



# CONVOCAATION Newsletter



## About Mzumbe

Mzumbe University was established by the Mzumbe University Charter, 2007 under Section 25 of the Universities Act. No. 7 of 2005 which repealed Mzumbe University Act. No 9 of 2001.

## Vision

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

## Mission

The Mission of the University is to provide opportunities for acquisition, development, preservation and dissemination of knowledge and skills through training, research, technical and/or professional services

*“Tujifunze kwa maendeleo ya watu”*



## A WORD FROM THE VICE CHANCELLOR

**Prof. Lughano Kusiluka**  
**The Vice Chancellor**

# WE KEEP GROWING STRONG BY ENGAGING OUR ALUMNI, AS WE MARK 60 YEARS OF INDEPENDENCE AND SUCCESSES OF MZUMBE UNIVERSITY

**F**irst and foremost, I wish to thank God, the Most Merciful for granting us the opportunity to live to the end of 2021. Despite the various challenges encountered, especially the COVID-19 which adversely impacted on how we undertake our core business, the year 2021 has been one of testing our resilience. I am glad to see that Mzumbe University (MU) has remained intact and on course with regard to the implementation of our core functions including academics, research and innovation and delivery of public services. The COVID-19 pandem

ic has taught us great lessons albeit in a hard way, on how we should adaptively transmute to ensure that even in the most turbulent and disrupting circumstances, we sustain our business and remain connected.

I would like to take this opportunity to remember our beloved leaders, parents, colleagues, friends, brothers and sisters who have departed from us for various reasons including the COVID-19 pandemic. We deeply remember the demise of the Chairman of the Mzumbe University Council, Prof. Matthew Luhanga who passed away on 16th

September 2021. During the five years he served as Chairman of the Council, he worked tirelessly to make the University (MU) visible in all arenas. His strategic vision was an invaluable catalyst for Mzumbe University to occupy its rightful position and become a key player in the Fourth Industrial Revolution (MU 4.0). He has left us too soon, but we pray that Our Merciful God gives him a peaceful eternal rest. In the year 2020/2021, the Management, staff and students have continued to execute the core functions of the University as stipulated in the Mzumbe

University Charter 2007 and the Fourth Corporate Strategic Plan (2017/18 - 2021/22), under the guidance of the University Council. In addition, we have continued to implement other development projects and activities as guided by the Government. On the academic front, during the 2020/21 Academic Year, the University enrolled a total of 12,343 students comprising of 9,385 pursuing Bachelor's degree programmes, 1,377 undertaking non-degree programmes (Diploma and Certificates) and 1,581 registered for Master's and PhD programmes. During the year, the University initiated a tracer study to gather views and inputs from our Alumni, Employers and other Key Stakeholders about the quality and relevance of our academic programmes and the means of delivery

The tracer study is intended to inform the review of existing curricula and development of new programmes in response to the market demands. Through this study, the University will capture the contemporary and future needs of the consumers of our products and services in terms of new knowledge, skills and competences that our graduates will require to participate actively in building an industrialized economy towards actualization of the Tanzania Development Vision 2025.

With regard to research, innovation and staff capacity enhancement, in the year 2020/21, the University implemented a total of 29 projects comprising 18 projects funded by various development partners and 11 projects funded by the University, all worth more than Tanzanian shillings 43 billion. The projects funded by the University researched on various issues relating to building an Industrial Economy in Tanzania. The outputs of the research works will

inform the preparation of relevant policies and our nation development plans. The research results will also be disseminated through various national and international publication media. We wish to thank all our development partners for the immense support by funding the research and staff capacity enhancement projects. The Management of the University will continue to invest in building the capacity of our staff to develop and implement major research and innovation projects that contribute to the development of our country as outlined in the National Development Plans. The University continued to provide quality professional services to all our stakeholders, including institutions in the public and private sectors in matters relating to management, leadership and administration; business development of business strategies and plans, economics, legal advice and information communication technology and other areas which the University's expertise has been recognized for many years. Staff continued to implement outreach services in various areas including legal aid clinics and capacity building of leaders in local government authorities. Through these public services, we have continued to make a significant contribution to the social and economic development of our local communities and the nation at large.

During the year, the University implemented various infrastructure development projects as outlined below:

- Construction of students' hostels at the Main Campus is in the final stages of furnishing. For this project, the Government has invested about TZS 7.6 billion. The hostels will accommodate 1,024 students and are expected to be ready for use before June 2022.

- Construction of an academic building with two lecture theatres and classrooms at the Main Campus, all with a seating capacity of 1,000 students as well as offices for 50 staff was completed and the building is already in use. The building has been constructed using income generated by the University amounting to TZS 3.7 billion.

- Renovation of various buildings to establish a PhD Centre with the view of creating a conducive learning environment for PhD students pursuing studies at the Mzumbe University is underway. The University is determined to guide and facilitate postgraduate students to complete their studies within the prescribed period for the respective programmes.

Rehabilitation of other infrastructure including the library, lecture theatres, classrooms, sports facilities and other facilities is ongoing.

### **The HEET Project**

The University has secured funding from the Government through the Higher Education for Economic Transformation (HEET) Project. The Project, which is financed by the World Bank through a soft loan to the Government of the United Republic of Tanzania aims at improving the teaching and learning environment, staff capacity enhancement as well as review and development of academic programmes that will produce graduates equipped with knowledge, skills and competences that will enable them to participate in the economic transformation of the country into an industrial economy commensurate with the Tanzania Development Vision 2025. Mzumbe University has been allocated a total of US\$ 21 million, equivalent to TZS 49 billion for implementation of various activities. The

funds will be used for construction of infrastructure including modern buildings for Library and ICT services, academic complex, innovation centre, hostels and associated services. The HEET Project will translate into increased number and quality of students enrolled and graduating from the University, well-trained staff and increased quality of academic, research and innovation as well as public services offered by the University. Preparations towards commencement of the Project in 2022 are at an advanced stage.

To complement the Government's efforts, the Management plans to build modern Administrative Block using funds generated from its various activities starting in the financial year 2022/23. This is geared towards promoting the image of the University where leaders are prepared. With this level of investment in both hard and soft infrastructure, it is anticipated that Mzumbe University will consolidate its position as the "Premier University Institution" for training, research and innovation in management and allied sciences. In the coming 5-6 years, a new "academic, research and innovation mini-city" will emerge at the Maekani area of Mzumbe University Main Campus where all these infrastructures are established.

On behalf of the entire Mzumbe University Community, I wish to extend our very sincere gratitude to Her Excellency Samia Suluhu Hassan, President of the United Republic of Tanzania and the entire Sixth Phase Government for this huge investment in modern infrastructure at Mzumbe University and other Higher Education Institutions in Tanzania. We believe that after the completion of these projects, many more Tanzanians from all walks of life will

have the opportunity to access high quality tertiary education.

### **The Graduates for 2021**

The 20th Graduation of the Mzumbe University was celebrated in all the three campuses; Main Campus on 25th November 2021, Mbeya Campus College on 2nd December 2021 and Dar es Salaam Campus College on 8th December 2021. A total of 4,217 students received their academic awards comprising three PhD graduates, 530 Masters, 2,791 Bachelors, 510 Diploma and 383 Certificates. The number of female graduates for all the campuses combined, was 2,128 (equivalent to 50.5%) and males were 2089 (equivalent to 49.5%). In general, the number of female graduates has been increasing over years in response to the various University's strategies of creating a conducive environment for female students to study and encouraging them to excel in their studies. We are proud that the strategies are paying good dividends in that, increasingly we witness female students scooping most of the academic awards during the convocation events. We understand that there are many brilliant girls out there who miss the opportunity to study at the university and demonstrate their unique talents, and we appeal to all friends of Mzumbe University and Tanzania to provide scholarships for such underprivileged girls.

We are very proud of all our graduates, and we immensely acknowledge the good work and commitment of our academic staff in transferring knowledge, skills, competences, and creating a society of young professionals in various fields of specialization required by the nation.

### **The Mzumbe University Alumni**

Among the key stakeholders of any university are its alumni. Across the world, alumni through their associations and the convocation have made immense contributions to the development of their alma maters. Mzumbe University and its predecessor institutions including the Institute of Development Management (IDM) has a large and invaluable resource of alumni scattered all over the world, and occupying various positions in the public and business sector. Admittedly, we have not yet fully utilized or exploited the potential of alumni to contribute to the development of the University through their intellectual, financial and material contributions. Notwithstanding this, we are still very proud of the good image that alumni of this University have maintained throughout the public and business sectors. This has, and will continue to be an important asset for marketing this University and from which, many recent and future graduates of the University will benefit.

Cognizant of the inherent wealth embodied in the alumni; the University has made efforts to develop some strategies for use in the systematic engagement of our alumni for the development of our University. These include the constitutions of the Mzumbe University Alumni Association and MU Convocation. These instruments have benefitted immensely from inputs of alumni that were reached through their clusters. We are very proud of the achievements accrued so far, in making the MU University Alumni Association strong and responsive as manifested by the establishment of alumni clusters in Mwanza, Zanzibar, Pwani, Dar es Salaam, Dodoma, Arusha, Morogoro and Mbeya. We plan to reach all other

regions in 2022. The clusters are critical nodes for streamlining our engagement with the alumni in the transformation and long-term development agenda of our university. This resolve is commensurate with Mzumbe University Fourth Corporate Strategic Plan (2017/18 - 2021/22) which has specific strategies for engagement of alumni (CSP is available at [www.mzumbe.ac.tz](http://www.mzumbe.ac.tz)). Through the alumni database that has been compiled so far, the University Management aims at reaching all alumni for ideas and opinions on how this great University will retain its reputation in the areas of competence for which it has been historically recognized, as well as

venture into new areas to consolidate its position. We particularly need ideas on effective strategies for mobilization of financial, material or other resources for further development and sustainability of the University.

