

MZUMBE UNIVERSITY

Convocation Newsletter

November, 2017



MZUMBE UNIVERSITY VISION

Mzumbe University is recognised as a leading institution in Africa and for demand driven knowledge generation, application, preservation & dissemination for socio-economic development by 2025

MESSAGE FROM THE CONVOCATION PRESIDENT

I would like to introduce to you the 2017 edition of the Mzumbe University Convocation Newsletter. I understand that it requires efforts, commitment and sacrifice to publish a newsletter like this. In this regard, therefore, I commend the Secretariat of the Convocation, the Publicity Committee and the authors for the job well done to ensure that the newsletter is out timely.

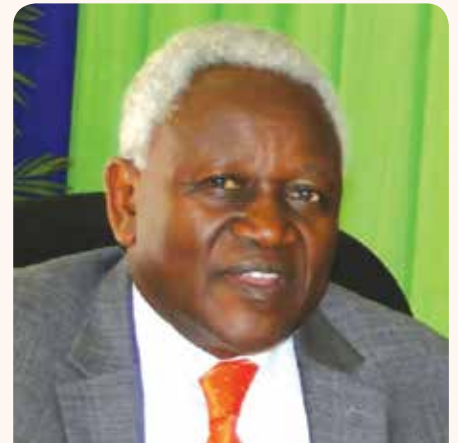
You will note from the newsletter that during the year, Mzumbe University has had some success stories to share with the alumni and the general public as narrated herein. Certainly, these are not the only news from all corners of the university and I am aware that some of them have been published in other fora. I challenge the Mzumbe University dons and alumni in general to make it a point to share more about the experiences using the Convocation Newsletter because it is another important avenue of informing each other and the general public at large. I wish to express my sincere appreciation for all the achievements made to stir our University towards excellence in teaching, research, consultancy and community service.

You will learn from the newsletter that the Mzumbe University Chancellor has appointed the Deputy Vice Chancellors from our fellow alumni group. The Chancellor has appointed Prof. Ganka Nyamsogoro to be the Deputy Vice Chancellor responsible for Academics and Prof. Ernest Kihanga to be the Deputy Vice Chancellor for Administration and Finance. I understand that these are challenging tasks and heavy responsibilities, however, you will agree with me that the two are the right choices for the positions. They have the required education, skills and experience needed for the job, especially having had served as Principals of our Campus Colleges, Dar es Salaam and Mbeya. I appeal to all members of the Mzumbe University to support the Deputy Vice Chancellors, so that, together, we can

move the University to greater heights. I also wish Prof. Nyamsogoro and Kihanga success in their roles and I assure them of full support by the Convocation.

I am aware that the University is implementing various development projects in its campuses and centres including rehabilitation of students' hostels, staff houses, wastewater system and other infrastructure. I am also aware that preparations for moving to Maekani have started including construction of access road and water system as well as construction of an academic complex at Mbeya Campus College. Furthermore, the University has already acquired the landed properties of the former Tegeta High School in Dar es Salaam and the process of procuring land in Illemela, Mwanza for future expansion of Mzumbe University services in Mwanza and the Lake Zone in general is going on well. We commend the University for all these efforts and we hope that the Management will put up a systematic development and expansion plan in order to ensure that the scarce resources are utilized in a judicious manner and to bring the desired impact to the Tanzania public and beyond.

I have been informed that University launched the 4th Corporate Strategic Plan (2017/18 – 2021/22) since July this year after the end of the period of the 3rd Corporate Strategic Plan (2012 - 2016/17). I wish to commend the University Management for successful implementation of the 3rd Corporate Strategic Plan and for launching a new one which will guide the strategic direction of the University in the increasing highly competitive environment of delivery of University education. I also appeal to Mzumbe University alumni to support the University in the course of implementing the new Plan. I advise the management to disseminate the 4th Corporate Strategic Plan as widely as possible to buy-in support from various stakeholders. Related to the above, I wish to remind all of us that we are still



Mr. Ludovick Utouh
Convocation President

continuing with the campaign to raise fund for the construction of the female student's hostel launched last year. We still have a long way to reach the target and, I appeal to all of us to see to it that this was our own idea and we have the obligation to pursue it to completion. In order to show example and convince others that we determine to accomplish our dream, I urge all of us to honor our pledges and reach out to many more people to support this noble idea.

Last but not least, I wish to commend all of you who are joining our group of alumni in 2017. I believe that you have enjoyed studying at Mzumbe University as we did. Let me request you to be good ambassadors of the University, and cherish the good name that has been built over the years. I do hope that you will remember all what the University has done in transforming you into learned and skilled people and use the knowledge and skills acquired at the University to serve our country rallying behind the resolve of the 5th Phase Government of the United Republic of Tanzania led by His Excellency, Dr. John Pombe Magufuli of transforming Tanzania into a middle income country through industrial development.

I wish all of you a Happy 2017 Graduation Ceremony as well as Happy Christmas and Prosperous New Year.

Editorial Board Members

Mr. Dominik Msabila	- Chief Editor
Ms. Rainfrida Ngatunga	- Member
Mrs. Sylvia T. Lupembe	- Member
Mr. Aloyce Gervas	- Member

NYAMSOGORO

APPOINTED DEPUTY VICE CHANCELLOR ACADEMIC



Prof. Ganka Nyamsogoro

By Rainfrida Ngatunga

The Chancellor of Mzumbe University, Chief Justice (Retired) Hon. Barnabas Samatta acting in accordance with his powers conferred upon him by Section 11 (1) of the First Schedule of the Mzumbe University Charter, 2017 has appointed Prof. Ganka Nyamsogoro as the Deputy Vice Chancellor, Academic for a period of four years effective from 13th March, 2017.

The appointment comes after the end of tenure for Prof. Josephat Itika who was the substantive Deputy Vice Chancellor Academic and later he was Acting Vice Chancellor for more than 18 months. While Prof. Itika was the Acting Vice Chancellor, Prof. George Shumbusho who is the Director of Undergraduate Studies and Senate Secretary was the Acting Deputy Vice Chancellor, Academic.

Before this appointment Prof. Ganka Nyamsogoro was the Principal of the Dar es Salaam Campus College (DCC).

Prof. Nyamsogoro born on the 21st April, 1972 at Muhundwe, Tarime District in Mara Region, completed primary education at Kigera Primary School 1986, O'level education at Mara Secondary School in 1990 and A' level education at Buluba Secondary School in Shinyanga Region in 1993.

He acquired an Advanced Diploma in Accountancy (ADCA) in 1997 and became Certified Public Accountancy (CPA (T)) National Board of Accountants and Auditors (NBAA) Tanzania, 1997. Prof. Nyamsogoro is also a Certified International Accounting Standards (IAS) trainer by the Institute of Chartered

Accountants of Scotland (ICAS) as of 2007. He also holds MSc. in International Banking and Finance (2001) and a PhD in Finance (2010) both from the University of Greenwich, London, United Kingdom.

Prof. Nyamsogoro was employed at the then Institute of Development Management Mzumbe (IDM Mzumbe) as a Tutorial Assistant in October, 1997. He then rose through various academic ranks to Assistant lecturer in 1998, Lecturer in 2001; Senior Lecturer in 2004 and became an Associate Professor in 2012. He has also worked as a visiting lecturer in Development Finance and Quantitative Methods courses offered at master's level by the University of Bradford (UK) and Microfinance for International Development course offered at the Greenwich University, UK.

He has held various administrative positions at Mzumbe University. He was the Acting Head of Department of Accounting and Finance (DAF), Associate Director of Research, Publication and Postgraduate Studies from 2010 up to 2012 and the Dean in the School of Business (SOB) from 2012 to 2014. He was appointed Principal of the Mzumbe University Dar es Salaam Campus College in December, 2014 and later before finishing his first term in the office he was appointed as a Deputy Vice Chancellor, Academic in March, 2017.

Prof. Ganka Nyamsogoro is also a Project Manager of Tanzania Commission for Universities (TCU), Iringa University and Mzumbe University Project on Aligning Business Studies in Tanzania, (TIMBE) funded by NUFFIC, The Netherlands from 2012 to date. He is also a Manager, in Business Environment Strengthening in Tanzania (BRST- AC) project funded by five (5) donor countries from Europe. He is also a member of the Editorial Board of the Journal of Business Education (CBE) from 2014 to date.

Nyamsogoro has published several articles and books in accounting, finance and microfinance both local and international journals and publishers. His research interest includes the capability of accounting profitability theory to financial sustainability of microfinance institutions; quantitative impact assessment; financial performance; product costing; regulation of microfinance; and financial markets based research.

