

The Principal, College of Education and External Studies to present the following for the Conferment of the Degree of Doctor of Philosophy (Educational Management)

AMERO Stella (Ms)

"Systems theory and Administrative decision making processes at Makerere University"

Ms. Amero investigated the application of systems theory in administrative decision making processes at Makerere University with a view of filling the gaps in the process that have led to resistance to her decisions. It was established that, the administrative decision making processes at Makerere University do not utilize the above theory albeit the availability of factors that promote its use. The design of final decisions by Makerere University Council is done oblivious of its effect on other constituencies other than the one for which the decision is made. Thus review of Makerere University decision making and implementation processes is imperative in order to promote synergy. The study was funded by SIDA. Supervisors; Professor J.C.S Musaazi and Dr. J.L Nkata.

Conferment of the Degree of Doctor of Philosophy (Educational Management)

KAREMIRE Mark Deusdedit

"Human Resource Management Practices and Efficiency of Lecturers in Public and Private Universities in Central Uganda".

Mr. Karemire investigated the relationship between Human Resource Management Practices and Efficiency of Lecturers in Public and Private Universities in Central Uganda. He sought to find out the correlation between staffing, compensation, staff development and staff participation in university management and performance of lecturers. The study was conducted through a cross-sectional survey design. The findings of the study show that there is a significant relationship between human resource management practices and performance of lecturers in public and private universities in Central Uganda. He recommends that university management makes appropriate staffing in terms of lecturer-teaching load and lecturer-student ratio; universities institutionalize staff development programmes; and lecturers be compensated according to their competencies and performance. The contribution of the study is that lecturer efficiency greatly depends on human resource management practices in universities. Supervisors; Dr. Oonyu Joseph and Dr. Nkata James.

Conferment of the Degree of Doctor of Philosophy (Educational Management)

KAYANJA Francis

"Funding Policy and Management of Higher Education in a Developing Economy" A case study of Public Universities in Uganda

Mr. Kayanja investigated funding policies and management of higher education in a developing economy. This was achieved by studying four Ugandan public universities as a case study viz; MUK, Kyambogo University, MUBS and MUST. The study found out that the current funding policy for higher education in Uganda is diversified sources of Finance, combining public and private portfolios. The study further concluded that the diversified sources of finance policy, has led to a large increase in the volume of funds and intake, while quality has continued to drop. The research gives good insight into one of the contemporary management challenges in higher education viz; expanding intake. The study recommends that government supports disadvantaged students through study grants, public universities management transforms to accommodate the new character of stakeholders, public universities set up rules and regulations to govern internally generated funds and government to empower NCHC to closely oversee public universities activity. Supervisors: Dr. M. B. Tamale and Dr. E.S. Kasenene.

Conferment of the Degree of Doctor of Philosophy (Educational Management)

NABUSHAWO Harriet Mutambo (Ms)

"Development of Teacher Competencies through Distance Education: A case study of History teachers of Bachelor of Education External Degree Programme."

Ms. Nabushawo investigated the ability of Distance Education in enhancing competence of Grade V teachers in facilitating learning. Using quasi experimental design the study adopted a mixed approach to data and methods. The experimental and control groups were first and third year history students in the programme. Particularly, variations were assessed between first and third year history students on the Bachelor of Education (B.Ed) External Programme with regards to grounding in the history subject matter, its mode of delivery as well as skills of managing and administering education activities. On the basis of a non-standardised test, the latter group obtained significantly higher scores with regards to competence in the subject area and mode of delivery. This evidence demonstrates a positive impact of the B.Ed programme in preparing teachers for professional competence. However, optimal benefits on the program will be achieved by strengthening student support systems and application of participatory approaches of teaching. Funders of the study were: The Belgian Government and Makerere University. Supervisors; Assoc. Prof. Jessica Norah Aguti and Dr. James Nkata.

Conferment of the
Degree of Doctor of Philosophy (Education)

Matovu Ibrahim

Teacher Recruitment, Deployment and Retention in Uganda's Secondary Schools.

Recruitment, deployment and retention of qualified teachers is key to development of any education system. Mr. Matovu's study examined existing laws, policies, structures and practices related to teacher recruitment, deployment and retention in Uganda's Secondary Schools. He used a sample survey, self administered questionnaire, interviews and document analysis. A total of 276 respondents (225 teachers, 36 Headteachers, 5 MoES, 3 MoPs officials, 3 ESC, 4 DEOs) participated in the study. He found that although the structure governing recruitment, deployment and retention are in place, teaching jobs are rarely advertised, recruitment policy not documented, teacher recruitment is irregular. Secondly, teachers were dissatisfied with the deployment practices which are marred with favoritism. Retention remains a problem because of unsatisfactory working environment, unclear reward systems and pay. The recommendations will enrich policy makers with information and strategies to improve teacher recruitment, deployment and retention. Supervisors; Dr. Tamale Maurice, and Associate Prof. Yasin Olum (PhD).

Conferment of the
Degree of Doctor of Philosophy (Education)

RWAKOMA Esther Stella Tukahirwa (Ms)

"Influence of University Governance on the Employability of Graduates from Public Universities in Uganda"

Ms. Rwakoma investigated the "Influence of University Governance on the Employability of Graduates from Public Universities in Uganda" owing to the persistent complaints from employers that the current graduates lacked employable skills. With the use of cross-sectional survey design, the study delved into whether the governance of universities could influence the equipping of graduates with employable skills. The study established that university governors are not adequately playing their roles even though the relationship between government and universities is cordial. Secondly, the study revealed that public universities are enjoying autonomy to a large extent but have weak accountability mechanisms. The researcher recommended for the training and more involvement of members of Governing Councils as well as other stakeholders in determining the programmes public universities should offer. The study was funded by Makerere University Council. Supervisors; Dr. J.L. Nkata and Dr. David Onen.