



# MAKERERE UNIVERSITY

## RESEARCH AND INNOVATIONS FUND (MAK-RIF)



# Mak-RIF Monthly NEWSLETTER



*Project of the month!*

### RESEARCHERS URGE GOVERNMENT TO INVEST IN MINDSET CHANGE

Researchers at the College of Education and External Studies (CEES) at Makerere University have urged the Government of Uganda to invest in mindset change to facilitate national development.

Dr. Twine Hannington Bananuka, the Principal Investigator (PI) of the Mindset Change and Socioeconomic Transformation from People's World (MiSeT) project has noted that the government has been doing much to move people from poverty into middle income status through poverty-alleviation initiatives like Bonna Bagaggawale (prosperity for all), National Agricultural Advisory Services (NAADs), and Operation Wealth Creation among others.

He has however added that these initiatives have yielded little or no results and has associated their limited success to the absence of community participation in the development of the initiatives. Several other explanations have been advanced as to why previous government programmes have minimally achieved their intended objectives, among which has been peoples' mindsets.

"Many people know about government programs and are benefitting from them. However, poverty alleviating programmes are conceived by the government, development partners, and researchers without putting into consideration what people are thinking or what they want," said Dr. Bananuka.

The MiSeT project interacts with communities using the problem-posing approach and engages local leaders, change agents, and selected community members to walk a journey of mindset change. This approach leads project participants into critical reflection where they come up with solutions to better their lives.

"Mindset change is not achieved by some form of an education or training. It is rather a lifestyle informed by a conscious process of engagement with people and is highly contextual. We empower communities to collectively develop solutions to the problems they have, change their mindsets, and take action towards their development," Dr. Bananuka adds.

#### Connection to the Parish Development Model (PDM)

One of the seven pillars of PDM focuses on mindset change. However, most times, when programmes talk of mindset change, it is assumed that people ought to change towards a particular world view/standard. MiSeT facilitates



Dr. Twine Hannington Bananuka, the Principal Investigator of the Mindset Change and Socioeconomic Transformation from People's World (MiSeT) project speaking during its launch in Kampala on 27th August 2024.

people to engage in a process of self-awareness/conscientization to question, re-evaluate their beliefs, and to construct a pro-development mindset in their given contexts. Mindset is not uniform but affects behaviors and people's attitude towards life. A positive mindset is perhaps something that would enable people to live better lives and harmoniously with one another.

"Government is slowly realizing that people's problem is not just money but rather mindsets. However, one pillar on mindset change in the PDM is not enough. For best results, we need a whole government project on mindset change that runs for at least 5-7 years," says Dr. Bananuka.

MiSeT creates opportunities such as increased productivity and higher incomes, an equitable society, value-consciousness, better livelihoods for all, and the ability to tame nature. The project's findings also create an opportunity for central and local governments to benchmark for wider usage. The one year project was launched in Kampala on 27th August 2024 and is funded by the Government of Uganda through the Makerere University Research and Innovations Fund (Mak-RIF).

**Project PI: Dr. Twine Hannington Bananuka**  
**CO- PI: Dr. Diana Nampijja**

# Disseminations!



**Principal Investigator: Dr. Yuda Taddeo Kaahwa**

## Makerere Develops First Competency Profile for Graduate Teachers in Uganda

Researchers at the College of Education and External Studies (CEES) at Makerere University have developed a competency profile for graduate teachers based on the competence based secondary school curriculum, aimed at standardizing teacher training in both private and public universities.

During the dissemination of a competency profile that took place on 12th September 2024 at CEES, Dr. Yuda Taddeo Kaahwa, the Principal Investigator of the project, noted that the competency profile seeks to develop a holistic strategy to serve as a roadmap for restructuring and upgrading teacher education material and equipping teachers with the competences to succeed in the knowledge and skill based societies of the 21st century. Since teachers are essential drivers of a quality education system, it is important to harmonize the competences teachers are expected to acquire from universities.

“Teachers determine effective teaching and hence the quality of education which learners receive. Teachers also determine what to teach, how to teach, and how to assess learning,” Dr. Kaahwa said.

