



MAKERERE UNIVERSITY

Deputy Principal Bid College of Engineering, Design, Art and Technology (CEDAT)

ASSOC. PROF. KIZITO MARIA KASULE

PRESENTATION OUTLINE



- Brief self introduction
- My Vision & Strategic Direction for CEDAT
- My Knowledge of the Higher Education Sector
- Cascading the Research-led Mantra at CEDAT
- My Plans to Promote Inclusive Practices & Elimination of Sexual Harassment/Corruption
- Cost Neutral Measures to Improve Performance





BRIEF INTRODUCTION

About Kizito Maria K.



Name: Kizito Maria Kasule

Rank: Associate Professor

- PhD, MAFA, BAFA – Makerere University
- MFA Burren College of Art, National University of Ireland Galway.

Former Posts:

- Dean –MTSIFA (2014 -18 & 2018-22)
- Head, Department of Fine Art (2010-14)



My Mission Statement



To see CEDAT becoming and staying a hub for generating inclusive, sustainable, innovative and socially responsive knowledge. Able to address emerging local, national, regional and global challenges in the realm of engineering, design, art and technology.





My Vision & Strategic Direction for CEDAT

As a thought leader of knowledge generation for societal transformation and development, Makerere University's Strategic Plan is designed around four over-arching goals.

- My strategic vision for CEDAT shall be anchored within the university's strategic goals as follows.

Strategic Objectives



1. In order to remain a **research - led university** responding to National, Regional and Global development challenges. We, at CEDAT, shall:
 - promote and popularize our postgraduate programme, this strategy will increase post graduate intake and as a result grow our research base. We will aim at increasing 30% of our postgraduate in-take.
 - Develop the capacity of our academic staff (skills promotion workshops) to enable them review the academic programmes in response to the priorities of the dynamic challenges.
 - Build our research capacity through the assessment of research management practices and identify transitional ones that promote the evolving national and international research agenda.



2. As an engaged University that aims at enhancing partnerships with industry, the community and international institutions, CEDAT shall:

- encourage postgraduate students to work closely with communities to identify problems and find solutions. They shall be supported towards being incorporated into mentoring communities that will assist them with career development experiences and resources.



3. The drive towards Innovation in teaching and learning is key if the university is to remain relevant to the ever changing environment. CEDAT shall continue to invest in E-learning and other new emerging teaching technologies. This will be achieved by setting up well equipped labs & availing stable internet.

- Students and staff shall be competently trained in the new learning pedagogies and technologies.
- We shall lobby the university management, donor agencies and friends to help set up smart classrooms within the different units of the college



4. Working towards Makerere being a professionally governed, equitable, inclusive and gender mainstreamed university, CEDAT shall ensure that every one in the college is involved in our activities.

- Discriminative practices based on gender shall be eliminated.
- We will ensure that we promote STEM subjects in the college by creating a conducive teaching, learning and research environment.
- We will ensure that all new buildings are accessible even to the disabled.

My Knowledge of Higher Education Sector



- Higher education refers to post-secondary education offered at colleges, professional schools, Institutions and Universities. Higher education normally leads to attainment of certificate, Diplomas and Degrees
- Higher education in Uganda, like in most countries, is optional, it is not compulsory.
- In Uganda, Higher Education is governed by the University and Other Tertiary Institution Act (UOTIA), 2001.



- The UOTIA established the National Council for Higher Education (NCHE) as the government corporate body with the responsibility which among others include: to register, regulate and supervise, monitor, evaluate, accredit programs and to investigate complaints relating to Higher Education Institutions (HEIs) in Uganda.
- Apart from the UOTIA, the NCHE, there are other government corporate bodies and policies that also play a part in the provision, regulation and monitoring of Higher education in Uganda. Some of these are...



- Dep't of Higher Education (Ministry of Education and Sports):
- Business, Technical Vocational Education and Training Act, 2008:
- Information and Communication Technology sector policy
- The Uganda students Higher Education Financing policy 2012
- Special Needs and inclusive education policy, 2011
- Joint Admission Board
- Admission to public Higher education is through two windows:
Government sponsorship and private sponsorship
- There are 13 public Universities and 44 private Universities
- Both private and public universities provide skill oriented programs to potential and prospective applicants.



Challenges Facing HEIs

- Inadequate infrastructure in both public and private institutions of higher learning
- High cost of offering quality higher education. This has been exacerbated by the declining government expenditure on the sector.
- Low retention rates of qualified academic staff



CHALLENGES – Cont.