The Editorial Board wishes to join the Mzumbe University Community to congratulate Prof. Ganka Nyamsogoro for his appointment and wishes him the best in performing his new duties. The Editorial Board also wishes to commend the good work by Prof. Josephat Itika and Prof. George Shumbusho over the years.

CHANCELLOR APPOINTS PROF. KIHANGA

DEPUTY VICE CHANCELLOR ADMINISTRATION AND FINANCE



Prof. Ernest Kihanga

By Rainfrida Ngatunga

The Chancellor of Mzumbe University, Chief Justice (Retired) Hon. Barnabas Samatta acting in accordance with powers conferred upon him by Section 11 (1) of the First Schedule of the Mzumbe University Charter, 2017 has appointed Prof. Ernest Kihanga as the Deputy Vice Chancellor, Administration and Finance for a period of four years effective from 13th March, 2017.

The appointment comes after the end of two tenures of Prof. Faustin Kamuzora as the Deputy Vice Chancellor Academic and after that Dr. Romanus Dimosso as the Director of Research, Publications and Postgraduate Studies as the Acting Deputy Vice Chancellor, Administration and Finance.

Before this appointment Prof. Ernest Kihanga was the Principal of the Mbeya Campus College (MCC).

Prof. Kihanga was born on the 22nd. February, 1968 at Lupembe, Senga in Njombe region. He completed primary education at Sabasaba Primary School in 1984; O'level education at Morogoro Secondary School in 1988 and A'Level education from Kigurunyembe Secondary School in 1991 both in Morogoro.

He has an Advanced Diploma in Certified Accountancy (ADCA) in 1995 from the Institute of Development Management Mzumbe (IDM Mzumbe), CPA (T) 2003, Certificate in Culture and Civilization from Telemark College (Norway) (1997). Prof. Kihanga has a Master in Business Administration in Project Management from Agder University (Norway) (1997), Master of Science in International Banking and Finance (2005) (Norway), PhD Groningen University (Netherlands) (2010).

Before joining Mzumbe University Prof. Kihanga first employed as an Assistant Accountant at the Sokoine

University of Agriculture (SUA) from January to April, 1996. He was then employed by the then IDM Mzumbe on April, 1996 as a Tutorial Assistant. He was promoted to various academic ranks such as Assistant Lecturer (1999), Lecturer (2002), Senior Lecturer (2006) and Associate Professor (2014).

Before he was appointed as the Deputy Vice Chancellor, Finance and Administration Prof. Kihanga held various administrative positions within and outside the University. He was a Head of Entrepreneurship Development Centre from 2010 to 2011; Acting Associate Director in the Directorate of Research, Publication and Postgraduate Studies (DRPS); Assistant Coordinator of TIMBE Project from 2010 to 2011; and a Principal, Mbeya Campus College since December, 2011 for the period of three years until December, 2014 where he was reappointed to the same post from 2014 until his appointment as a DVC AF.

Prof. Kihanga as Associate Professor is also a senior researcher and senior consultant in various areas. He has published several articles and books on accounting, finance and microfinance both in local and international journals and publishers.

On behalf of the Editorial Board I wish to join the Mzumbe University Community to congratulate Prof. Kihanga for his achievement and wish him good luck in performing his new duties. We also wish to commend the good work performed by Prof. Faustin Kamuzora and Dr. Romanus Dimosso.

OBITUARY

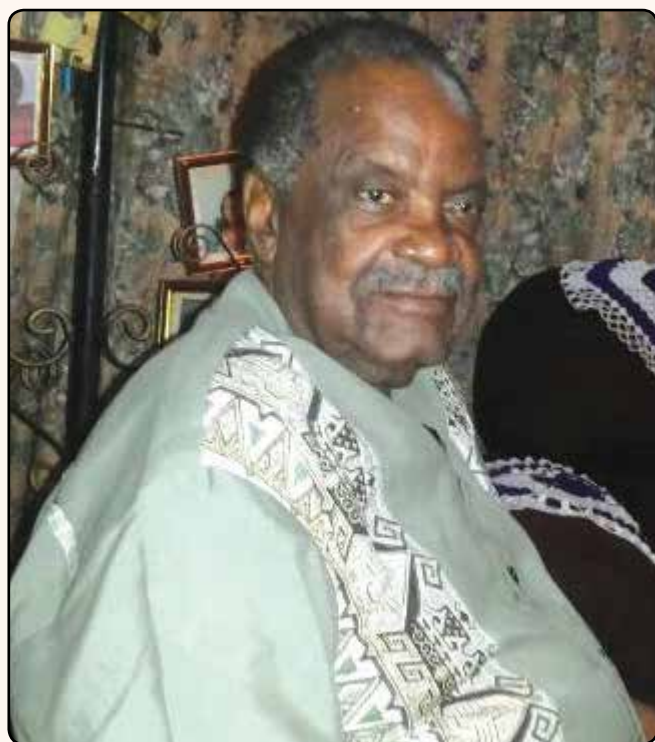
MZEE CHARLES SEMBE LUBOKO OMARY

By Rainfrida Ngatunga

Mzumbe University community received with great sorrow the news of the demise of Mr. Charles Sembe Luboko Omary on the 28th March 2017. Mzee Omary died at the Muhimbili National Hospital and was laid to rest in Dar es Salaam on 31st March 2017.

Mzee Omary died at the age of 83 years, was born on the 3rd of November, 1935 at Muheza in Tanga Region was between 1972 to 1977 the principle of the Institute of Development Management (IDM) Mzumbe. Mzee Omar held a Diploma in Education from University of Makerere, Uganda; Bachelor of Mathematics from Bowling Green State University (1965) United States of America and a Master of Education from University of Dar es Salaam (1977).

He was first employed in the government service in 1959 at Tabora Boys Secondary School in Tabora. In 1961-1963 he was the Second Master of Tabora Boys Secondary



School, 1965-1969 he was a Headmaster of Ifunda Technical Secondary School, in Iringa Region, in 1969-1970 was a Principal of Dar es Salaam Technical College currently known as Dar es Salaam Institute of Technology (DIT) and in 1970-1972 he was the Assistant Director of Tanzania's National Education (in charge of Technical and Commercial Education).

On the 4th of July 1972 the first President of the United Republic of Tanzania, the late Mwalimu Julius Kambarage Nyerere appointed Mzee Omary as the Principal to the Institute of Development Management (IDM) Mzumbe.

His appointment came three days after IDM Mzumbe become a Parasternal Organization 1st July 1972. He served the position until 1977 when he was again appointed Principal at Moshi Cooperative College currently known as Moshi University of Co-operative. In 1980 He was again transferred back to IDM Mzumbe as a Principal

He served the position at IDM Mzumbe up to April 1984 when he was again appointed by the President of United Republic of Tanzania Mwalimu Julius Kambarage Nyerere to be the commissioner for National Education in the then Ministry of Education currently Ministry of Education, Science and Technology (MoEST). He was later promoted to be the Deputy Permanent Secretary in the Prime Ministers Office and later Permanent Secretary in the Vice President's Office, responsible for Dodoma Capital Development.

Mzee Omary was among the great leaders in Tanzania who has contributed widely to the nation. Mzumbe University community will remember his contribution, Guidance and support even after he left towards development of this University, he will always be remembered for that. Mzee Omary a leader and a friend that we loved so much!

Rest in Peace Mzee Omary.

THE EAST AFRICAN DEBATE CHAMPIONSHIP - MU BRINGS HOME MEDAL

By Borish Nkoo

Ms. Dorice John Mgeta an LLB 1 student at the Mzumbe University, Mbeya Campus College, has won the Best Speaker in the East African Debate Championship beating forty participants from various universities in East African countries.

Ms. Dorice John Mgeta won the medal with speaker's points 442, the prize were awarded by the Chancellor of the University of Rwanda, Prof. Philip Cotton who was the Guest of Honour at the ceremony on the 1st of September, 2017.

The East African Debate Championship was organized by Aspire Rwanda in collaboration with the University of Rwanda. The competition was held from 26th August to 2nd September 2017.

There were forty participants from various universities in East Africa and teams of two were formed to imitate the British debating system that was adopted. Countries that participated in the competition were Tanzania, Kenya, Rwanda, Uganda and Burundi. The Panel of the adjudicators came from Kenya, Rwanda, Uganda and Nigeria.

In the competition, Uganda had ten teams from the University of Makerere, Kyambogo University and the International University of East Africa (Kampala). Burundi had one team from the National University and Rwanda had seven teams from the University

of Rwanda as well as Rwandan Catholic University. Kenya had one team from the Catholic University while from Tanzania, only Ms. Dorice John Mgeta from Mzumbe University participated.

In the first six rounds which began on 28th August, 2017, the Team from Mzumbe University won first place in all debating rounds with total of 800 points and speaker's point 152. On 29th August, there were two rounds in which Mzumbe University took the first place in round one and the third place in round two. The braking teams into the quarter finals, Mzumbe University became in the third place.