During the 21st Annual General Meeting of the MU Convocation, it was emphasized that alumni be reminded of the annual contribution of fifty thousand shillings (Shs 50,000.00) as was resolved in previous meetings. The Management will continue implementing the AGM's directive. We appeal to all our alumni to continue supporting the University in various ways. We are of the view that the development of this University requires inputs and resources from all stakeholders, partners and friends of Mzumbe University. For this noble cause, we believe that "every cent counts to transform an individual and the nation"

In our resolve to develop a transformative University, we have continued to develop tools and strategies for guiding the transformation. The Mzumbe Univer-

sity Corporate Master Plan (CMP) to guide university development for the coming 25 years (2021/22 - 2045/46) is in the final stages of preparation. The CMP will be implemented through five-year rolling corporate strategic plans. The Fifth Corporate Strategic Plan (5-CSP) for the period of 2022 to 2026 is under preparation, and together with the CMP are expected to be approved by the University Council by March 2022. The 5-CSP is aligned to the National Five-Year Development Plan (2021/22 - 2025/26).

The above plans will guide investments for development of the University as stipulated in the MU Investment Policy (2020). To facilitate investment in the landed properties of the University, Land Use Master Plans have been developed for the Main Campus, Upanga and Tegeta plots in Dar es Salaam and Iwambi in Mbeya City. Development of Land Use Master Plans for plots at Kiegeya in Morogoro Municipality, Mbweni Mpiji in Dar es Salaam, Forest area in Mbeya, Illemela in Mwanza and Kiserian in Arusha is underway. We invite all stakeholders including the MU alumni and other investors to explore investment opportunities in all these areas to generate income and wealth and in the due course contribute to the development of Mzumbe University, which is a public investment for intellectual development of sons and daughters of Tanzania. The Management welcomes all interested individuals or parties to discuss various investment opportunities and modalities. Potential areas for investment include convention centres, supermarkets and malls, sports and games facilities (gyms, stadia, etc), hostels and others depending on the feasibility of the respective investments as informed

by business plans. Fortunately, Mzumbe University has a huge wealth of experienced experts in business plan development who can team up with other experts or prospective investors. The Government of the United Republic of Tanzania has allowed alternative financing mechanisms to open more opportunities for project financing that can be implemented as partnership between the public and private entities. All this is intended to promote holistic development in which both the public and business sectors are major players. On behalf of the Management and a staff of Mzumbe University, we wish to congratulate all our alumni for the great efforts in building this nation and continued support to our university. As outlined above, we would like to see more projects and activities undertaken in collaboration with alumni using resources that we can mobilize through collaborative efforts. We count all alumni as active arms of the Mzumbe University community. Accordingly, we appeal and anticipate that you will become even more engaged and involved in the development of your alma mater. We are confident that all alumni of Mzumbe University through their collective efforts will participate effectively in nourishing their University with brilliant ideas and resources to catalyze its transformation into a premier university for training experts in management and allied sciences and which will transcend through generations. The Management will embrace and work on your ideas, and provide feedback as appropriate.

As we celebrate 60 years of independence of our country, let us also reflect on the successes of Mzumbe University since its establishment as a Training

Institution in 1953. Let us put our hands and brains together in making the glorious history of this University pass to current and future generations.

*“Karibuni Sana Nyumbani, Chuo Kikuu Mzumbe Kinawahitaji ili kwa Pamoja Tufundishe na Tujifunze kwa Ajili ya Maendeleo ya Watu”.*

*Happy New Year 2022*

## CONVOCATION PRESIDENT APPEALS TO ALUMNI “LET US SHARE MEMORIES AND EXPERIENCES”

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**Ludovick S. L. Utouh: CONVOCATION PRESIDENT**

The President of the Convocation, former Controller and Auditor General (CAG) of Tanzania and Executive Director of WAJIBU Institute of Public Accountability, CPA Ludovick Utouh, has appealed to all Mzumbe University Alumni to spare time for sharing memories and experiences, and to strengthen their connections with the University. CPA Utouh said this during the opening ceremony of the 21st Convocation Annual General Meeting (AGM), held on 24th November 2021 at the Main Campus in Morogoro. The AGM was also attended by Hon. Dr. Ashatu Kijaji, Minister for Information and Communica-

tions Technology and Hon. Jamal Kassim Ali, Minister of State in the President's Office, Finance and Planning, Revolutionary Government of Zanzibar. Both ministers are alumni of Mzumbe University (MU). Others in attendance were, the Chairpersons of MU alumni clusters from Dar es Salaam, Zanzibar, Mwanza, Pwani, Morogoro and Dodoma region. While addressing the Convocation congregation, CPA Utouh urged the alumni community to acknowledge what MU has done in preparing them to become what they are now and reflect on their collective potentials in furthering the objectives of the University. He

urged the alumni to consider a reunion with their alma mater by coming back home and work closely with the Management to ensure that the University continues to be the University they can recommend to their peers. He asked the alumni to see how they can participate in the development initiatives of Mzumbe University. He also challenged the participants in the AGM and their entire body of alumni to consider as their special mark in history of the University by establishing a Scholarship Fund for assisting talented students, especially from poor background or disadvantaged groups who qualify to join the University, and consider MU as their dream University but, they cannot either join or continue with studies because they are financially incapacitated. He urged the Management of the University to come up with a proposal for a Scholarship Fund that can be run by the MU Alumni Association or jointly with the University. The Scholarship Fund is intended to help the students in need to pursue their studies to completion.

In his remarks, CPA Utouh reminded the alumni and members of MU Convocation to honour the resolution made in previous years for every member to pay the annual membership fee of TZS 50,000.00.

The annual contribution is used to support various activities strengthen the Alumni Association. *“As the MU Convocation President, I lead by example and pay the membership fee. I plead to all other members present here today to contribute, while the Secretariat is devising effective ways of reaching other members so that they can also pay their annual fees”* he said. Following the President’s appeal, a total of TZS 400,000.00 in membership fees was collected on the spot.

CPA Utouh commended the work being done by the University Management in initiating big infrastructure development project at the University *“Allow me to congratulate the Management for the peace and tranquility prevailing at the University and the completion of new infrastructure, which will inevitably increase the University’s capacity to undertake its core activities of teaching, research, consultancy and outreach. These achievements will enable the students to learn more comfortably as was the case during our stay at the then Institute of Development Management (IDM) Mzumbe, which was later transformed into the current Mzumbe University”*, he argued.

CPA Utouh urged members of the MU Alumni Association and Convocation to continue joining hands with the University in establishing new infrastructure projects as was the case with the Mama Maria Nyerere Hostel, whose construction was supported by alumni. He further appealed to members, to strengthen the alumni clusters where they already exist or establish them as means of bringing together Mzumbe University graduates wherever they are and ensure that they remain connected. The President of the MU Convocation emphasized that by doing so, the University will grow in various ways and remain a prestige to all those who are connected to it. CPA Utouh encouraged every Mzumbe University alumnus to realize the potentials and opportunities available in the University. He reminded members that the University has a lot of opportunities for investment in various areas including Morogoro, Dar es Salaam, Mbeya, Arusha and Mwanza. By investing in the University land and properties, the investors will make business, generate wealth and in process, support the University to grow.

The President of the MU Convocation concluded his remarks by reassuring

the prospective graduands and other MU students that the opportunities for them to tap out there are plenty if they follow their studies seriously to acquire the knowledge, skills and competences. He further urged them to develop curiosity in the search for knowledge by reading widely, seizing opportunities as they emerge and being ready to take some risks along the process. He further said that these attributes are the key to success and will help them to grow as individuals who fit well in the contemporary society. *“Be bold, take risks and do not allow the fear of failure stop you from seizing opportunities. Failure is part of life and is one way of learning. Change is a part of life, too. At times it tends to be frightening, but you should always see it as another chance to explore and test your limits”* he emphasized.

Mzumbe University Convocation 21st Annual General Meeting was attended by academic and administrative staff, former students of Mzumbe University, graduands and other invited delegates.

# Kick-off Meeting for the Quality Assurance and Health Security Emergency Preparedness Technical Working Group

By Godfrey Kacholi (PhD)

## Introduction

The Centre of Excellence in Health Monitoring and Evaluation (henceforth COEHME) of the Mzumbe University is implementing a five-year project, geared towards providing technical assistance to the Government of Tanzania (henceforth GoT) and Public Health Institutions (henceforth PHIs) toward Sustained Health Systems Strengthening in Tanzania under the President's Emergency Plan for AIDS Relief (henceforth PEPFAR). From 26th to 27th August, 2021, the COEHME supported a Kick-off Meeting for the Quality Assurance and Health Security Emergency Preparedness Technical Working Group 11 (TWG-11 QAHSEP). This TWG is designed by the Ministry of Health, Community Development, Gender, Elderly and Children (henceforth MOHC-DGEC) to provide technical advice to the Ministry on issues of quality management as well as providing guidance on coordination and harmonisation of all quality initiatives implemented by various stakeholders in the country. The meeting was held both online (Zoom) and physical mode at Seascape Hotel, in Dar es Salaam.

## Objectives of the meeting

The meeting aimed: (i) to discuss on composition and functions of the TWG-11 based on the Terms of Reference; (ii) to share the deliberations of policy commitment of the 2021 - 2022; (iii) to share and highlight on the implementation of previous policy commitment

for the year 2020 and 2019; (iv) to highlight the commitments and work plan of the Health Sector Strategic Plan V for the TWG 11 from July 2021 to June 2022.