- Low admission of students into higher education programmes. For example, only 35% of the students that complete secondary education each year are able to join Higher Education Institutions.
- Absence of specialized labs/studios that some programs need
Inadequate computer and Internet facilities in Libraries and computer labs

Cascading Research-led Mantra@CEDAT



NB: Research is a core activity of any institution worth the name of being a University. I therefore propose to:

- Encourage and strengthen problem based learning in both undergraduate and postgraduate programs.
- Attach undergraduate students to postgraduate student research projects.
- Review all programs to reflect research aspects.
- Showcase our research innovation on annual basis
- Lobby management to second CEDAT staff to industries for practical learning opportunities



Contd...

- Operationalize the Graduate fellow program which was approved by Makerere University council -We need to make it mandatory for all Reef applicants to include a component of postgraduate training for students.
- Lobby for research funding from Industries interested in academic work of our college.
- To ensure that each school in CEDAT Sets up research journals to popularize our research production and increase our visibility.
- Train and equip our staff with relevant research skills.
- Mind change of staff towards research and postgraduate students

Promotion of Inclusive Practices at the College



- Involving everyone in decision making at all levels.
- We need to ensure that people with disability are taken care of and are part of the college activities.
- Ramps need to be put in place for people with disabilities to have access to the built and non-built environment within the college. We shall also ensure that all new buildings being constructed shall have ramps.
- Institute a conflict resolution mechanism among staff at school level so as to maintain a harmonious working environment.



INCLUSION MEASURE Contd...

- Set up day care Centre for staff and students where they can go and feed their babies.
- Appreciate the different roles of each gender in the college.
- Create equal learning and training opportunities for everyone.
- Set up support opportunities for young scholars.
- Recruit and train staff in sign language to enable those students who cant speak learn.

Elimination of sexual harassment



- I am a member of VC'S Roaster of 100 which was created to investigate sexual Harassment whenever and wherever it occurs in the University.
- We need sensitize our people in the college about sexual harassment.
- We need to address the issue of men entitlement for sex.
- Need to make sexual harassment sensitization part of the induction process of new staff in the college
- Operationalize and popularize the University sexual Harassment policy at CEDAT.
- To encourage and empower our students and staff to report sexual harassment whenever it occurs.
- We need to create a team of mentors within our college who will points of reference for fighting sexual harassment.
- We need to address the causes of sexual harassment in our university.

Elimination of Corruption during my tenure of office



Corruption need to be understood in a broader perspective beyond monitory means.

- There are several forms of corruption in our community which we have for so long not recognized as corruption yet they are affecting negatively our existence as a college in particular and Makerere University in general. Among these are:
- Absenteeism from work without permission,
- Tardiness, your report to work station put you bag in office and you dodge lawful work and after sometime you go away.
- Failure to complete the teaching of curriculum yet time has been allocated.



- Failure to submit and display course work and end of examination in time/
- Late coming at place of work without genuine reason.

How to eliminate it:

- Purposive supervision of staff in the college at all levels
- Emphasis and operationalization of policies concerning corruption.
- Involving students in the evaluation of staff.
- Popularize the Human Resource manual
- Installation of E-reporting and departure machines in the Departments Department
- Attitude change

Cost Neutral Measures I Intend to Take for Improving Performance in CEDAT



Globally, the running of any Institution of learning requires leaders to have in place cost-neutral measures that can lead to improvement of performance. I propose the following measures:

- Operationalize Makerere University graduate fellow program
- Supporting, listening and meeting colleagues at their place of work and appreciating the environment they work in.



- Creation of an enabling environment that promotes team work and harmony in the different working stations of the college.
- Rules, regulations and policies have to be made available and understood by everyone in the college.
- Creation of semester and annual goals to be achieved in each Department
- Continuous evaluation of our activities.
- Involvement of every one in decision making in the college, schools and in the Department



- A whopping 500m annually is spent on part time staff. There's need to hold engagements with the university management to regularize these staff
- The college has a student population of 2,314, of whom only 252 are postgraduates, which is only 10.8% for us to be sure we're research-led we need to have postgraduate percentage of students at 30%
- Finally, to enhance the off-budget financing of our operations, the existing 26 projects shall continue in force, but there is need to look out for more such projects to ensure sustainability.



THANK YOU!
We Build For The Future

