba
		<b>2015</b>		
Nabyonga K	MHRM	Workforce Diversity Policy Implementation and Job Satisfaction in the Flower Farms in Uganda: the case of Rosebud	2015	Nkumba
		<b>2012</b>		
Apegyi J	MPLM	The Effect of Cargo Management on Customers satisfaction in the Airline Industry: The Case if Aviance Airline of Ghana	2012	Nkumba
AhimbisibweJ.	M Sc.(A/F)	Budget Implementation and Effective Business Operations in Manufacturing firms of Uganda: The Case of Uganda Baati	2012	Nkumba
NampiimaM.	M Sc(Mgt)	The effects of HIV/AIDS non-discrimination Policy on Elimination Stigma at Work Place: The Case Study of Accord Uganda	2012	Nkumba
Matua R.	MBA	Reward Management System and Staff Retention in Uganda's Public Sector: The Case Study of Ministry of Water and Environment	2012	Nkumba
		<b>2011</b>		
Zimbe B. N	M Sc(A/F)	Internal Audit (IA) and Risk Management in Financial Institutions in Uganda: The Case Study of Stanbic Bank Uganda Limited	2011	Nkumba
Sarah Abiro	MHRM	The effect of Reward Policy on Employee Satisfaction at Aids Health Care Foundation Uganda Cares	2011	Nkumba
Ogendi B.	MHRM	The effects of Staff Training on Work performance in the Hotel Industry: The Case of Sheraton Hotel	2011	Nkumba
Amanyire R.	MBA	Legislation and Financial Accountability in Local Governments: The Case Study of Sembabule District	2011	Nkumba
		<b>2010</b>		
Luboyera A	MBA	Customer care and Employee satisfaction in Uganda's banking sector: The case of Equity bank.	2010	Nkumba
Namutidde V	MBA	The role of financial policy in the reduction of fraud in commercial banks	2010	Nkumba

		<b>2009</b>		
Nabiddo E	MA	The Contribution of NGOs on the improvement of livelihood of vulnerable households in Uganda: The case of Send-a-Cow in Mityana district.	2009	Nkumba
Namutebi G	MBA	The relationship between organisational change and industrial action. The case of KyambogoUniversity.	2009	Nkumba
Murithii M	M.Sc	The Contribution of tax education to tax compliance among SME business people in Kampala, Uganda	2009	Nkumba
Wamalwa E M	MBA	The role of KCC in the enforcement of building codes and standards in the construction of commercial buildings in Kampala City.	2009	Nkumba
Wamara J B	MBA	Factors influencing effectiveness in logistics managements of united nations world food programme in northern and eastern Uganda	2009	Nkumba
Nataka N S	MBA	The Contribution of advertising on market share retention of Airlines in Uganda. A case study of eagle Air Limited	2009	Nkumba

2008				
Gapira N U	MBA	The Relationship between trade information availability and growth of business transaction in Kigali, Rwanda.	2008	Bugema

2007				
Nakibuuka J	MBA	Factors influencing Quality Management in Food Processing SMEs in Kawempe Division of Kampala, Uganda.	2007	Nkumba
Ndyabahinduka	MPA	An Assessment of Performance under Results Oriented Management in National Water and Sewerage Corporation Uganda	2007	Nkumba

2006				
Obika A	MA	The Role of Women's Ownership of Land in Poverty Reduction in Uganda. A Case Study of Entebbe.	2006	Nkumba
Bazzekuketta J	M.Sc	The Effect of Financial Policies on the Performance of MFIs in Uganda. The Case of Faulu	2006	Nkumba

2005				
Namakula G	M.Sc.	The Impact of Financial Education on the Performance of Sole Traders in Balikuddembe Market, Kampala District, Uganda.	2005	Nkumba
Nansereko K. R	MBA	The Effects of Retrenchment on the Performance in the Public Sector. A Case Study of the Local Government.	2005	Nkumba
Nakabanda E.	MBA	Gender and Course Choice at Higher Institutions of Learning in Uganda: A Case Study in the Faculty of Social Sciences and Technology of Makerere University.	2005	Nkumba
Namuyomba I.	MA	The Impact of Transfers on Professional Commitment of Secondary School Teachers in Uganda.	2005	Nkumba