## Participants

A number of stakeholders attended the meeting (both virtually and physically). The stakeholders were from the World Health Organization (WHO), Centers for Disease Control (CDC), National Institute for Research and Medicine (NIMR), United States Agency for International Development (USAID), AMREF, UNICEF, GIZ, Christian Social Services Commission(CSSC), Engender Health, Management and Development for Health (MDH), Ariel Glaser Pediatric AIDS Healthcare Initiative (AGPAHI), Pharmaccess, Elizabeth Glaser Pediatric Aids Foundation (EGPAF), UNICEF, ICAP, Association of Private Health Facilities in Tanzania (APHFTA), University of Maryland, Baltimore (UMB), Tanzania Health Promotion Support (THPS, Ifakara Health Institute (IHI), Management Sciences for Health (MSH), President's Office- Regional Administration and Local Government (PO-RALG), MOHC-DGEC, Mzumbe University, just to mention few of them.

## Proceedings of the meeting

The meeting was officially opened by Dr. Eliudi Eliakimu-Director of Health Quality Assurance Unit from MOHC-DGEC. In his opening remarks, he acknowledged and appreciated participants for participating in kick-starting



Dr. Godfrey Kacholi

meeting given the fact that our TWG-11 has not been able to meet for quite some time. He further acknowledged the support which is extended to the Ministry by the development partners and implementing partners in the ongoing efforts to address the COVID-19 pandemic and to strengthen the quality of health services in the country. In a special way, he acknowledged and appreciated Mzumbe University through the CDC funding for supporting the first TWG-11 meeting in the Fiscal Year - 2021/2022.

Dr. Ntuli Kapologwe- the Director of Health, Social Welfare and Nutrition Services from PO-RALG was very much pleased to see this meeting having resumed after almost two years. He underscored the importance of ensuring the TWG meetings are conducted regularly to discuss issues pertaining to the improvement of the quality of health services and resilient health security. He called upon stakeholders of the group to make sure that coordination, communication, and risk assessment be the priority in the context of COVID-19. He acknowledged the mutual working relationship between the MoHC-DGEC and PO-RALG towards improving the quality of care in the country.

The representative from APHFTA Bahati Fimbo-Quality Advisor thanked the continued government's efforts on strengthening the public-private partnerships. He acknowledged the mutual relationship between the government and the private sector; and mentioned that such relationships have contributed to improve the quality of health services and expanding access to these services in the community; increasing opportunities for the private sector to invest in healthcare; formalising non-profit organisations to engage in healthcare service provision.

Prof. Henry Mollel who is a Principal Investigator of the CDC-Mzumbe University project that supported the TWG meeting thanked the MoHCDGEC on behalf of Mzumbe University for organising and making the meeting possible. He appreciated the participants who attended meeting physically and virtually. He called upon partners to develop repository of the good work that have been done by the partners as a strategy to share best practices and key messages on what is happening on the ground. He pledged the commitment of Mzumbe University to continue working with the Government and other partners towards improving quality of care and health outcomes in Tanzania.

After the opening remarks, a series of presentations and plenary discussions were held. The first presentation took a stock of policy commitments of 2019-2020. This first presentation was done by Dr. Chrisogone German, a Head Supportive Supervision Sub-Unit, and Health Quality Assurance Unit in the MOHCDGEC. Among others, he spoke about the need of all stakeholders to share "evidence on small-scale quality improvements" that can ultimately be submitted in the Joint Annual Health

Sector Technical Review meeting in October 2021.

The second presentation was done by Dr. Eliudi Eliakimu-Director of the Health Quality Assurance Unit from MOHCDGEC. His presentation focused on the policy commitments (2020-2021). He reminded the participants that the strategic policy priorities for 2021/2022 concentrate on the following seven priorities: Governance, Leadership, and Accountability; Service Delivery; Human Resources for Health; Disease Epidemic and other Public Health Emergencies; Social and Economic Determinants of Health; Healthcare Financing and Sustainability; Data Systems, Data Use, Data Generation; Traditional and Alternative Medicine and Medical Research and Innovation.

The third presentation and discussion were on key interventions areas of the Health Sector Strategic Plan V: 2021-2026. Three intervention areas that reflect the TWG 11 namely Quality Management, Health Security, and Emergency Preparedness were presented by three presenters who were Dr. Chrisogone German (Quality Management), Dr. Rogath Kishimba (Health Security), and Dr. Michael Kiremeji (Emergency Preparedness). Mr. Simon Ernest, the Health Service Administrator from MoHCDGEC made a fourth presentation on the newly developed Clinical Audit Guidelines. Participants were informed that the implementation of the guidelines has started and some health facilities have been audited.

The fifth presentation was on the Accreditation of Health Facilities in Tanzania. The presentation was done by Dr. John D. Mwombeki- the Clinical and Outreach Service Coordinator at the MOHCDGEC. He shared the experiences of accreditation of health facilities

from India and the United States of America. The areas that were presented included but not limited to: (a) the standards being used; (b) highlights of the accreditation situation in Tanzania; and (c) proposed roadmap for establishing an accreditation system in Tanzania.

Dr. Chrisogone German, the Head Supportive Supervision Sub-Unit, and Health Quality Assurance Unit in the MOHCDGEC made sixth and seventh presentations. The former was on the Draft Tanzania Quality Improvement Strategic Framework while the latter was Afya Supportive Supervision System (AfyaSS). With regards to the Draft Tanzania Quality Improvement Strategic Framework, a call was given to review the draft because the document was developed before the emergence of COVID-19 and therefore agreed that it should include some of the developments and transformations made in the health sector; including the newly launched Health Sector Strategic Plan V. As far as Afya Supportive Supervision System (AfyaSS) is concerned, the presentation highlighted on the usefulness of the systems. Participants were informed that training on AfyaSS has been conducted in the cascaded model; the national trainers train the regional level (RHMTs & RQIFPs) the regions train the council level (CHMT&CQIFPs) and finally at the facility level. At the end of the meeting, Participants (collectively) brainstormed based on the discussions made for two days and came up with resolutions.

**Dr Godfrey Kacholi** is a Quality Improvement Advisor- Mzumbe University- CDC Project and a Lecturer in the Department of Health Systems Management.

# From the Principal Investigator of the CCD-Mzumbe University Project

By Henry Mollel

## Introduction

In October, 2020, Mzumbe University through its Centre of Excellence in Health Monitoring and Evaluation (COEHME) received funding under cooperative agreement mechanism through the Notice of Funding Opportunity (NOFO), number GH20-2063 - to provide Technical Assistance to the Government of Tanzania (GOT) and Public Health Institutions (PHIs) toward Sustained Health Systems Strengthening in Tanzania under PEPFAR. This is a five-year project. Under this agreement, technical assistance and support are provided to the Government of Tanzania and Public Health Institutions (PHI) in the following areas:

(1) Human Resource for Health (HRH) - with a focus on building capacity of in-service health workers on Field Epidemiology and Laboratory through Advanced Field Epidemiology and Laboratory Training Programme (FELTP) and Intermediate Field Epidemiology Training Program (FETP) and strengthening e-Learning platform of the health sector;

(2) Project ECHO- with a focus on strengthening competences of health workers in the delivery of quality health and HIV&AIDS services through Extended Community Health Outcomes (ECHO);

(3) Public Financial Management- with a focus on improving capacity of GOT and PHIs in resources mobilisation and management of domestic funds to support the comprehensive national response to HIV and AIDS in Tanzania;

(4) Continuous Quality Improvement - with a focus on strengthening health and HIV-related QI policies and strategies, as well as to monitor and evaluate QI activities.

With the COVID-19 situation, the following progress were registered in the first year of implementation:

Human Resource for Health (HRH): Under this activity: two National FELTP Steering Committee Meetings were conducted; 13 students in cohort 12 were supported and expected to graduate in November 2021; 15 students in cohort 13 were supported and will start second year in November 2021 and; Tanzania Field Epidemiology and Laboratory Training Programme (FELTP) strategic plan has been reviewed and is currently under the approval process. In addition, 15 students in cohort 5 under intermediate Field Epidemiology Training Programme (FETP) were supported and graduated in September 24, 2021. The development of the curriculum in Blended Higher Diploma in Field Epidemiology was supported as a strategy for sustainability of FETP, career development and integration of the cadre into the scheme of service. The draft of curriculum is now in the validation stage before it is submitted for approval to the National Council for Technical Education (NACTE).

**E-Learning:** This activity focused to build the capacity of the Center for Distance Education (CDE) in order to coordinate the dissemination of E-Learning materials and to serve as the country's centralised eLearning platform.

E-learning was strengthened through establishment of e-Learning Curriculum Review Committee which is responsible for scrutinising all e-Learning materials in the health sector before they are uploaded in the National E-Learning Management System. Since its establishment, the committee has reviewed and approved 12 E-Learning modules and uploaded them to the National Learning Management System. As a result, the number of E-learning platform users has increased from 2,811 in March 2021 to 22,266 users in September 2021 (accessed through the National E-Learning Platform on September 25, 2021). To enhance capacity of CDE to provide blended learning service, 25 computers have been procured to be installed to the CDE computer Lab.

**Extended Community Health Outcomes (ECHO):** Under this activity, several achievements have been realised: 33 spokes (health facilities) were assessed and 30 spokes that qualified were installed with ECHO clinic equipment, and Hub sites were assessed and 2 new hubs were installed increasing the number of hub in the country to 8. Equipment for installation in 55 spokes has been procured and will be installed after sites' assessment with the guidance from CDC Tanzania. The installation of new equipment will contribute to the current 262 spokes to a total of 317 in Tanzania. The project has also supported: two National ECHO steering committee meetings and; five monthly

ECHO partners' meetings. The national ECHO steering committee meetings approved six new ECHO clinics: 1. Quality Improvement; 2. Paediatric HIV ECHO; 3. Laboratory Information System; 4. Patient Safety Essential Emergency Anesthesia and Clinical Care; 5. COVID-19 Case Management and; 6. Supply Chain Management and Tanzania ECHO Framework. The approval of new ECHO clinics has contributed to a total of 12 ECHO clinics in the country.