In the semi-finals, the team's positions were not revealed due to reasons known only to the adjudicators and therefore, Mzumbe did not make up to the finals.

Kyambogo University emerged the winner of the East African Debate Championship while Mzumbe University had won the Best Speaker for the debate.

MUMCC NATIONAL CHAMPIONS ON MOOT COURT COMPETITION

By Rainfrida Ngatunga

Mzumbe University Mbeya Campus College (MU-MCC) students have emerged winners of the International Humanitarian Law National Moot Court competition in Tanzania. The competition held in Dar es Salaam from the 6th to 7th April, 2017 at Ramada Hotel brought together 10 Universities.

Mzumbe University Mbeya Campus College emerged the winner after defeating the University of Dar es Salaam on the final round. As a national winner, MU MCC was awarded a certificate of participation and reading materials on International Humanitarian Law.

Also, as a national winner, MU MCC will represent Tanzania in all Africa International Humanitarian Law Competition scheduled to take place at Arusha from 18th to 25th November, 2017.

The competition was organized and sponsored by the International Committee of the Red Cross (ICRC) involves all University and higher learning institutions offering programmes in Law. MU MCC emerged the winner defeating other 10 competing teams from St. Augustine University of Tanzania (SAUT), Ruaha Catholic University, University of Dar es Salaam (UDSM), University of Dodoma (UDOM), Tumaini University Makumira, Mzumbe University (Main Campus), Tumaini University Dar es Salaam College (TURDACO), Muslim University of Morogoro (MUM) and Kampala International University (Tanzania).

Student who represented MU MCC are Rebecca E. Rabach, William Kilimo and Oscar F. Mallya all third year LLB students.

Speaking after receiving the news, Mzumbe University Vice Chancellor Prof. Lughano Kusiluka, congratulated the students and academic staff who participated in preparing them and assured them support on the forthcoming competition.

PROF. NGOWI APPOINTED BOARD MEMBER, UNIVERSITY OF STELLENBOSCH

By Happiness Chilewa

Prof. Honest Prosper Ngowi of Mzumbe University has been appointed a member of the University of Stellenbosch Business School Executive Education's International Advisory Board for 2017-2019.

University of Stellenbosch is a world-class school of organisational and management development. It is internationally accredited and rated number 1 by the Financial Times in London among the top 100 World Class listed Universities since 2010.

According to the appointment letter among other things that being a member of the Advisory Board

provides a stellar opportunity to shape the executive and leadership education industry which is among Prof. Ngowi's area of interest and expertise. We are assured that he will provide continuous input and reflection for the University to stay abreast and ensuring high quality output. With his experience and insight, Prof. Ngowi will help Stellenbosch to enhance its services and contribute to its quest to develop an advance learning network across Africa.

This is the first time for many years Mzumbe University staff is appointed to serve in a board of a University outside the country. Other Board members appointed are drawn from Lesotho, South Africa, Mauritius,

Botswana, Nigeria, Kenya, Zimbabwe and Belgium.

Despite from the current appointment, Prof. Ngowi is a board member in other local institutions including Tanzania Investment Centre (TIC), Economic and Social Research Foundation (ESRF), Foundation for Civil Society (Board Chairperson), Swissaid, Envirocare, Restless Development (Chairperson).

The Editorial Board of the Convocation Newsletter join the Mzumbe University community to congratulate Prof. Ngowi for the appointment. Prof. Ngowi is the first academician to be appointed in the adversary Board of a Foreign University.

MUDCC STUDENT **SHINES** **NBAA/CPA** EXAMINATIONS

By Happiness Chilewa

The newly Center for NBAA/CPA Review Classes which was established in 2016 by the Mzumbe University Dar es Salaam Campus College has started to yield good fruits following a student from the center managing to pass all six subjects in her first sitting and scored the highest marks in Management Governance and Ethics which crowned her the best student in intermediate level examinations.

Speaking shortly after the graduation ceremony which was held at NBAA grounds at Mbweni, in Dar es Salaam, Ms. Vaileth Kamly Nyanga, said her way to the victory was not easy since she had to sacrifice a lot for her future. "It was a difficult path, being a lady I had to attend various activities at home on one hand and the other hand to study very hard to make sure I fulfill my dreams. I thank God and my lecturers for their tireless assistance which has led to the achievement i see todaya.

Ms. Nyanga completed her first degree in Accounts and Finance in Public sector from Mzumbe University in 2016 and later joined Mzumbe CPA centre at Dar campus for my CPA review classes which she finally graduated.

The MUDCC Center for Review NBAA/CPA began with 12 students but the three months classes program has been attracting a number of students. To date the program has more than 45 students

studying ready to sit for their NBAA/CPA subjects.

On his side, Prof. Honest Ngowi, the Head of short Courses at MUDCC said that the Campus College has decided to introduce review classes aiming at preparing participants for intermediate and final levels to be able to seat for their examinations. He further said, upon their success in their examination will increase number of professionals in the areas of finance, auditing, taxation, corporate management, business reporting, performance management etc.

From the editorial board and entire Mzumbe community we congratulate Violet.



“They are capable:

Lecturer-student mentorship success - Part 2”

By *Eliaza Mkuna*

Faculty of Social Sciences, Department of Economics

Greetings and regards to Mzumbe University Alumni and the entire community. With a number of achievements that the University has attained in different avenues for the past year, I would like to extend my congratulations to the Top Management for the ac

This article is a continuation of my contribution towards promoting and guidance of students towards attaining their academic and career endeavors. Last year one of our B.Sc. in Economics students presented his paper at an International conference organized by the Open University of Tanzania in collaboration with partners from Europe, the paper is currently under review for publication. This year we feel great as two more of our B.Sc. in Economics students have been invited to attend and present their papers on the “**4th Voice of Social Sciences International Conference on 30th November, 2017**” at the Mwalimu Julius Kambarage Nyerere Mlimani Campus under the theme “**The Youth Question and Social-Economic Development in Tanzania**”. Papers which are going to be presented are “**Factors Influencing Youth Participation in Agribusiness Sector: A case of Mvomero District in Morogoro Tanzania**” by Khamis Msangi and another paper titled “**Contribution of Tanzania Agricultural Voucher System Program to Youth Employment**” by Osmond Shuma.

With the ongoing one and one mentorship program, there is a big room of learning great things from students as they are capable of many unfold innovations and ideas. A philosophical quote from Clap P. Bedford says

“You can teach a student a lesson for a day, but if you can teach him/her to learn by creating curiosity, he will continue the learning process as long as he/she lives” and Phil Collins once said “In learning you will teach and in teaching you will learn”. These quotes remind us that there is more to do beyond lectures and seminars.

Igniting students’ thinking can result into great philosophers and influence future innovations in different disciplines. Moreover, mentorship can start at an undergraduate level, where there is a high possibility of getting fresh minds, curious to go further in academia and research world. As I continue to work with students beyond their classes in inspiring them to be well informed and go for greater heights, I still encourage this kind of Lecturer-student relationship and one can design on how mentorship should be done at a certain point in time. And more so there should be a mentorship model designed to directly link students with the respective industry depending on their areas of interest and expertise.



NANENANE PARTICIPATION 2017

By John Stephen

Mzumbe University Mbeya Campus College Community participated in the NANENANE exhibition 2017 in Southern Highlands which was held in Mbeya Region. The 2017 exhibitions started on 01st to 08th August 2017 and a team of academicians and administrative staff represented the big Mzumbe Community at the John Mwakangale grounds.

Mzumbe University had two different pavilions one being a

classroom setting which was designed for public lectures and consultations and the other pavilion was designed to show case different activities and publications by Mzumbe University. The classroom was organized to give Public lectures and awareness on different issues including Legal aid on various topics for free and entrepreneurship. The inclusion of the pavilion for public lectures and Legal Aid was the major achievement this year. Many citizens from different

cadres attended the pavilion for Legal aid and entrepreneurship training. Also different political Leaders and administrators visited all the pavilions and express their satisfaction on the participation of Mzumbe University in this very important occasion.

At the pavilion exhibitors provided advice and counseling to prospective students and assisted them through online registration.



An IT expert from Mzumbe University assisting students on Online Admission system

THE CHANCELLOR'S SIXTH ANNUAL TOUR

By Sianaloli Joseph

MU Chancellor Retired Chief Justice Honorable Barnabas Samatta kicked off his sixth annual tour of the three MU campuses on the 26th September 2016. The campus tour is a normal routine familiarization and updating visit done by the Chancellor. This year's tour started with the Main Campus Morogoro. At the campus he was received and welcome by the Vice Chairman of Mzumbe University Council, Retired Controller and Auditor General, Mr. Ludovick Utouh, the Vice Chancellor, Professor Lughano Kusiluka and the Mzumbe University Top Management.