2004				
Esomu-Ebalu M.	MBA	Pupils' Access to Resources Under UPE Policy and its implications for Quality Education: in Soroti Municipality.	2004	Nkumba
Ajwang, B	MBA	The Factors Influencing the Performance of Selected Indigenous Insurance Companies In Uganda.	2004	Nkumba
Sebagenzi, E N	MBA	Factors Influencing Delivery of Services in Public Health Sector in Uganda: A Case study of Nakaseke Hospital.	2004	Nkumba
Mukula M G	MBA	An Assessment of the Decline and Liquidation of Government parastatals in Uganda. A Case of Uganda Airlines Corporation.	2004	Nkumba
Ofwono, Y	MA	The Effects of Poverty on the Education of The Girl-Child in Kamengo	2001	Leeds, UK

2003				
Ndifuna, M.	MBA	Factors Affecting Capacity Building of Private Universities in Uganda	2003	Nkumba
Nsubuga, C. R.	MA	Factors Affecting the Process of Privatisation in the Performance of Government Central Purchasing Corporation.	2003	Nkumba

2002				
Kaye, J K	MBA	Factors Hampering the Development of SS Industries in Uganda.	2002	Nkumba



Kiwanuka K. G	MBA	Factors Influencing the Performance of Small Dairy Farmers in Rakai.	2002	Nkumba
Mwesigwa L A	MBA	The Provision of Agricultural Advisory for Rural Development in Rakai.	2002	Nkumba

### Some of conference papers presented recently

- (i) *Overview of research process for postgraduate students.* Ndejje University, January 2018
- (ii) *Appropriate approach to quantitative research methods.* Bugema University, August 2017.
- (iii) *Enhancing training of University students for employability.* Uganda Vice Chancellors' Forum Conference, October 2016
- (iv) *Economic Benefits and Ecological sustainability.* ISBEE conference. Shanghai China. July 2016
- (v) *Appropriate Approach to Academic Writing.* Nkumba University, 2015
- (vi) *The process of establishing and managing a PhD programme.* Paper presented at Ndejje University, April 2013.
- (vii) *Techniques for critical review of literature.* Presented at SBA Staff Seminar at Nkumba University, March 2013
- (viii) *Appropriate approach to academic writing.* Paper presented at SBA staff research workshop at Nkumba University, March 2013.
- (ix) *Data presentation, analysis and interpretation.* Paper presented at SBA staff research workshop at Nkumba University, March 2013.
- (x) *Setting and marking qualitative examinations in higher education.* Presented at Workshop held in Nkumba University, 2011
- (xi) *The role of Board of Directors in a service sector organization. The case of UWASNET.* Presented to UWASNET Board in Kampala: 2011
- (xii) *A teacher the greatest socializing agent of all time.* Presented at the World Teachers Day meet held in October 14 for Entebbe Branch at Penneil Beach (2010)
- (xiii) *Contribution of business ethics course to MBA students' readiness to exercise ethical management of enterprises.* Business Ethics Network Conference Nairobi Kenya (2010)
- (xiv) *The role of the board of directors in the aligning corporate governance to organisational strategy.* Presented at PPDA Board seminar at in July Kampala Uganda, (2010)
- (xv) *Virtues ethics and the effectiveness of meetings.* Presented to Board of Directors and Top Management of NSSF. Held at Hotel Protea, Kampala (2009)
- (xvi) *Management of non-academic affairs in Ugandan Universities.* Presented at Deans of Students Conference held at Uganda Christian University (2009)
- (xvii) *Change management in the not for profit organizations in Uganda. The case of SOS Children's Villages in Uganda.* Held in Kampala (2009)

- (xviii) *Qualitative and quantitative research methodologies*. Presented at Faculty of Economics {FEMA} Makerere University. [2009]
- (xix) *Child rights in multicultural perspective: Uganda experience*. Presented at the Global Impact Seminar held in Bangkok Thailand, [2009]
- (xx) *Preparation of a quantitative publishable paper*. Presented at Uganda Christian University, [2008].
- (xxi) *Quality pedagogy as modified constructivism*, presented at Nkumba University (2007).
- (xxii) *Democracy Audit in Uganda, 2006*, presented at an international conference in Copenhagen, Demark, (2006).
- (xxiii) *Alternative measures to corporal punishment in Ugandan schools*, presented at an international training in Ho Chi Min city, Vietnam (2006).
- (xxiv) *Self - Motivation and the Effectiveness of Secondary School Teachers*, presented at Ndejje Secondary School - teachers' retreat. (2006).
- (xxv) *The Unfinished Business of the Right to Education Compounds the Bridging of National and International Divides* – Commonwealth Day lecture, Nkumba University
- (xxi) "How to cope in the teaching profession in the next millennium." A Paper presented at the Teachers Conference in Masaka, Uganda.

**Referees**

*Academic referee*

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**Attestation**

I certify that the information stated above is true to best of my knowledge.



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