**Public Financial Management:** This activity focused to identify gaps related to financial resources mobilisation, management and disbursement; and to propose appropriate strategies to support a comprehensive national response to HIV and AIDS in Tanzania. The report on the analysis of HIV and AIDS funds mobilisation, disbursement, and allocation has been prepared and submitted.

**Quality Improvement:** Under this activity, the analysis of the health delivery systems was conducted to identify QI-related gaps and propose measures for improvement. The analysis identified the following gaps for interventions: (i) QI technical working group meetings were not conducted for about two years and as a result there has been inadequate implementation of QI interventions and overlaps among implementing partners; (ii) Existence of outdated, unfinished and none-disseminated QI related policies and guidelines; (iii) Weak capacity to analyse and utilise QI related data at all levels; (iv) lack of accreditation system for healthcare in Tanzania. Based on this analysis, the COEHME supported Quality Assurance in the Health Systems, Health Security, Emergency and Preparedness (QAHEP) Technical Working Group

(TWG) Meeting. In this meeting, several resolutions on quality improvement in the health sector were reached. Some of the resolutions included: finalisation of Tanzania Quality Improvement Strategic Framework 2020-2025; Strengthening Implementation of Clinical Audit which include disseminations of the guidelines and development of the protocol; strengthen data management, analysis and use; development of star rating assessment tool for zonal and national hospitals; rollout of IDSR guideline to all regions and strengthen electronic of IDSR; the resolution and; build capacity of frontline surveillance officers to enhance the competence of the health workforce holistically, just to mention a few. It was also agreed that the TWG meeting will be conducted on quarterly basis to provide opportunity for stakeholders to share their progress, experience and set up a direction for implementation of QI interventions in the country.

### **What Next?**

Following the successfully implementation of year one of the project, that ended in September, 2021, Mzumbe University through its Centre of Excellence in Health Monitoring and Evaluation (COEHME) received Notice of Awards (NOA) to continue implementing the programme for year two. From 1st October, 2021, year two has started; and Mzumbe University will continue supporting human resources for health component that covers Advanced FELTP and Intermediate, ECHO and E-learning. In addition, Mzumbe University will provide support to the Center of Distance Education (CDE) located in Morogoro Municipality. The support to CDE includes to ensure CDE is connected to National ICT backbone, support 10 Mbps internet, development

of CDE website, support salary of two staff (Instructional Designer and Super-hub Coordinator), review and designing of E-learning contents, accreditation of CDE as CPD providers, accreditation of E-learning courses to Continuous Professional Development (CPD).

In the second year, the Mzumbe University through its COEHME envisages smooth and more success in the implementation of year two project activities. The confidence is based on the rapport established with key stakeholders in the first year of implementation. It is obviously true that the achievement realised in the first year has been possible because of the cooperation and support from different stakeholders. We are so thankful to the Management of Mzumbe University for unmeasurable support in facilitating smooth implementation of the project. Much appreciation is extended to CDC Tanzania for technical support. Also, special thanks should be directed to the Government of Tanzania through the Ministry of Health, Community Development, Gender, Elderly and Children (MOHCDGEC), President's Office-Regional Administration and Local Government (PO-RALG) and Public Health Institutions (PHIs) for firm cooperation in the implementation of project activities. The COEHME of Mzumbe University is determined and dedicated to make effective use of this cooperative agreement, to improve competences of health workers and delivery of quality health and HIV/AIDS services in the country.



**Prof. Henry Mollel**

**Prof. Henry A. Mollel, PhD** is the Professor of Health Systems Management and Local Governance at Mzumbe University in the Department of Health Systems Management. He has a vast experience and expertise in the areas of Health Systems Management; Health Monitoring and Evaluation; Policy Design, Development and Analysis; Strategic Planning and Management; and Local Governance. He has led a number of projects and consultancies on health systems strengthening and capacity building for quality delivery of public services. He is currently, the Acting Principal of Mzumbe University, Mbeya Campus Collage.

## SOPAM hosts the Management of Kabale University, Uganda

By Idda Lyatonga

On the 5th and 6th of November, 2021, Mzumbe University through the School of Public Administration and Management (henceforth SoPAM) received representatives of the top management of Kabale University of Uganda. Kabale University is a Ugandan public university with nine (9) faculties/schools/institutes, with more than 60 undergraduate and postgraduate programmes. In this visit, Kabale University was represented by Prof. Joy Constance Kwesiga (Vice Chancellor); Prof. Benon C. Basheka (Deputy Vice Chancellor-Academic Affairs); Mr. Baryantuma Johnson Munono (University Secretary); and Mr. Tibenderana Narcicir (Academic Registrar).

The overall purpose of their visit was to discuss the status of the implementation of the Memorandum of Understanding (henceforth MoU) established between Mzumbe University through SoPAM and Kabale University through the Faculty of Arts in Social Sciences. The MoU was signed in May 2020. The MoU covers five (5) key areas namely: (i) sustainable capacity building for Mzumbe University and Kabale University academic staff to design and run programmes in each institution's capacity; (ii) joint research and publication activities; (iii) staff and students mobility activities; (iv) pursuing opportunities for other academic forms of co-operation as may be determined by both parties from time to time; and (v) joint consultancy and advisory services.



**Idda Lyatonga**

The visitors who in this MoU referred to as partners were welcomed at Mzumbe University by the Acting Vice Chancellor Prof. William Mwegoha who is also a Deputy Vice Chancellor responsible for Academics. Prof. Mwegoha was accompanied by Prof. Allen Mushi (Deputy Vice Chancellor- Administration and Finance); Dr. Idda Lyatonga (Acting Dean-SoPAM and Head Department of Local Government Management); Dr. Dennis Kamugisha (Head of Department of Public Service and Human Resource Management); Dr. Mackfallen

Anasel (Head of Department of Health Systems Management) and Dr. Godfrey Kacholi (Representative from the Centre of Excellence in Health Monitoring and Evaluation of the Mzumbe University and Editor from the East Africa Journal of Health Monitoring and Evaluation).

In his welcoming note, the Acting Vice Chancellor Prof. William Mwegoha welcomed and thanked the visitors for coming to Mzumbe University. "We at Mzumbe University are delighted with your visit. This is a sign of great commitment and readiness in ensuring our MoU is implemented with great success", Prof. Mwegoha said.

"The partnership between Mzumbe University and Kabale University will help to strengthen the capacity of our universities in various fields, which will be of great benefit to academics, students and our countries as a whole. Among others, the collaborations should focus to improve supervision processes for both masters and PhD levels so that our universities can improve the quality of our graduates", he added.

Furthermore, Prof. Mwegoha said: "as the University, I want to assure our collaborative partner (Kabale University) that our management will work closely with the SoPAM to ensure that this collaboration is beneficial to both parties". He also promised that Mzumbe University will visit Kabale University in the near future as a strategy to cement this collaboration.

Speaking during the welcoming session, Prof. Allen Mushi (Deputy Vice Chancellor- Administration and Finance) commended the efforts made by experts from both sides to ensure the MoU is signed. He also shared his experiences on how such collaborations benefited other institutions in Tanzania by citing the University of Dar es Salaam as an

example.

In her remarks, Dr. Idda Lyatonga (Acting Dean - SoPAM) thanked the management of Kabale University for visiting Mzumbe University and especially SoPAM. She said: "your visit indicates high commitment and signifies a good start in implementing the MoU. I would like to assure you about our high level of commitment in ensuring the smooth implementation of our plans". She also underscored the importance of implementing staff mobility to enhance inter-university academic activities in teaching, research and consultancy.

Echoing to remarks given by the host (Mzumbe University), Prof. Joy Constance Kwesiga (Vice Chancellor of Kabale University) expressed her appreciation for the warm welcoming and hospitality extended by Mzumbe University to Kabale University's delegation. She was very much happy to note that most of programmes and courses offered by the SoPAM are similar to those offered by Kabale University. "I have learned that you have courses such as Master of Human Resource Management, Master of Public Administration, and Master of Monitoring and Evaluation, just to mention a few. I see this as a good opportunity for working together because our institutions have high potential to share experiences and expertise in running these programs", she said.

Furthermore, Prof. Joy Constance Kwesiga explained that most of the collaborations in many universities in Africa are South-North collaborations. She encouraged a change of mindset and called upon to start emphasising on South-South collaborations. Since we share more or less background and contexts, this collaboration will enable

us to share information and best practices and networking", she said.

On his part, Prof. Benon C. Basheka (Deputy Vice Chancellor-Academic Affairs) underscored that collaboration between Mzumbe University and Kabale University has come at the right time. He said: "Mzumbe University could benefit greatly from this partnership in various fields including the area of using e-learning platforms in teaching. This is because Kabale University has made strides based on the experience gained during the COVID-19 period". Prof. Basheka called for the two institutions to utilize the Inter-University Council for East Africa (IUCEA) that encourages and supports the exchange of students and staff between member universities.

Mzumbe University was also informed that currently, Kabale University is offering Kiswahili language courses, and this was also seen as an important area in which the two institutions can collaborate. "We have started to run Kiswahili language courses because this is the official language in the East African Community and the African Union. We can extend our collaboration in this regards considering Kiswahili is the language used and taught herein Tanzania", Prof. Basheka said.

The two institutions exchanged souvenirs as an indication of friendship and cooperation. The visitors had an opportunity to take a tour around the University campus, including Mahekani.



Ag. Dean of SoPAM Dr. Lyatonga issuing books (as Mzumbe University gift) to Kabale University



**Dr. Idda Lyatonga Swai** is a Senior Lecturer and a Researcher in the School of Public Administration and Management in the Department of Local Government Management at Mzumbe University. She is the head of Local Government Department. She has more than 14 years teaching experience and has been conducting long and short courses in the areas of: Leadership in Local Government particularly at grass root level, Urban Governance, Social Science Research Methods, Gender and Public Administration in general.