On his arrival The Chancellor was briefed on the University developments and challenges, later on he met all staff and held a discussions with them on different issues pertaining to the well being and future of the University. The chancellor also met with students and in his remarks, he emphasized on the importance of university education; and took the opportunity to also commend the MUSO President and students for their cooperation with the University administration. Students were also given the platform to voice their comments; recommendations and their questions were answered.

As part of the tour, Chancellor Hon. Samatta, visited the Directorate of Information and Communication Technology. At the directorate he was welcomed by the Director Dr. Alobagast Musabila, and briefed on the several ongoing projects. The Chancellor was given

a chance to view the MU servers and other ICT devices bought under the Virtualization of Information and Communication Technologies at Mzumbe University project (VICT@MU).

The Chancellor also toured the university health center, and he was received by the Director of Health Services Dr. Bunini Manyilizu. At the hospital the Chancellor was briefed and shown how the Government of Tanzania Hospital Management Information System (GoT HoMIS) works. The hospital management system was developed by Mzumbe University in partnership with Kibaha Education Centre and Business Connection. The Chancellor was informed that this system was envisaged to assist the administrators to have better monitoring and control of the functioning of hospitals across the state using decision support indicators, assist the doctors, medical staff and other health practitioners improve health services with readily reference patient data, workflow enabled less-paper process and parameterized alarms and triggers during a patient treatment cycle. Generally, the system has enabled better health care provision to patients and increased hospital cash collection. The Chancellor commended the University for the initiative.

Honorable Samatta continued with his visit in Mzumbe University Dar es Salaam Campus College and ended with Mbeya Campus College. I join the Mzumbe University community to thank the Chancellor for this undertaking this staff and students engage programme.

MAJALIWA VISITS MU PAVILION AT TCU EXHIBITIONS



By Rainfrida Ngatunga

The Prime Minister of the United Republic of Tanzania, Honorable Kassim Majaliwa visited Mzumbe University pavilion at the 12th Higher Education exhibitions which were held at Mnazi Mmoja grounds in Dar es Salaam.

Hon. Majaliwa who was the guest of honour, visited MU pavilion. The MU was the only Institution enrolling students at Exhibitions. The exhibitions were held from 26 July, 2017 the 29th July, 2017 at Mnazi Mmoja grounds in Dar es Salaam. The Prime Minister congratulated the Mzumbe University administration for using the exhibition as a platform for enrolling new entrants to the University.

Other services provided at the pavilion were admission advice, guidance and assistance

on online application system, responding to customers and visitors questions and issues. Another service was showcasing various services offered by the university, Research findings, books, manuals, articles published by MU staff.

The Tanzania Commission for Universities (TCU) in collaboration with the Ministry of Education, Science and Technology (MoEST) and other stakeholders organized the exhibition. More than 100 Universities, higher learning, research, consultancy and other institutions from Tanzania, South Africa, Kenya, Uganda, China, Malaysia and United Kingdom participated in the Exhibitions.

Mzumbe University was represented by staff from its Campus Colleges, Schools, Faculties, Institute and some academic directorates. Meanwhile, the University also participated in the farmer's exhibitions famously known as NANENANE in Morogoro and Mbeya regions.

THE SUCCESSFUL MZUMBE University Dar Es Salaam Campus GRADUATE SALES BOOTCAMP

By Martha Kuzilwa (Former MUDCC Staff)

Mzumbe University Dar es Salaam Campus College (MUDCC) in collaboration with Enzo Graziano Associates (EGA) a sales consulting firm, organized a graduate training recruitment on the 26th of October 2016, at the Julius Nyerere International Conference Centre (JNICC), Dar-es-Salaam.

The training dubbed the Boot camp, equipped 103 graduates from higher learning institutions who are looking for employment and are committed to undertake a career in sales with practical selling skills.

The aim of the Graduate Sales Boot camp which was first ran in September 2015, is to force graduates out of their comfort zone (mindset, personality traits and behavioral patterns) and as well improve their employment prospects as successful job seekers, job shapers and job makers.

At the training graduates are subjected to public speaking exercises and role playing to teach practical selling skills with a view to giving them confidence and at the same time recreating "fear of rejection" experienced in the everyday life of a salesperson.

In a nutshell, the boot camp is keen to connect Tanzanian graduates with employment opportunities as well as bridge gaps between recruiters and graduates with a view to ensuring that the Tanzanian workforce can meet the needs of the economy.

The theme of the year 2017 training is Boot camp was **"You must "L"EARN before you drop the "L" EARN.**

The training camp attracted

hundreds of university graduates from different universities and institutes but only 103 were selected. There were also 200 delegates from public and private sectors including recruiters.

The training was facilitated by the international sales specialist Mr. Enzo Graziano and coordinated by the lead coordinator Dr. Darlene Mutalemwa, a senior lecturer who was assisted by Mr. John Muruga, a master degree student at MUDCC and former president of the student organization of the same university. John has dedicated several years to represent graduates rights and has volunteered as a coordinator of the youth development project.

The theme of the training **"You must "L"EARN before you drop the "L" EARN** aimed to improve the graduates employment prospects as successful job seekers, job shapers and job makers. Worded differently, at university we learn to win grades but in businesses we learn to win people as graduates in sales and Marketing. The training also presented a prime opportunity for sales driven organizations to invest in the development of their teams by also participating in the training. It was also well attended by corporate recruiters and other delegates from the public and private sectors. The attendance of this group of participants, was

the most interesting and intriguing part for the trainees as they all well struggling to show their skills especially as they were doing the role playing part. The idea was to recreate the "fear of rejection" experienced in the everyday life of a salesperson.

The event was sponsored by Arusha International Conference Centre (AICC), Julius Nyerere International Convention Centre (JNICC), SBC-Pepsi, Mwananchi Communications Ltd, The Guardian Ltd, CRDB Bank, TLR Eclectic, Sahara Media Group Ltd, Social Security Regulatory Authority, Harbour View Suites, Cornerstone Partners Ltd, Fastjet, Fofam Group Media, Hotel Slipway, Nakabi Afrika Ltd, National Housing Cooperation, Sanlam Insurance, Pyramid Pharma Ltd, Lensmark Studios, Ben Bros Motors Ltd, Reuben Printers and Vayle Springs Ltd. The organizing team extends once again their sincere gratitude to the sponsors for their generosity.

In his opening remarks Mr. Muruga the Lead Coordinator welcomed Dr. Darlene Mutalemwa who opened the event by her beautiful remarks by saying and pointing out, "I am extremely passionate about this program since we started last year. I love my job. These words were inspiring to all the participants.

Apart from Dr Mutalemwa other speakers were, the national training and capability manager of SBC-Pepsi, Mr. Rashid Chenja who among others, encouraged graduates and he said "Graduates think differently while they are in school, then from the time when they are at work. I urge graduates to put their best effort during school and at work." In addition he offered internship opportunities to the best-selected graduate participants of the training.

Mr. Enzo Graziano the training facilitator started by acknowledging that, "Technology has changed the way we communicate. Thirty years ago one had to go to a sales person but now people use Google to find a sales person or an item. In the year 2016, sales people compete with Google and not with other sales people." This was a lesson to the graduates that they should ensure that they are IT knowledgeable.

He also advised the trainees that to be a good in sales one must endure pain first. In addition Mr. Enzo Graziano insisted on "The power of positive thinking is not a reality. Pain is power and not knowledge that is why an organization trains people of twenty three years of age and in the end we have young adults who are leading the old generation." He went on to insist, "One must enjoy pain, and if you learn to enjoy the pain then you would lose the weight. Training in sales consists of pain. It is a privilege". He summed up "There is no life without pain, because life is pain."

Mr. Bhavesh Chandaria, the head of learning and development at SAFAL Group of which ALAF Ltd is part of as a Tanzania's leading steel roofing manufacturer & allied

building solutions provider, also added to that, " The problem is that no one wants to be a sales foot soldier anymore. Today we live in an era where we want romance and money. Learn first and then earn later. Experience has to go first."

The icing on the cake of the training was the surprise guest who is one of the most prominent business entrepreneurs in Tanzania, Mr. Mohamed Dewji, who gave out a short history about him and how he became a successful Business entrepreneur in Tanzania. He began by telling his profound short story about himself, "I was born in Singida in 1975 on a table at home with an umbilical cord around my neck but I was born safe. I started my life fighting and never have stopped fighting for it." He told the graduates. He went on to say he graduated in 1987 from primary school and went to the International School of Tanganyika and while there he competed in golf and through that he was able to get a golf scholarship and went to study in Florida. He also studied at Georgetown University in Washington D.C majoring in Finance and Theology. Mr Mohamed Dewji told the crowd of graduates that Tanzania has opportunities. He pointed out that MeTL is successful because of sales: - Sales distribution centers availability - retail outlets across Tanzania, credit to customers, have branches in different parts of Tanzania and also Mobile Sales groups.

Despite the successes of MeTL, Mr. Mohamed Dewji said that his company has challenges including first and foremost lack of good salespersons. Another challenge is making sure that the company's

products are good but customers are reached. Moreover he pointed out to the graduates who participated in the sales training boot camp that the only secret for being successful is discipline and hard work. Secondly one should surround themselves with positive people, be curious and always being ready to learn and finally one must take risks.

The testimonial of the guest speaker was inspirational, he engaged with the participants and responded to their many questions. Lastly he stressed to putting efforts on education and work for success does depend on efforts and hard work not on good grades only. "Dropouts might be more successful than a person who has gone to school and is well educated for example Bill Gates.

Dr. Darlene Mutalemwa gave the closing remarks and vote of thanks for the graduates, all invited participants and sponsors. It all ended well with 23 graduates who attended the sales boot camp being selected for an internship with SBC- Pepsi and several others were offered the internship by ALAF and Cornerstone Partners Ltd. As organizers we will all the participants best in their sales carrier.

STUDENTS GIVE BACK TO THE COMMUNITY

By Sianaloli Joseph

Mzumbe university first year students studying Principles of Management subject were inspired by their Lecturer, Mr. Aloyce Gervas to conduct a community Project to give back to the community by creating smiles to students who were seating on the floor at Mindu Primary School. The students with their lecturer fundraised and were able to make 20 desks which were handed over to Mindu

primary School by the Regional Commissioner of Morogoro Hon. Dr. Rajabu Rutengwe.

The Regional Commissioner also used the occasion to launch a Regional wise campaign for primary school desks around the region by initiating a special fund that he himself promised to officiate it by Tsh. 1 Million from his Salary. In the occasion, Mzumbe Univrsity led by the Acting Vice Chancellor

Prof. Josephat itika donated Tsh. 5 Million and more 20 desks from few of the staff. The Member of Parliament Hon. Abulaziz Abood promised to add more 40 desks from the MP fund.

This meant that problem of desks at Mindu Primary was 100% solved and Morogoro region campaign for student's desks will benefit from the initiatives made by our students.



INTERNATIONAL CONFERENCE OF BUSINESS AND MANAGEMENT IN EMERGING MARKETS (ICBMEM) 2017 CONFERENCE



By Dr. Emmanuel Chao

Introduction

ICBMEM was an idea that emerged from Mzumbe University School of Business. The idea dates back to 2014 initiatives which were conceptualized by Dr Emmanuel Chao with the intention to have a first conference on 2015, but due to some earlier constraints, the first conference was able to take off 2016 between 9th-10th September. This first conference was opened in Zanzibar at Zanzibar beach resort and 37 papers were presented. The papers ranged from economics, finance, information technology, marketing, supply chain management and contemporary management. The conference was

attended by scholars from Asian, Europe, North America and Africa and was officiated by the minister of Industry, Trade and marketing of the revolutionary government of Zanzibar, Hon. Ambassador Amina Salum Ali. The Zanzibar University was our organizing partner.

The overall objective of the international conference of business and management in emerging markets (ICBMEM) conference is to provide a platform to stimulate discussion and explore collectively on various issues affecting management of business for public and private enterprises that are within or operate in emerging markets (view of business environment of the 21st century).

This year the conference was organized by Mzumbe University in partnership with Nelson-Mandela African Institute of science and technology between 19th-20th 2017. The theme for the conference is emerging markets now and future, exploring trends, opportunities and challenges. The conference was officiated by Ms Rebecca Mongi who represented Arusha city Director.

This year there were about 40 papers, which were presented by scholars within and outside the country. The papers ranged from economics, finance, marketing, entrepreneurship, contemporary management and healthy management.

WHY ICBMEM 2017

The trends that shape the emerging markets of today are constantly evolving. The businesses and organizations in emerging markets have faced tremendous changes due to fast changing environmental factors on the one hand and pressing new global development priorities on the other. This has brought significant implications on the way the organizations are managed. The fast technological changes, transformation of institutions through continuous policy reforms and rapidly changing industry boundaries, have necessitated for both academics and practitioners alike, the need to better understand the opportunities and challenges that come along with the trends. It is thus important to understand the key drivers and outcome of these trends that shape emerging markets of now and future not because of their sake but because of the global interconnections. For example what is happening in China today do have impact in several other countries even if they may not have direct trade links. What will define the 21st Century is the pace of science and Technology in advancing humanity. With these developments come the moral questions that need to receive proper attention from ethical point of views. The triangle of harmonious business will thus be defined in terms of how the businesses collectively take into account the planet, people and profits. The dynamics that are taking place in our societies redefine and shape the role of business, government and community.

Technological changes have provided OPPORTUNITIES for more asymmetric information where in some cases the enterprises know better than governments and lawmakers. The pace of adapting to the opportunities that are offered by the changes in the modern world have not been optimized especially for firms in emerging markets. The pace of adapting new global challenges has not been well echoed adequately in the scholarly world.

Emerging markets of Africa have started to focus on industrialization and sustainable development. Newly Tanzanian government for example, has set this as a top national agenda. The role of government in economic development for most emerging markets of Africa used to be active, but today it is passive (through shaping policies and regulations that enable better business environment). We believe that the changes and dynamics that we witness in emerging markets are an important laboratory for researchers. I believe that scholarly cooperation will yield timely and better insights that will shape corporate and government

decisions. Further, the scholarly cooperation will have a multiplier effect than government-to-government cooperation.

The outcome of the research effort that takes into account the contextual elements of emerging markets may not necessarily mimic those in developed economies. This is due to the differences in historical and cultural aspects. The ICBMEM 2017 was thus an important platform that gear towards forming an international scholarly effort in addressing and shaping research agenda for emerging markets.

Theories are not made in vacuum but are developed to explain the rationale behind practice, and in doing so, help to predict behavior in similar occurrences. The strength of social sciences theories in particular depends on how they take into account the context specific issues. With this emerging scholarly cooperation that combine both scholars to reflect issues related to emerging markets, we hope there will be better insights and new perspectives that will shape our understanding of emerging markets.



Conference Members in a group photo.

MZUMBE UNIVERSITY

INTRODUCES **ENTREPRENEURSHIP CAMP** - 2017

By Dr Emmanuel Chao

Introduction

Mzumbe University organized and launched the entrepreneurship camp for the first time in May 2017. This was an important platform for sharing, inspiring and paves the way for positive change. The theme for this year was share, be inspired and grow. The event has brought together scholars, entrepreneurs, students, business firms, business association and private as well as public institutions to share knowledge and provide the opportunity for positive economic change. The event took place at Mzumbe University-Morogoro Campus. It involved presentations, exhibitions, products

and a book launch.

Some of the notable companies/institutions which participated in the event were National Economic Empowerment Council (NEEC), Tanzania bureau of Standards (TBS), SIDO, EFTA, BUNI (under COSTECH), MAXCOM, PSF, RALEIGH, SUGECO, KINSHAGA FOODS PRODUCTS & COMPANIES, FERNMARKETING, BECAO (Bee Keeping Community Organization), TCCIA, INSPIRE and several other. Further, emerging companies from Mzumbe University, which are under the University's mentorship program, were able to participate in the event by launching their products and exhibitions.

A new book titled "Secrets of Long-

Range Success in Career, Business and Personal Development" written by Dr Emmanuel Chao, who is a lecturer at the Mzumbe University was among a series of the products which were launched in the event.

Mzumbe University Resource and Incubation centre, which steered up the formation for this event has been a catalyst in ensuring that students are graduating with both theoretical and practical skills. The University incubation centre started by the donor funds from TIMBE project (under the government of Netherlands) but has managed to move well after the project. The centre is facilitating business mentorship and skills building for students and surrounding community.



The Vice Chancellor admiring a product of one participant a Mzumbe Alumni.

The success of the centre will depend more on its linkage with other stakeholders, and thus this event was an important milestone in establishing sustainable collaborations.

The Mzumbe entrepreneurship camp was thus complementing government efforts for economic growth and industrialization. Further, the event did not just provide a learning platform but also an inspiration platform that motivated several other start-ups.

Background of the event

This event came at a time when our country is facing an increased global competition and unemployment rate. The scholarly and industry contribution are very important in addressing these challenges.

The changing global business landscape has been witnessed by opening of country borders, technological advancements and growing global interconnections. These changes have opened several new opportunities for both individuals and Enterprises in terms of improving standards of living and efficient ways of doing things. To accommodate such opportunities and dynamics, the government and non-government institutions in the country are constantly required to transform through cooperation and knowledge sharing.