## Minister for Health, Community Development, Gender, Elderly and Children inaugurated Inauguration of the Center for Distance Education

By Mackfallen Anasel



Dr. Mackfallen Anasel

On 26th October, 2021, the Minister for Health, Community Development, Gender, Elderly, and Children Hon. Dr. Dorothy Gwajima (MP) was the guest of honour at the inauguration of the Centre for Distance Education (henceforth CDE) located in Morogoro Municipality, Morogoro region. The CDE, which is under the Ministry for Health, Community Development, Gender, Elderly and Children (MOHCDGEC) was constructed with support from the U.S. President's Emergency Plan for AIDS Relief (PEPFAR), through the U.S. Centers for Disease Control and Prevention (henceforth CDC). The Country Director of CDC Tanzania Dr. Mahesh Swaminathan and Dr. Andrew Makoi were also present on the occasion.

The inauguration event was supported by the Centre of Excellence in Health Monitoring and Evaluation (COEHME) of School of Public Administration and Management (SoPAM), Mzumbe University, which is implementing a five-year project, geared towards providing technical assistance to the Government of Tanzania (GoT) and Public Health Institutions (PHIs) toward Sustained Health Systems Strengthening in Tanzania under the President's Emergency Plan for AIDS Relief (PEPFAR).

Speaking in this event, Dr. Gwajima stated: “the purpose of establishing CDE is to provide distance training in order to build the capacity of the health professionals in the health sectors while they are at their respective service points”. She underscored that the health sector is experiencing a shortage of staff and would want to build the capacity of staff in various fields; and therefore, the centre will enable staff to be trained without affecting the performance of their facilities.

The Minister further said: “this modality of distance training will not only address the shortage of health professionals but also will reduce training cost”. She informed the invitees that the Ministry has established an online system for Continuous Professional Development (CPD). She called upon all medical officers-in charges and health professional councils to recognise training offered and encourage their staff to use an online training system to develop their skills. In addition, the Minister called upon the health professional councils and boards to work in collaboration with various stakeholders within the health sector in order to develop courses that will be included in the national training system.

While welcoming the Minister to talk to the invited guests, the Director of Human Resource Training at the MOHCDGEC Dr. Saitore Laizer informed the Minister and invited guests that as a result of advancement in technology, CDE operates effectively and efficiently and it expects to keep up such spirit. Moreover, Dr. Saitore said: “the Ministry in collaboration with development partners has established a national electronic training system (National E-learning Platform for Health). This system has facilitated the offering of training to many health staff in

various service delivery areas. Also, due to the challenge of COVID-19, this system has been used to offer training to students in the middle level of training across the country”.

Speaking at this event, Dr. Mahesh Swaminathan-the Country Director of CDC Tanzania appreciated the good existing bilateral relation between Tanzania and the United States of America. He called upon the government of Tanzania to facilitate the optimal utilisation of CDE. He also pledged to continue supporting MOHCDGEC.

Speaking on behalf of Mzumbe University, Prof. William Mwegoha- Deputy Vice-Chancellor (Academics) thanked the Minister for taking her precious time to come for the inaugurating the CDE. He used the same occasion to thank CDC for trusting Mzumbe University to implement this important project for the betterment of the health sector and Tanzania at large. He said: “we are taking this opportunity with the highest respect and we will do everything possible to ensure that this project is properly implemented”. Prof. Mwegoha informed the Guest of Honour and the invited guests about the achievement-sattained in one year of the project implementation, which started in October 2020 and expecting to end in September 2025. He thanked CDC for awarding Mzumbe University the opportunity to implement the project for the second year.

The inauguration was also attended by Dr. Kusirye Ukio-Regional Medical Officer who represented the Morogoro Regional Commissioner; and representatives from various organisations such as the World Health Organization (WHO), World Population Fund (UNFPA), the Organisation for Management and Health Development (MDH), the United

Nations Educational, Scientific and Cultural Organization (UNESCO), Benjamin Mkapa Foundation (BMF), I-Tech Tanzania, United Nations Children's Fund (UNICEF), Management Science for Health (MSH); Johns Hopkins Program for International Education in Gynecology and Obstetrics (JHPIEGO), Global Fund, African Medical and Research Foundation (AMREF), Catholic Relief Services (CRS), Christian Social Services Commission (CSSC), Program for Appropriate Technology in Health (PATH), TACAIDs; Ministry of Health (MOH), President Office Regional Administrative and Local Government (PO-RALG), Tanzania Nursing and Midwifery Council, Medical Council of Tanganyika, Health Laboratory Practitioners Council (HLPC), Pharmacy Council of Tanzania, Medical Radiology and Imaging Professional Council, Optometry Council of Tanzania, Environmental Health Practitioners Council of Tanzania and Muhimbili University of Health and Allied Sciences.

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**Dr. Mackfallen** is a lecturer and a researcher at the Department of Health Systems Management at Mzumbe University, Tanzania. His research interests include M&E, policy implementation and analysis, and reproductive and child health. He holds a Diploma in Clinical medicine; Bachelor degree on Public Administration-Health Systems Management; a Master of Science in Population Studies and a PhD on Demography - Family Planning Programme Implementation. Currently, he is Head of Department of Health Systems management and Senior Technical Lead for three projects; CDC Project -No: 2 NU2GGH002292-01-00; Afya USAID Afya Endelevu Project and Tanzania COVID-19 Socioeconomic Response and Recovery Plan (TCRP).

# Collaborative Sensing to Improve Road Safety - CoSIRoS

By Morice Daudi (dmorice@mzumbe.ac.tz)

## Introduction

According to the World Health Organisation (WHO) report of 2018, the number of road traffic deaths continues to rise, reaching 1.35 million in 2016; and more people now die as a result of road traffic injuries than from HIV/AIDS, tuberculosis, or diarrhea diseases. In 2019, the Citizen newspaper reported that between January and June 2019, for each day, Tanzania lost four people while the other eight were injured because of road accidents. Furthermore, according to WHO's report of 2020, 93% of the world's fatalities on roads occur in low- and middle-income countries. This challenge calls for diversified efforts to reduce road accidents and save the livelihood of citizens and their properties.

In Tanzania, regulatory bodies struggle to ensure road safety to passengers and vehicle assets. This assurance relies on imposed laws and rules; deployment of police officers to enforce road acts, and deployment of digital technologies, which may, for example, monitor the speed of vehicles. In the viewpoint of digital technologies, some public transport vehicles are equipped with sensors that alert drivers when they over speed. These sensors communicate the speed of vehicles in real-time to a centralised control office for monitoring. In some areas, traffic police are deployed with speed cameras to check if drivers over speed, and when they do they charge traffic fines to drivers. Although relevant and useful, all such efforts have not minimised the number of accidents to a level desired. Furthermore, drivers commit other types of road offenses such as ignoring to stop at a red traffic light and children's crossing. Other reckless or inconsiderate driving include entering the roundabout from the incorrect lane; overtaking on the inside; turning into a path of another vehicle; using a mobile hand-held device



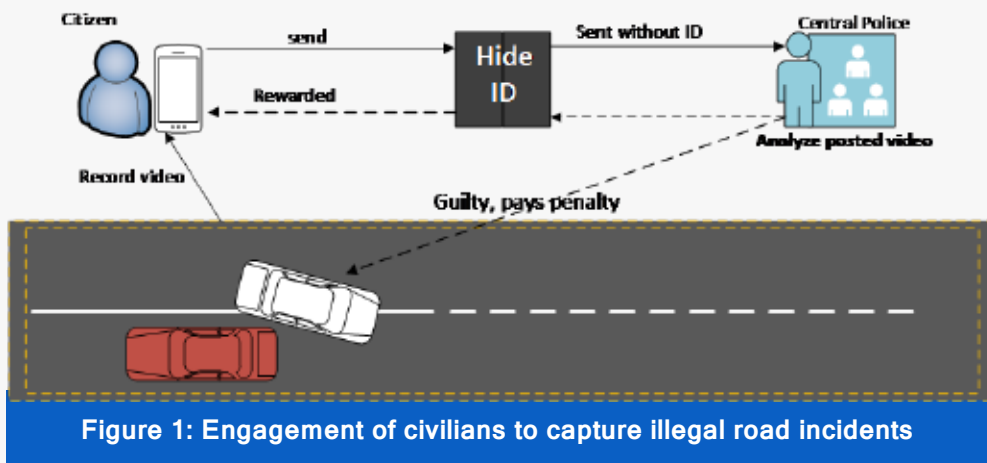
Dr. Morice Daudi

## Motivation

It is difficult to deploy traffic police on every segment of the road for a purpose of enforcing the road traffic Act and its rules. However, thanks to a widespread of digital devices (smartphones) that can sense human actions on roads passively. Many people possess smartphones that can capture incidents related to road safety. Now, looking at this opportunity, the IntelSys research group carried out a CoSIRoS project to address this problem by developing a mobile application that helps to enforce the road traffic Act. The project brings together civilians (sensors) who possess smartphones and traffic policies to a collaboration avenue. The project was designed to enable civilians to record video and take pictures of drivers who break road rules and send them to central traffic police for further investigation.

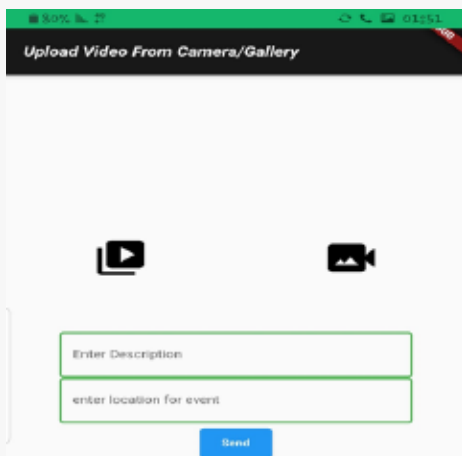
## The CoSIRoS Approach

This project followed an approach shown in Figure 1. Initially, a civilian possessing a smartphone notices a vehicle that is committing a road offense, for example, a driver who is overtaking an on-road segment that restricts overtaking another vehicle. The civilian records a video of such an incident, ensuring that vital details such as plate numbers are captured as well.



or recording them. Besides those benefits, the commercialisation of CoSIRoS may raise issues related to the interference of privacy. Drivers who do not observe road traffic rules get recorded without their consent. This challenge may be addressed through legal and regulatory frameworks if it is not yet provided.