In recent years there has been inadequate linkage between the industry (business firms) and education institutions. This has been reflected in the research efforts that have not been in line with the issues that are currently facing today's business. The persistence of such weaknesses may likely create a vicious cycle unless addressed.

The problem of youth unemployment for example has been accelerated by the increased number of new graduates in the labour market that is not proportional to rate of new job creation. These graduates are often not well prepared psychologically for self-employment (entrepreneurship).

In the effort to address these challenges, the Tanzanian government has made several initiatives, but they often face limitations at the implementation level. Further the sustainability of these efforts remains questionable due to inadequate coordination of the institutions that are responsible for implementation.

Such challenges increase the relevance of cooperation among institutions and the academic institutions need to play even more critical role now than in the past in terms of establishing linkages with the industry and other supporting institutions.

The theme of this event was Share, be Inspired and Grow.

First issue is sharing of knowledge: There is no doubt that knowledge plays a significant role on national development. The significance role of knowledge in the national development agenda, calls for governments to be active partners in the knowledge process (in terms of both formation and acquisition). Tomorrow's world is defined by our connected efforts.

Knowledge sharing is important because the knowledge that is not shared will have a limited impact to the society. There are several researches that have been done almost on annual bases but few of them are shared to the intended audience. Statistics indicated that, more than 80% percent of all start-ups do not survive to see their second year. The

knowledge of the successful ventures if shared, will likely reduce this rate of failure.

Second issue is Inspiration: The Universities or academic institutions provide much insight on theories, but for the youth to be motivated, they need to be inspired from those who have succeeded. Mzumbe Entrepreneurship Camp does not just provide a learning platform but also an inspiration platform that will make motivate several other start-ups.

The third issue of the event theme is Growth.

Those start-ups which survive the challenge of failure will yet face a very major test afterwards, and that is growth. There could be several challenges which may limit the growth of entrepreneurial firms, but the most important one lies in the scope of the firms themselves. Other firms define growth in terms of doing much better than peers in a local area, others view it as performing better within their region, others view it as conquer new opportunities and expand at national level, but yet some view it as expanding beyond the national borders.

Few start-ups inspire to expand at national and the number is even extremely low for those who look growth beyond national borders. National competitiveness is partly defined by how local firms orient themselves in terms of looking opportunities beyond their national borders. It is unfortunate that this is not the work of government because the role of government is to provide the conducive environment for this to take place.

EVENT IN PICTURES



Vice Chancellor- Mzumbe University-Prof Kusiluka officiating the Entrepreneurship camp - 2017.



Mr. Nicholaus Tutuba PHD candidate, showcasing bee product produced under the P4 project.



Entrepreneurs trained at the Mzumbe University resource centre displaying their products.



Mzumbe University students behind preparation of the entrepreneurship camp 2017.

UNPACKING THE FIFTH PHASE GOVERNMENT'S INDUSTRIALIZATION MOVE

By Prof. Honest Ngowi

Debates and plans on Tanzania's fifth phase government economic future revolve around the axis of industrialization. This is the main economic project for the fifth phase government. This new industrialization move is packed in various documents. They range from the ruling party's 2015 election manifesto to President Magufuli's maiden speech in the Parliament on 20th November 2016 and the Second Five Years Development Plan that saw the light of the day in July 2016 after coming to end of its predecessor on the same date. In order to put all the debates on this grand move in the right perspectives, there is a need to unpack the whole industrialization move including what it is all about and why it is important.

Unpacking industrialization

At the core of succeeding in Tanzania's industrialization move lies understanding of what industrialization means and entails by all key stakeholders. This is because a problem known is a problem half solved. Pass et al (2000) describe the term industrialization to imply the extensive development of organized economic activity for the purpose of manufacture. It is characterized by inter alia transformation of a primarily agrarian economy into a more specialized, capital – as opposed

to labour – intensive economy. It took the form of Industrial Revolution in Western Europe and North America in the 18th and 19th centuries.

Elsewhere in the economic and business literature industrialization is described as the process in which a country transforms itself from a basically agricultural society into one based on manufacturing of goods and services. Whereas manual labor is more often than not replaced by mechanized and automated high tech-mass production, craftsmen are replaced by assembly lines. Industrialization is associated with the growth and development of large urban centers and suburbs. Tanzania may need to adopt its own definition of industrialization but it should not miss out the key components of a true industrialized economy.

Desired industrialization

Drawing from President Magufuli's speech in the Parliament on 20th November 2015, there are three main typologies of industries that the fifth phase government desires to attain. These are mass employment-creating industries; industries for domestic mass consumption goods and industries for export goods. On its part, the ruling party's 2015 election manifesto aims to accomplish and implement the third phase of Sustainable Industrial Development Plan (SIDP) 2010–2020. It also

aims at attaining industrial sector contribution in Vision 2015. It desires for construction of agro-processing, middle, large and basic industries and industries that use domestic raw materials.

It also desires to strengthen existing industries and increase industrial sector GDP contribution from 9.9% in 2013 to 15% in 2020 and have 40% of Tanzania's employment coming from the industrial sector by 2020. It also desires to mobilize the private sector to invest in middle and large industries and protect them against competition from foreign industries. It also desires to increase sub-regional, regional and global preferential markets access. Good as these desires are, there are needs for critical and constructive interrogations on what it takes to attain the desired industrialization above. Selected thoughts are shared in what follows.

Employment creating industries

The desire is to have 40% of employment in Tanzania coming from the industrial sector by the year 2020 although the current percent is not given in the said manifesto or President's speech. For Tanzania to attain the mass employment-creating industrialization, then it has to opt for labour intensive industrialization if it means jobs coming direct from industries. labour intensive production techniques employ more labour

than capital and therefore create more jobs. However, there are several downsides of labour intensive production and by extension labour intensive industrialization. These include limited ability to enjoy economies of scale through large scale production, less speed in production, less efficiency and at times less quality and standardization of products. For this type of industrialization, employment can only be mainly created along industrial value chains nodes through backward and forward integration. It calls for strong inter-sectoral linkages and holistic approach to industrialization. All sectors related to the industrial sector need to be adequately developed.

Industries for mass consumption

The fifth phase government targets industries that will produce goods for mass domestic consumption. They include but not limited to textile, footwear, cooking/edible oil etc. There are many economic advantages embedded in consumption of domestically produced goods and services. They include saving of foreign currency that would have imported the goods, more domestic jobs creation and related individual incomes as well as government revenues through tax and non-tax charges. However, there is a need to interrogate the theory and practices of consumers behavior. Tanzania consumers as are consumers elsewhere, have their tastes and preferences for goods and services. The tastes and preferences may not be necessarily

in favour of domestically produced goods. In Tanzanian context, there is emerging and complex high and middle class with by and large tastes and preferences skewed towards imported consumables. This can be attributed to higher quality and better brands of imports. For Tanzanian industries to produce goods and services for mass domestic consumption, there is a need to ensure that they meet the needs of consumers as captured in their tastes and preferences.

Export oriented industrialization

The fifth phase government desires to have industries that will export industrial goods. This is a good thing because inter alia, exports earn a country the much needed foreign currencies with the many and far-reaching advantages of this. In order to be able export industrial goods, domestic value addition and a move away from the current predominantly export of unprocessed raw materials is important. Among the key implication here is availability of and access to export markets for the 'made in Tanzania' industrial goods. Currently the main industrial goods from Tanzania include agro-processed products. In order to access the export market in a meaningful way, there is a need to meet and adhere to the demanded quality and standards. For food and beverage products for example issues of sanitary and phytosanitary conditions as well as traceability are very important. Important too, in exporting is the ability to meet and adhere to the needed quantity and supply frequencies. Performance

of African countries – Tanzania included - in the AGOA market access opportunity should be able to give us lessons.

Industries that will use domestic raw materials

The new industrialization move in Tanzania aims also at having industries that will make use of domestic raw materials. Given the nature and structure of Tanzania's economy it is most likely that the main raw materials to be used are mainly agricultural in nature in very broad sense of the term. They include agricultural products, livestock and fisheries.

Ways forward for Higher Learning Institutions

Based on the nature and shape of the fifth phase government's industrialization move, various stakeholders have various roles to play. These stakeholders include higher learning institutions in general and Mzumbe University in particular for that matter. Given their core mandates of research, training and consultancy/service to the community, higher learning institutions including Mzumbe have to provide intellectual leadership in industrialization move based on their areas of competence. These institutions should therefore mainstream industrialization in their core businesses of training, research and consultancy.

Commentary on the Preparation of the PhD (Doctoral) / Master Degree Concept Note

By *Montanus Milanzi (PhD Management Science)*

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I am writing this short article in order to guide you and the general readers particularly researchers, who seem to have shown the determination to start and enter into the advanced degree bandwagon in our institutions of higher learning. Most of us who have engaged in such a journey at the beginning fail to recognize how the doctoral degree program and master degree study demand. The learners take the writing of a PhD or master proposal very lightly and with the halo effect of PhD/master degree work is very simple! They think that preparing a dissertation/thesis proposal is a matter of sitting for 2 or 3 hours or surfing in the internet in the café or at home for half an hour attempting to cut and paste some texts and then produce a document, which is christened a Dissertation/Thesis Proposal.

I believe that even the genius ones would require some monster time (may be months) to germinate the ideas into a proposal. It is in fact most people or students equate the writing of the advanced Proposal for PhD or master degree as if it is similar to producing the bachelor degree or the diploma proposal. On the contrary, a dissertation or a thesis proposal for doctoral or master degree work should constitute a well thought out scientific piece of plan.

It is not the intention of the author of this article to debate on the nature and major features of dissertations/theses. The aim is rather to outline the major pre requirements that are needed before one starts to write a dissertation/thesis proposal specifically for those applicants whose degree programmes will be hosted by the School of Public Administration and Management (SOPAM) of Mzumbe University. To start with, it is wrong (at least in our University) to use the two words, 'dissertation' and 'thesis', interchangeably. The two

words carry different meanings and hence, they should not be considered similar. Each of the two products possesses distinct and different features in the academic discourse. For instance, a dissertation should reflect an independent scientific research and critical evaluation literature based on scientifically recognized methods and techniques, demonstrate that the candidate is able to master the terminology and master information accurately, demonstrate that the candidate is able to integrate and critically evaluate information and has the ability to arrive at his/her own independent and (possibly accurate) conclusion and show the significance of the candidate's research and the implications of the results. On the other hand, a thesis should: provide a proof of independent scientific research, reflect on in depth investigation of the available literature including the identification of anomalies and gaps present in the consulted literature, identify the rationale of the current study and make an original contribution to science specifically the generation of knowledge, among other intentions.

Students need not rush when preparing proposals for the higher degree dissertations/theses. It is advised that each applicant or student should first come up with a Concept Note or a Concept Paper (less than 5 pages), which hints on the basic issues related to his/her advanced study before writing a proposal. The piece of advice I am offering here is that a Concept Note should have informed a reader or the applicant him/herself the following pieces of information:

- 1) When a Concept Note is written a reader or a student him/herself should be able to answer the following question: Will the proposed research/study make any contribution to knowledge or

practice? Or specifically whether the proposed study is a basic, pure, fundamental, evaluation or applied research? Or if it is an action research or an evaluation study what sort of contribution to knowledge or practice (problem solving) is expected? In case of action and evaluation studies it may be the generation of knowledge in the adoption of methods by an applicant such as randomization, matching methods, double difference method, instrumental variable method, among others (Milanzi, 2017).

- 2) The hint on the philosophical or theoretical information related to the current and previous studies in the topic. At this level it is not expected that the applicant/student can exhaustively address all philosophical and theoretical issues related to the area or the topic in which an investigation will be carried out. But, it is possible that the student should be able to provide the hint (scanty or limited knowledge) on the state of knowledge or practice pertaining to the scientific advancement related to the expected or proposed study problem area.
- 3) A proposed methodology and/or a research approach (strategy) that will be suitable in the study. An applicant or a student must rationalize the choice of the approach and methodology and he/she should be able to indicate that he/she is conversant with the selection he/she has made. The applicant should show the relevance of the proposed method(s) and approach(es) and how will they tally with the formulated objectives, research problem and hypotheses (research questions).
- 4) A compatibility of the proposed study to the national, institutional goals and the overall research agenda. Is the topic worth research in the context of the national, institutional and research agenda priorities? Whose research agenda? For instance, why someone wants to

study the contribution of workers councils in public institutions in Tanzania?

- 5) Other criteria/issues: show that an applicant or student has a keen interest to undertake an advanced degree on the topic he/she has identified. In addition, the applicant/student should also show that he/she has an ability to do an advanced study in terms of time, devotion and other resources with minimum and reasonable level of supervision.

I am expecting that this guide will help a reader and the would-be applicant or the student to organize his/her mind and then be able to prepare a short Concept Note (of less than five pages, for example) that can be submitted to the School or relevant Department for scrutiny and approval. A Concept Note is not a conversational telephone call or a one or two (lobbying) visits to the Department of the University by the applicant/student requesting for admission or permission to go to the field for data collection. The Concept Note is the document that shows a discourse which the student/applicant would like to pursue.

I would like to show how a generic Concept Note should look like. I first assume that the proposed Concept Note structure in this article can be used and applied by any person originating from any natural science or social science discipline to convince the academic department that what she/he intends to do is worth scientific, worth doing and worth developing the research plan (Proposal). Second, it is upon the student to shape his/her Concept Note to fit the specific requirements which the academic department concerned would like to read or know about the problem area.

Hence, the contents of the Concept Note I am proposing are:-

- 1) The title of the study: preferably it should have the average of eight words. Avoid redundant words in the title. For example, M.C.Milanzi (2004) PhD Thesis was entitled *The Application*

of *Soft Systems Methodology within Farming Communities in Tanzania*. These are only 11 words. I think this is tolerable! Avoid putting adverbs like 'effectiveness', 'efficient' etc in the title!

- 2) Identify the study Problem: You need to show the (sketchy) state of the art concerning the problem area which you are planning to carry out the investigation. Justify your choice by indicating that the particular research problem area is not yet understood (by who? By scientists? Decision makers?) - or not yet completed [unfinished/inconclusive findings] (what studies? What model? What theory? What methods? What questions / hypotheses?), ignored by researchers (protruding the epistemological gaps), not recognized and/or less emphasized by scientists.

In this section you should also answer the following questions; Are you finding the novel problem? Are you trying to proceed (extend) from where other scientists have ended? Are you correcting something?

For example, Milanzi (2004) sets the research problem of his study at two levels namely at the level of application on the use of soft systems methodology (SSM) and at the theoretical level (that is knowledge production). He extended the works of Peter Checkland and Costas Tsouvalis by attempting to bridge the gaps that were noted during the application of SSM in Europe in the 1990s and early 2000s. The identification of research problem by Milanzi (2004) is described as follows:-

- a. Practical/Application level: he claims that SSM (as a western invention) has never been used or applied by people/users in developing countries such as Tanzania. The majority of

applications carried out so far were from the western and developed world. Therefore, it is worth testing or using the methodology in the receiving environment (developing world) which would probably come out with new results and insights about the methodology use that are different from the sending (western) world.

- b. Theoretical / epistemological level: Milanzi (2004) noted that SSM as a methodology is interpretive (qualitative) and thus its use depends on the would-be participants; interpretive factors. The SSM participants apply the methodology which is influenced by their culture(s), among other variables. These influences are social processes in which participants appreciate their actions and decisions. But this appreciation cannot be fully performed uncontrollably. I think something must be performed inside and among participants in addition to appreciation so that choices can be made to the very end. The new theoretical concept was proposed namely the Foucault's 'subjectivisation.' It is not a matter of objectifying decisions/choices, plans and actions through appreciation but actors using SSM should subjectivise themselves through problematisation.

- 3) Develop the objectives, research questions and / or hypotheses
 - a. Prepare the central objective of your study (Milanzi 2011). Identify the Empirical and/or non empirical objectives.
 - b. Create the support objectives (up to 3 questions). These objectives must

- squarely build on the central objective.
- c. Develop the research questions: Empirical questions or non empirical questions and then show the direction of their causality non causality (Milanzi, 2004, 2011a, b).

- 4) Inform about the methodology or a meta-method to be used in the study
 - a. What design: Experiment? Survey (census)? Case study? WHY?
 - b. What type of the study? Cross sectional? Longitudinal? Mixed? Why so?
 - c. Do not use ambiguous words like qualitative or quantitative methods
 - d. Units of inquiry and units analysis
 - e. Data collection instruments and data analysis procedures
 - f. Theoretical and practical developments: conceptual framework/ model expected to be used.

I could have amply elaborated this section with concrete examples from my doctoral degree thesis work but I doubt that this commentary should not be too long to read. Let it not bore you to explain the interpretive meta-method used during my doctoral degree endeavor in England.

5) Conclusion

I have tried to make myself well understood by the readers of this guide. This is what I perceive to be the case. I think that the whole exercise of determining the quality of the Proposal will depend on the quality of the Concept Note developed by you.

It is in the opinion that after reading this article the applicants/students in our School can now come up with their respective Concept Notes written with a degree of accepted and crude scientific rationality,

which the assessors can decide and facilitate the author's intentions.