After recording, the civilian sends the video to the central police for further analysis (Figure 2). Communication between civilian and central traffic police is handled by a module that hides the identity of the civilian. Hiding a civilian's identity is meant to ensure that a person who sends the video remains anonymous to traffic police officers. An overall goal is to protect people engaging in the enforcement of road safety, alike whistleblowers are protected.



On receipt of the posted video, traffic police officers analyse a road incident and finally conclude on whether it is a road offense or not. If the analysis reveals that it is an offense, then the owner or driver of that vehicle will be penalised to pay traffic fines as per law and rules. For a purpose of motivating civilians engaged in the enforcement of road safety, it is pro

posed to reward the civilian who recorded an incident that violated road safety rules. The reward compensates for resources such as time and internet bundles used by civilians. The reward may be deducted from the traffic fine paid by the driver. Moreover, a module that hides identity of a civilian creates a second identity that maps mobile number and that new identity. That new identity can be seen by police officers, but it does not reveal identity of the civilian.

### Conclusion

The CoSIRoS project aims at providing seamless monitoring of vehicle traffics on roads. An overall idea is to engage community members to monitor vehicles, especially in places where traffic police officers may be unavailable. Secondly, the existence of this platform awakens the seriousness of drivers to observe road rules because they do not know who is watching

**Dr Morice Daudi** is the founder and leader of the Intelligent System (IntelSys) research group and a member of the Faculty of Science and Technology at Mzumbe University. The group conducts application-oriented research and as well as projects to address a wide range of problems whose solutions stand on systems that are intelligent and cognitively automated. He holds the Doctor of Engineering (Dr.-Ing.) (Bremen -Germany), MSc. CompSci. (UDSM) and BSc. CompSci. (UDSM) degrees.

### Acknowledgment:

This project was implemented by Mr. Godfrey B Kikwete, a graduate (BSc. ITS, 2021) of Mzumbe University under the author's supervision.

nikulano wa 21 wa Baraza la wahitimu la  
kufanua mabadiliko

# HIGHER EDUCATION FOR ECONOMIC TRANSFORMATION (HEET) PROJECT (P166415)

By Dr Hawa Petro Tundui (hpetro@mzumbe.ac.tz)

## Introduction

In October 2019, Mzumbe University (MU) received an invitation letter from by the Ministry of Education, Science, and Technology (MOEST) to attend an information meeting at Sokoine University of Agriculture (SUA); the meeting was conducted on 1st November 2019. The main agenda of the meeting was to share information about the HEET project. We were informed that the Government of Tanzania through MOEST has requested for a loan from World Bank (WB) to finance the HEET project. The WB accepted the request; however, the MOEST was supposed to submit a project proposal. Thus, each Public University was required to submit a five-page concept note by 11th November 2019.

Mzumbe University managed to submit the concept note by the deadline, and later on a full project proposal by 18th May 2020. In June 2020, Mzumbe University received a letter from the MOEST that, the WB had approved the submitted proposals from all Public Universities.

## HEET Project Objective

The overall vision for the HEET

project is for higher education in Tanzania to have increased participation and contribution to the economy and for Tanzania to attain a middle-income economy, and to have quality graduates that are more relevant to the labour market requirements. The overall project objective is to increase enrolment of students in Higher Education Institutions (HEIs) and improve the quality and labour market relevance of degree programmes in priority disciplines in all Public Universities and improve the Management of the Higher Education System.

## Mzumbe University HEET Project

Mzumbe University has been allocated a total of USD 21 million to implement HEET project. It is expected that the Project will finance seven (7) strategic focus areas namely: building and improving infrastructure in terms of quantity and quality; building capacity in the development of the online and Open and Distance Learning (ODL) resources including pedagogy and the associated multi-media equipment; updating curriculum and introducing innovative pedagogical methodologies; promoting applied research and innovation capacity; building functional linkages with

Mzumbe University plans to finance the following infrastructure projects:

1. Lecture theatre and Classrooms building with capacity to accommodate 3,129 students
2. Directorate of ICT Complex and Innovation Centre to accommodate 200 people
3. Directorate of Library Services Complex with the capacity to accommodate 3,000 students and 300 people (offices and conference rooms)
4. Four (4) hostel blocks for undergraduate students each with the capacity of 250 students
5. One (1) cafeteria with a seating capacity of 900 people
6. Academic Complex with staff offices for 100 staff and classroom and lecture theatres for 1,000 students
7. Construction of Waste Water Treatment Plants and Sanitation System
8. Construction of Solid waste dumping site
9. Construction of external works (local distributor roads, access roads, pedestrian walkways and parking spaces)
10. Construction of reservoir tanks and rehabilitation of existing water supply system

The Project will be implemented for five (5) years, and it virtually started effectively on 13th September 2021 after signing a Contract between the Government of Tanzania and the World Bank.



By Dr Hawa Petro Tundui

**Dr Hawa Petro Tundui** is a Deputy Coordinator for HEET Project at Mzumbe University. She is a Senior Lecturer at the Department of Marketing and Entrepreneurship, under School of Business

## Professionalism Mentorship for Undergraduate and Postgraduate Students in the Schools of Public Administration and Management

By Deogratias F Mpenzi (dmpenzi@mzumbe.ac.tz)

**O**n the 07th July, 2021, the Department of Health Systems Management which belongs to the School of Public Administration and Management (SoPAM) conducted a one day professionalism mentorship workshop to students pursuing both undergraduate and postgraduate studies under its department. The workshop aimed at empowering students to become self-directed learners and agents of their own change as well as preparing them to enter into the workforce. So to speak, the workshop emphasised on personal and career development.

The workshop was organized in collaboration between members of academic staff and students from

the Department. The workshop was officially opened by Mr. Deogratias Mpenzi on behalf of the Head of Department of Health Systems Management

In his opening remarks, Mr. Mpenzi informed students who attended the workshop that it has been a major goal of the Department and Mzumbe University at large, to produce graduates who can compete in an increasingly competitive graduate labour market. Students were reminded of their academic decisions and the key opportunities they should pursue to get where they want to be. Students ongoing with their studies were encouraged to perform better in their studies so as they can to achieve their planned goals.



Deogratias F Mpenzi

Similarly, students who were about to complete their studies were encouraged (once employed or self-employed) to perform their duties in accordance with ethics of public service; including refraining from engaging into unacceptable practices such as negligence, corruption, laziness, theft, abuse of power, and being irresponsible in their workplaces.



**Mr. Mpenzi giving opening remarks on behalf of HoD, and invited Dr. Kacholi to give to students his academic inputs**

In the event, several presentations were done. Key speaker on academic endeavors was Dr. Godfrey Kacholi, Lecturer in the Department of Health Systems Management. He provided general academic guidance to on and out going students. On professional field activities-success stories and challenges, several presentations were done. Three key speakers

from Master of Science in Health Monitoring and Evaluation were Mr. Seleman Joho (Health Secretary for Pangani District Council in Tanga), Mr. Elifuraha Mseke (Health Secretary for Shinyanga Municipal Council) and Ms. Anna Mmbando (Health secretary from KCMC). Their presentations focused mainly on the key roles and responsibilities of Health Secretary/ Hospital Administrator/Health

Manager, particularly on issues related to overall administration, planning and budgeting. This included sharing of field and professional experiences. In addition, the other speakers who were the postgraduate students in the Department of Health Systems Management namely Dr. Varelia Ndomba (Temeke Regional Referral Hospital), Dr. Neema Nkini from (Tanga City), and Mr. Thomas Mwanitu (Morogoro Regional Referral Hospital) were invited to share their experiences of working under Health Secretary/ Hospital Administrator/Health Manager. The presentations were followed by a plenary session where participants were invited to ask questions.

Vote of thanks were made Mr. George Lubeleje- President of Mzumbe University Student Organization (MUSO) as well as Class Representatives from Master of Health Systems Management, Master of Science in Health Monitoring and Evaluation, and Bachelor of Health Systems Management.



**A group picture, Lecturers, Presenters and students' leaders**



**A group picture, Lecturers, presenters, students' leaders and some masters students**

**Deogratias F Mpenzi** is a Lecturer, in the Department of Health Systems Management, School of Public Administration and Management. Former Health Administrator for ten years (LG& MoH), Coordinator for Health Master Programmes and Undergraduate for six years, Coordinator of Short courses in the department for six years plus by now. Anchored in teaching Strategic Management and leadership for Health systems, HMIS, Health Financing, Hospital Leadership and Management, PPP, M&E and Data management in health sector, Health Systems Management etc

## Field Epidemiology Intermediate Course: A Competency-Based Training Program in Improving Disease Surveillance, Outbreak Investigation Response and Improving Programmes' Data

By Amir Juya

### Introduction

The Ministry of Health, Community Development, Gender, Elderly and Children (MOHCDEC), in collaboration Mzumbe University through its Centre of Excellence in Health Monitoring and Evaluation (COHME) and the Centres for Disease Control and Prevention (CDC) is implementing a 6-month Field Epidemiology Intermediate course. The training is in response to the Ministry's need to strengthen public health surveillance systems through addressing the shortage of field epidemiologists in Tanzania. The course is funded by PEPFAR through CDC.

### Implementation of the Project

The Intermediate course of the Field Epidemiology Training Programme (FETP) was launched in 2016. It is a competence based training where trainees spend 75% of the total training time in the field and 25% in the class. The programme focuses on building capacity of the national, regional and

district level health workforce to improve disease surveillance systems, outbreak detection and response, improving HIV programmes and data quality of health programmes. Since 2016 to date, 5 cohorts (67 graduates) have successfully completed the course. Table 1 below shows timing of the cohorts, regions trained, and graduates from each cohort.

**Table 1: Intermediate FETP Course Timelines, Regions and Number of Graduates (2016-2021)**

Cohort Number	Started	Ended	Regions	Number of Graduates
1	July 2016	May 2017	Tanga, Kilimanjaro	11
2	August 2017	February 2018	Mbeya, Rukwa, Katavi	14
3	May 2018	December 2018	Mwanza, Mara, Zanzibar	12
4	March 2019	October 2019	Mtwara, Lindi, Dodoma	15
5	February 2021	September 2021	Kigoma, Kagera, Dodoma, Zanzibar	15

### Source: Tanzania Field Epidemiology and Laboratory Training Program (TFELTP) data

The graduates are distributed in 13 regions of the Tanzania Mainland and all regions of Zanzibar, while 3 of the graduates from Tanzania Mainland are working at the MOHCDEC-National AIDS Control Programme (NACP) and

from Zanzibar are working at the Ministry of Health of Zanzibar. Among of these cohorts, Cohort 5 with 15 graduates was supported by the Centre of Excellence in Health Monitoring and Evaluation, Mzumbe University.



Left Photo: Dr. Azma Simba (Assistant Director Epidemiology and disease control section-MoH and TFELP Director) issuing a certificate to cohort 5 graduate; Right: Dr Azma with a team of facilitators, mentors and cohort 5 graduates on the day of graduation.

During the delivery of Cohort 5 training, trainees participated in outbreak investigation in Buhigwe District Kigoma in May, 2021. In that outbreak, they provided health education, conducted interviews with households, analysed data and prepared reports (see photos below). Trainees' contribution in this investigation resulted in a faster, more comprehensive responses and reporting.

During cholera outbreak in Buhigwe, information from

more than 330 cases was collected. The figure below (a common epidemiological graph called epidemic curve) summarizes distribution of cases by date of onset of symptoms. All 67 trainees of all 5 cohorts conducted data quality audits of HIV care and treatment services, surveillance system evaluations and developed relevant recommendations to improve the quality of data of the programmes and performance of the surveillance systems.

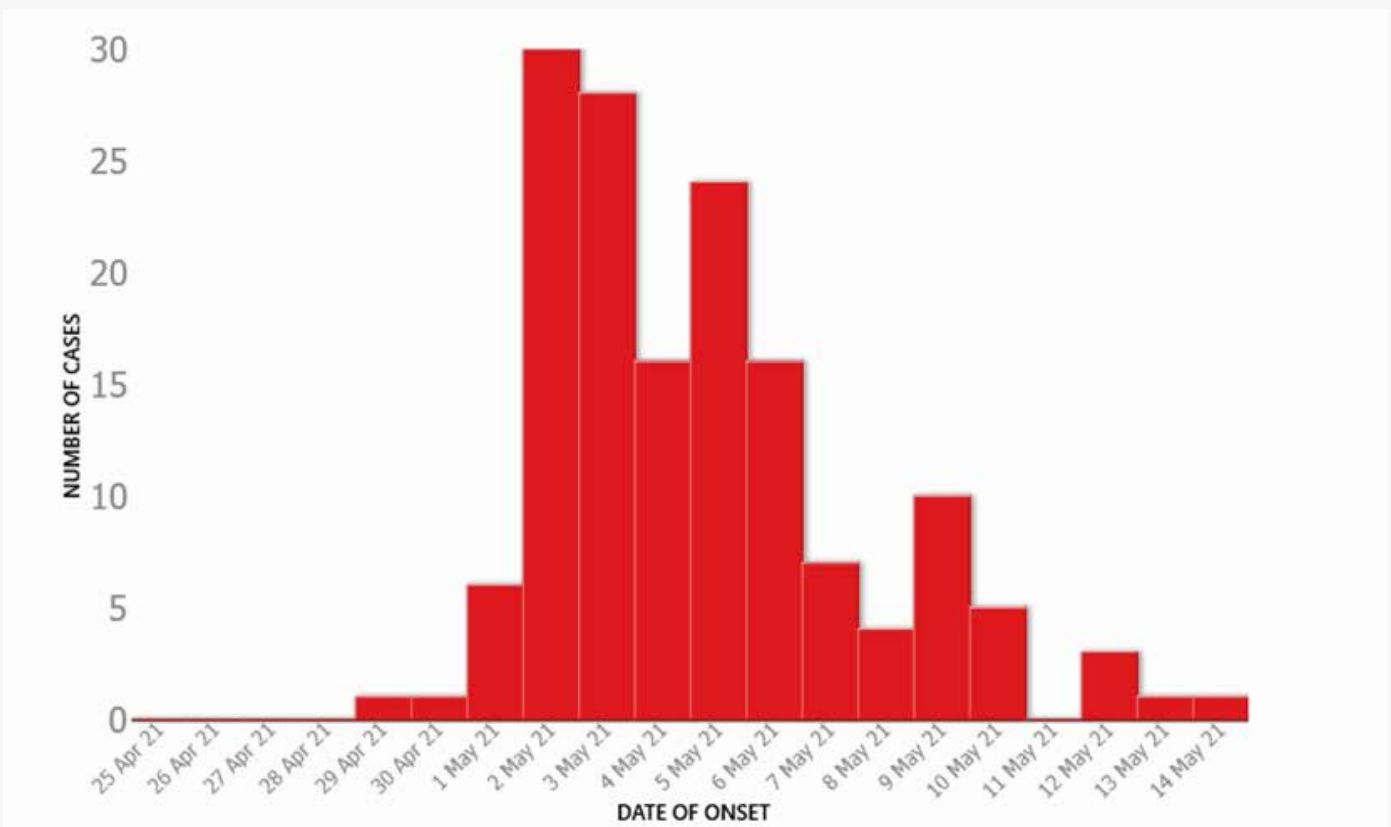


Figure 4: Epidemic Curve for Diarrhea Outbreak in Buhigwe Kigoma, May 2021



Left: Cohort 5 trainee interviewing households during investigation of diarrhoea outbreak in Buhigwe. Right: A team of cohort 5 trainees deployed for investigation of diarrhoea outbreak in Buhigwe.



The project is in the process of implementing cohort 6 class; trainees will be coming from Tabora and Shinyanga regions, the National AIDS Control Programme and the Ministry of Health, Zanzibar.

### Conclusion

Field Epidemiology Training Programme (FETP) plays an important role in public health workforce development. It produces epidemiologists with skills-set needed to strengthen the health care system in the highly dynamic world and close the gap of required epidemiologists in the country and the world as a whole.



Dr Amir Juya, is a Resident Advisor and Lead Instructor for the Intermediate Course of Field Epidemiology Training Programme (FETP)- CDC Mzumbe University Project.

# Importance of Mental Health: Workplace and Everyday Life Perspective

By Mustapha Almasi, Isaac Lema and Albano Michael

## Introduction

On every October 10th each year, the World celebrates World Mental Health Day. This is a day established by the World Mental Health Federation. The Federation set up this special day to promote awareness on mental health to make intentional productive efforts to improve mental health services in the world. As it stands, the 2021 year Motto was "Mental health in an unequal world, together we can make a difference". This motto was meant to share the view that, paying attention to mental health is important and consequently calling for specific actions to facilitate greater equality for all people living with a mental health condition. Research shows that mental health problems are common and costly among the working populations. However, people in their day to day lives face mental challenges as well. Therefore, this article highlights the importance of mental health in our work and daily lives. The article starts by giving a brief description on concept of mental health and mental illness. Furthermore, highlights on the importance of mental health at workplace, mental health in daily life. and finally the best ways to maintain mental health.

## Problem Size

The World Health Organization (WHO) estimates that by the age of 14, half of all mental illnesses occur. However, these conditions are often undiagnosed and untreated. Depression is the lead-

estimated that 5 percent of adults and 5.7 percent of adults over the age of 60 suffer from depression worldwide. Again, depression can cause a person to have thoughts or plans to end his or her life. More than 800,000 people die each year worldwide as a result of ending their lives. Despite the availability of appropriate mental health care, more than 75% of people in low and middle-income countries (Developing Countries) including Tanzania do not receive treatment due to and various barriers including resource scarcity and stigma against mental illness.

Although in Tanzania we still do not have the national statistics on mental illness, some studies show that depression is one of the major mental illnesses in our society. Others include anxiety disorders, and alcohol-related illnesses, including alcoholism. For instance, a community-based study in Dar es Salaam shows that prevalent diseases affect 2 to 4 people out of 100 people (equivalent to 2.3 - 4.1 percent).

## The Concept of Health and Mental Illness

It is easy to define mental health rather than defining mental illness. This is because some are mentally healthier than others. We can explain this better by looking at the analogy of physical health. We may all be physically healthy, but that does not mean that, we have the same health conditions. Some are physically healthier

than others. The World Health Organization (WHO) has a motto which states, "There is no health without mental health". In the life we live, not all people will experience mental illness, but we go through the challenges of our mental health. This means everybody has his/her challenges just as we go through the challenges of physical well-being.

When we talk about mental health, we mean mental well-being; namely our emotions, our thoughts, our behaviour and ability to solve problems and cope with life's difficulties, our social relationships and our understanding of the world around us. In the context of the work place, mental health encompasses the individual's capacity to cope with internal needs as well as external needs, such as roles within employment. On the other hand, Mental illness is a condition that affects the way we think, act, or interact with other people. Mental illnesses are many and vary between illness and disease.