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THE LEARNING ENVIRONMENT AT MZUMBE UNIVERSITY MBEYA CAMPUS COLLEGE IMPROVING

By Omari Issa

On the 6th of November 2017 Mzumbe University Mbeya Campus College, like all other Mzumbe University Campuses, Colleges and Centers, began the 2017/2018 Academic year. We at Mbeya Campus College the Teaching and Non-Teaching staff are ready to receive both, continuing and first year students joining various Courses offered at Mzumbe University Mbeya Campus College.

Mzumbe University Mbeya Campus College is one of the Campuses of Mzumbe University, a Public University with its main Campus in Morogoro Region. The other Campus located in Dar es Salaam. Mzumbe University Mbeya Campus offers various Programmes from certificate to Bachelor Degrees. Programmes offered are Bachelor of Laws (LL.B), Bachelor of Business Administration (BBA), Bachelor of Accountancy and Finance (BAF), Bachelor of Human Resource managements (BHRM), Diploma in Laws (DL), Diploma in Business Administration (DBA), Diploma in Accountancy (DA), Diploma in Human Resource Managements (DHRM), Certificate of Accountancy (CA) and Certificate of Human Resources Management (CHRM). All Bachelor Programmes are for three years period whereas Diploma Programmes two years

and Certificate Programmes one year.

Mzumbe University Mbeya Campus College has capable and competent Academic staff. There are Lecturers, Assistant Lecturers and Tutorial Assistants in almost every discipline of study offered. There is gender balance in terms of the Academic staff whereby Ladies and Gentlemen Lecturers work hand in hand to ensure that Mzumbe University Mbeya Campus College prospers.

Academically Mzumbe University Mbeya Campus College excels with the performance of its Students while at the College and also as Graduates in the Labour Market are both good. The learning environments at the Campus College are very attractive and conducive for serious Students. This is because the Campus has modern infrastructure facilities including Library, Lecture Theaters, Seminar Rooms, as well as good surroundings.

Talking of the improvements, the Mzumbe University Mbeya Campus College now has a two-storey building Library. The ground floor is general collection area with books, law reports, newspapers and other learning and informative reading resources. The first floor is a vast study room well furnished with chairs and tables that Students

and lectures do their private studies comfortably. The second floor has two Computer Laboratories both with enough personal computers for Students' use with full time availability of wireless Internet services facility. In the Computer labs there are two competent ICT personnel available to support users of the labs including Students and the Lecturers whenever needs arise. With the advent of new technologies telecom and computers library services are also revolutionized from the traditional to modern paperless, so as MUMC library is modernized.

Apart from the library, Mzumbe University Mbeya Campus has five Lecturer theaters, Nkrumah (NLT), Kapuufi (KLT), Kyungu I, Kyungu II and Kyungu III Lecture Theaters. NLT has a capacity to carry more than 360 Students and KLT is the second largest Lecture Theater at the Campus with a capacity of 250 Students all seated. The Three Kyungu Lecture Theaters have equal size and each has a capacity of carrying 160 Students.

As for the library, all the lecture theatres are well designed to allow both, ventilation and lighting. The Theaters have overhead projectors for easy education delivery by Lecturers and also for other learning activities.

Mzumbe University Mbeya

Campus College also has other facility including four Seminar Rooms. Each of these four Seminar Rooms has a capacity of carrying 80 Students at once seated with Internet services wireless guaranteed.

The general environment and surroundings of Mzumbe University Mbeya Campus College are conducive and attractive for studying. There are open spaces of which the Students use for private studies and general discussions. The open spaces are well kept, clean and safe for anyone to use for academic activities. All these open spaces are also linked to the wireless Internet service and thus Students may use the Internet for academic uses even while outside Lecture Theaters and Library.

The neighborhood surrounding Mzumbe University Mbeya

Campus College is good. Cloe to the college is the High Court of the United Republic of Tanzania (Mbeya District Registry), the Bank of Tanzania (BoT) (Mbeya Branch) and the Mbeya Referral Hospital and BoT Staff quarters. Being near to the High Court Registry office is advantageous to the Students and Academic Staff in Laws Programmes and Courses. The High Court Registry has been providing opportunities to the Students and Academics to access unreported precedents found in their High Court Library. More so Students and Academics are from time to time allowed to visit and attend Court trials during High Court and the Court of Appeal Sessions conducted there. It is a great learning opportunity supplementing the theoretical knowledge acquired in classes and Library. The case is the same

for finance students, are given opportunities to interact with Bank of Tanzania officials and also Mbeya referral Hospital officials.

The Acting Principal, Dr.Gustav Kunkuta, asserts that the learning environment of Mzumbe University Mbeya Campus College is a result of the efforts of every Member of staff of the Campus College without forgetting major support from the Main Campus Management (Morogoro).

Dr. Kunkuta acknowledged the top Management of Mzumbe University for their strategic efforts that positively affected the Campus and allowed improvements in the learning environment.

“ Lastly I wish to welcome all the new and the continuing students to the Campus ”. Dr. Kunkuta.



MZUMBE UNIVERSITY STAFF URGED TO EXERCISE

By Frank Kilima

The Vice Chancellor prof Lughano Kusiluka has urged staff at the Mzumbe University main Campus Morogoro to build a habit of exercising and participating in sports to avoid developing chronic non-communicable ailments.

“ This event brings us together as members of Mzumbe University Community in a social setting hence buttressing our relationship. But more important is that exercises uplifts our mental and physical wellbeing”

This was said during the Mzumbe University staff Bonanza, organized by the Mzumbe University Academic Staff Association (MUASA) held on Saturday 11th of November, 2017 at the main campus grounds. The event was graced by the Vice Chancellor whom apart from being the Guest to Honor also took part in various sports activities.

The Bonanza brought together, more than 150 staff members and non-members of MUASA who registered to take part in sports and games competition for both female and male teams. Members took part in Sports including football, tennis, Netball and 100 meters run for both while games included the famous sack race, chicken chase, tag of war (rope pulling), checkers, spoon run, draft and coconut shelling.

Winners of the various sports and games are: Football – Non academic staff; Netball – Academic staff; Coconut shelling (men) - Mukhsini Muhunzi; Coconut shelling (female) - Maria Mpugumoto, Egg Run (men) - Iddy Ally Kaheza; Egg run (female) - Rose Mwakipesile; Sack run (Male) - Eliuta Mhenga, (female) - Asmin Abdul; Tennis - Prof. Joseph Kuzilwa; Tag of War rope pulling (men) – academic staff; Tag of War rope pulling (female) – non academic staff; Draft - Emmanuel Wambura; Checkers - Anna Keffa; Chicken race – 100 meters (men) - Kelvin Mwita and (female) - Asmin

Abdul. Congratulations to all the winning teams and individuals.

The MUASA chairperson Mr. Emmanuel Akili, speaking during the event, said this year’s Bonanza marks the beginning of many more events. He called upon the Mzumbe community to participate especially the MUASA members. Mr. Akili thanked gave a special appreciation to the VC for sparing time to take part in the Bonanza; He also thanked the Tanzania Higher Learning Institutions Trade Union (THTU) Mzumbe for their cooperation throughout the preparations of the Bonanza. And lastly but more important he gave kudos to the sponsors PPF for their support.

Members who participated spoke well of the event and they are looking forward to the next Bonanza, urging the MUASA Leadership to ensure that the next Bonanza is planned for the near future.



FEMALE STUDENT

Hostel

FUNDRAISING CAMPAIGN

Convocation President and Mzumbe University Management invites you to contribute towards a fundraising campaign for the construction of a Female Students Hostel at the Main Campus, Morogoro.

The campaign aims at raising **TZS 4.5 billion** for construction of the hostel which will accommodate **900 female students**.

You can contribute through Mzumbe University Convocation Fundraising

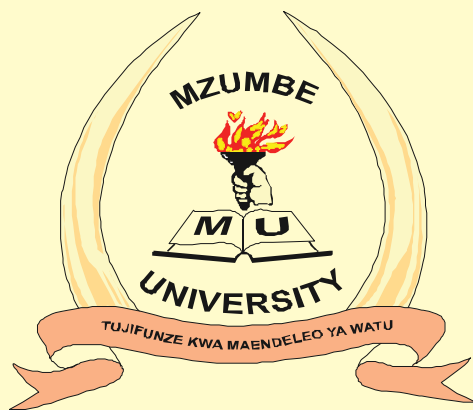
Account Number

0150209448900, CRDB Bank

Mzumbe Branch

Thank you for being part of Mzumbe University Family for contributing towards the University's development.

**MAZINGIRA BORA, ELIMU BORA KWA MTOTO WA KIKE
TUJIFUNZE KWA MAEDELEO YA WATU**



Website: <http://site.mzumbe.ac.tz>