Psychologists and psychiatrists use special diagnostic tools to diagnose mental illnesses. Different mental illnesses have different symptoms that affect a person in different ways. Just as a person can feel bad without having a physical illness, so a person can have a bad mental health without a mental illness. So, it happens sometimes we feel uncomfortable or stressed or overwhelmed by many things that happen in our lives. Mental health is

not about being happy or confident about one hundred percent of your time and ignoring problems.

The United States National Institute of Mental Health has identified several characteristics of a person with good mental health. *Such qualities include self-awareness and self-esteem; knowing your strengths and weaknesses; being able to establish and maintain positive relationships with people; ability to have emotional control of emotions such as anger, fear; and the ability to control daily stress.*

Mental health experts can identify a person who is experiencing mental health challenges through indicators outlined in special diagnostic manuals. However, the absence of symptoms of mental illness does not necessarily mean the presence of good mental health! Most of us are afraid to do mental health screening for fear of mental illness. Sometimes we are afraid of people's perception of our point of contact with mental health professionals rather than the importance of psychological care in protecting and building our mental health. It is important to identify early symptoms and get early care to prevent serious side effects from occurring in the future. Remember it is a mental health professionals who can make a formal diagnosis of a person's mental illness.

There are various sources that can cause the onset or recurrence of mental illness. Such sources include genetic inheritance, accidents or physical ailments affecting the brain system, excessive alcohol and drug use and negative events occurring in our society such as disasters, emotional or physical abuse and violence. These sources put a person at risk of developing or recurring symptoms of mental illness. However, the risk is exacerbated by stress, which can lead to symptoms of mental illness. Note that there is no single source of mental illness but a collection of different sources.

### **Mental Health at Work Place: importance and associated sources of problems in it**

Most studies on mental health in work place have focused on developed countries ignoring the developing countries which are said to have the majority of the working force. Being able to work productively is a key element of health and mental wellbeing. Challenges in mental health may lead to low productivity. Therefore, mental health requires a special attention in work place. Depression and anxiety are listed as among key common mental health challenges facing many workers. Research shows, these common disorders affect workers in developed and developing countries, though; they are minimally recognised especially in developing countries. Ignoring such problems

may lead to chronic illness and disability among the workers. There are several workplace conditions which contribute to common mental health conditions. These include temporary work contracts that offer reduced social security and stability; informal employment, stressful working conditions, low organisational justice, and poverty among others. For the case of stressful conditions, the combination of high work demand and low control on the side of the work may lead to stress. Psychological stress is most associated with employment in which the rewards do not match the effort made.

### **The Importance of Mental Health in daily life**

Mental health is important and needs to be recognized, built, maintained and protected. It is based on how a person feels and enjoys their daily communication and relationships with other people and avoids confrontations. It is a fundamental pillar in recognizing and building the ability to understand and do things perfectly and efficiently.

Good mental health is the product of a happy and peaceful life, effective personal relationships, within marriage, family, work and society.

A person with good mental health has a positive impact on education outcomes and all spheres of life, growing and maintaining positive social relationships, reducing crime, and reducing alcohol abuse and drug use. Poor mental health affects behaviours that adhere to health principles such as getting proper nutrition on time, regular exercise and getting enough sleep. Poor mental health also plays a key role in reducing the body's immune system and leading to an increase in non-communicable diseases.

### **The Best ways to maintain Mental Health**

Mental health professionals recommend various ways to monitoring and maintaining mental health. This care runs from the individual level to the administrative level. Among the methods of mental health care include:

Express your feelings. Talk to a trusted person or psychologist about your feelings or problems. Letting go of these feelings can be devastating. Also, setting boundaries. It is OKAY to say no to certain things or tasks that you do not know or that you do not like. There is no need to do things to please people while putting your mental health at risk.

Take care of your physical health. This provides an opportunity to maintain your mental health. Eating healthy diet timely, getting enough rest and sleep, and regular exercise are ways to take care of your physical and mental health.

Find the best way to match or deal with what is bothering you. We differ in dealing with daily challenges or problems. It is best to look for effective methods that adhere to health principles in going or coping. The use of alcohol in conjunction with or responding to harmful emotions is dangerous to mental health. Furthermore, ask for help when you need it. There are mental health professionals including psychologists who have the knowledge to help

you and provide you with mental health services in helping you deal with mental health problems.

Along with these techniques there is a need to improve existing policies to promote mental health especially the immune system by building and maintaining health. Access to protective education for the community, employment, a healthy and friendly work environment, participation and participate in development work and access to quality

health and social services are key foundations at the administrative level in maintaining the mental health of its people. Why is just because they assure basic services are all present hence easier the mind tension of the life and work stressors. By monitoring and maintaining our mental health we can begin or continue to enjoy our life races, to value our mental health is a very important aspect that make us realize the value of our lives here on earth.

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## MZUMBE UNIVERSITY CONFERS AWARDS ON GRADUANDS AT ITS 20<sup>TH</sup> GRADUATION CEREMONY

**T**he Chancellor of Mzumbe University, the Former President of the Revolutionary Government of Zanzibar and the Chairman of the Revolutionary Council of Zanzibar, Dr. Ali Mohamed Shein conferred awards on 4217 graduands at its 20th graduation ceremony of Mzumbe University.

The awards were conferred on graduands from all training cycles at the university, namely certificate, diploma, bachelor degree, master's degree and Doctorate degree. In view of this, 383 were awarded certificates, 510 Diplomas, 2792

Bachelor degrees, 529 master's degrees and 3 awarded Doctorate degrees.

Speaking at the graduation ceremony, the Vice Chairperson of the Council for Mzumbe University, CPA Pius Maneno urged the graduates to be aware on scientific and technological changes. This could help them operate in consonance with the technological changes, thus improve their expertise in their areas of specialty.

Further, he noted that from industrial revolution, the world faces the problem of unemployment. Consequently, it is important to continue studying in all fields, more specifically

Further, he noted that from industrial revolution, the world faces the problem of unemployment. Consequently, it is important to continue studying in all fields, more specifically in business studies, strategic entrepreneurship, science, technology, agriculture, health, procurement and supply. Importantly, he urged students to make good use of their time to make innovation and artistic discovery possible to find solu-

tions to problems facing the nation.

The 20th graduation took place on all three campuses at different times where on November 25 it was held at Morogoro Central Campus, on December 2 Mbeya College Campus and on December 8 at Dar Es Salaam College Campus and at Tegeta Station.

## The Vaccine Factor in Delivering Economic Recovery from Covid – 19

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**C**ovid - 19 has many and far-reaching impacts in virtually all sectors of the economy and beyond. Its main mechanisms of impacts are the various and essentially necessary containment measures to control the spread of the pandemic. The containment measures across the world have included compulsory and voluntary curfews, lockdowns, travel bans, closure of institutions, postponement and closure of events and many more along those lines. Impacts of all these include slow economic activities in many sectors including aviation, tourism, hotel, agriculture, education, mining, sports and entertainment, logistics and supply chain and many more. As a result of slow economic activities, there have been total and partial losses of direct and indirect jobs and associated incomes. Such as increase in potential and actual Non-Performing Loans, reduced economic growth as well as loss of government revenues including tax and non-tax revenues to mention but some.

### Recovery

Covid 19 has brought economic crisis

at all levels. These include global, continental, regional, country, firm, household to individual levels. It has made economies to bleed, slowdown, move towards and even into red territories and beyond, reduced sales volumes, reduced sales revenues, reduced profits and dividends as well as growth prospects. Recovery in the context of this article is the process through which all these negative business and economic aspects are changed to the better. It is all about turning around things and pumping new life into struggling businesses and economies. It is about stopping economies from bleeding. It is changing slowdowns to moving up as well as moving away from red to green territories. It is about increasing sales volumes, revenues, profits and dividends as well as having positive growth prospects.

### Covid - 19 Vaccine

Covid - 19 vaccines have been waited for long time since the outbreak of the pandemic. Lack of vaccine was among the major issues of concern when it comes to control of the spread of the pandemic. After a relatively short period



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of time, there have been substantial developments in the vaccine space. Several companies have developed vaccines that are adopted in a number of countries. It is expected that these vaccines will help in saving lives and reducing the severity of the disease among other things.

### Vaccine-recovery nexus

There is arguably a direct and positive relationship between the development and use of Covid - 19 vaccines on one hand and economic recovery from Covid - 19 on the other. So long as vaccines save lives and reduce the spreading of the pandemic, it stands to play a part in delivering economic recovery from Covid - 19. This takes

place through various channels. They include bringing back confidence to the supply and demand side of the economy,

### Supply side effects

The supply side of the economy is that side with producers of goods and services. It is occupied by captains and titans of the industry who organize factors of production in their firms to produce the needed goods and services. Covid - 19 vaccines stand to bring back the lost confidence in the supply side of the economy. This is because with positive prospects and projections of life coming back to normal there are reasons to re-open production that stopped, and even start new production of goods and services across virtually all sectors of the economy. This includes production of goods and services in various value chains and their nodes. Vaccines are likely to have a stimulus effect on the supply side with anticipated good response on the demand side.

### Demand side effects

The demand side is a mirror image of the supply side of the economy. It is occupied by consumers of goods and services produced in the supply side of the economy. The vaccines are expected to have positive impact on the supply side by way of bringing back high and positive consumer sentiments and confidence across sectors of the economy. For example, they are expected to bring back the once lost confidence of travelling, organizing and participating in various kinds of events including, opening of hitherto closed institutions such as education ones and much more. All these, stand to stimulate aggregate demand across value

chains and nodes in virtually all sectors of the economy. Increased aggregate demand on its side has positive impacts on the supply side. It will stimulate production, demand for factor inputs, employment and payments for factor inputs such as labour and by extension increased consumption. It is a vicious cycle.

**Prof. Ngowi has over 25 years of experience in academia. He has published widely in various areas of economics. He has been a Visiting Senior Research Fellow at the University of Bergen Norway and currently a Visiting Scholar at the University of York Canada. He has been and he is a member of over 10 boards of directors.**