In his opening remarks, Prof. Fred Masagazi Musaaazi, the Chairperson of the Grants Management Committee at the Makerere University Research and Innovations Fund (Mak-RIF) recognized the efforts of Dr. Kaahwa and his team in executing the project. He also credited the project for developing a product in form of a booklet.

The competency profile will be used by universities and other teacher training institutions, higher education institutions, the Ministry of Public Service in the implementation of the Scheme of Service for teacher educators, policy makers in the process of developing policies regarding teacher education, and the Ministry of Education and Sports in benchmarking the competencies of graduate teachers.

Prof. Anthony Muwagga Mugagga, the Principal, CEES, expressed his gratitude towards the Government of Uganda for providing researchers with the funding to execute this project through Mak-RIF. Prof. Masagazi congratulated the leadership at CEES for redefining research at the college and pledged Mak-RIF's support to train researchers and strengthen their capacities in grant writing.

**Project team: Dr. Yuda Taddeo Kaahwa (Principal Investigator), Dr. Rebecca Nambi, Dr. Richard Balikoowa, Dr. Edward Kansiime, and Mr. Cale Santus.**



**Principal Investigator: Mr. Moses Tuhame Kamondo**

## New Model Will Enhance Students' Career Selection Based on Their Behavioral Data and Employability Demands

A study titled, “Career Selection Enhancement Model based on Behavioral Data and Employability demands for Secondary School Students” is set to design a model for enhancing students' career selection based on students' behavioral data and employability demands.

Over a period of one year, the study focused on determining requirements of the model. It's major activity was data collection from 420 respondents spread across the four main regions of Uganda with respondents from the Ministries of Education and Sports, Youth, Labour, & Social Development, Finance, Planning & Economic Development, graduates, secondary and post-secondary school students and administrators and parents/guardians among others.

Subject selection at secondary school level of education is usually a complicated process due to complexity in processing cumulative student data that would be appropriate for career decision-making.

Speaking at a dissemination workshop that took place at the National Curriculum Development Center on 12th September 2024, Mr. Moses Tuhame Kamondo said that the model's key variables are students' behavioral data and employability demands that support students to make informed subject choices. He added that the model takes into consideration the fact that career selection is more of a process than an event.

“The proposed solution selects and inputs data on parameters including the personality type and vocational interests, contextual influences, individual's self-efficacy, individual's outcome expectations, projection of employability demands, and personal goals which will undergo processing to give an appropriate career or subject choice,” said Mr. Kamondo.



**Principal Investigator: Mr. Godfrey Luyimbazi**

## Study Recommends Strategic Plans for Tacit Knowledge Management in Higher Education Institutions

A study titled, “Managing Tacit Knowledge in Higher Education Institutions: A Collaboration Engineering Approach” has recommended the use of tacit knowledge management strategies to support innovation in Higher Education Institutions (HEIs).

Speaking at a dissemination of his PhD results at the College of Computing and Information Sciences (CoCIS) on 18th September 2024, Mr. Godfrey Luyimbazi noted that while tacit knowledge is resident within staff of HEIs, it is difficult to share and is usually lost when staff leave the institutions. Mr. Luyimbazi called for a guiding model and tacit knowledge management strategy that is mindful of the uniqueness of HEIs and similar knowledge creation institutions.

“This study aims at determining what model can be applied to support the retention and sharing of tacit knowledge in HEIs. The study found that the factors that influence sharing of tacit knowledge in HEIs include the strength of the knowledge management strategy, the strength of the human resource management, the strength of the leadership, and the strength of the individual personal disposition,” said Mr. Luyimbazi adding that other factors such as organizational culture and the human resource

management plan should be used to strengthen the knowledge management strategy. Mr. Luyimbazi appreciated the Government of Uganda for providing financial support for his project through the Makerere University Research and Innovations Fund (Mak-RIF). He also appreciated his supervisors; Dr. Anabella Habinka Ejiri, and Dr. Agnes Nakakaawa.

*Pictorial!*



On 30th September 2024, Mak-RIF hosted Mr. Alex Ssebagala and Mr. Robert Kyukyu from the Department of Strategy and Business Development at Kampala Capital City Authority (KCCA). The purpose of the meeting was to benchmark and understand ways in which Mak-RIF can support research on urban development and inform urban policy.



We held an induction for our new staff on 26th September 2024 to provide an overview of Mak-RIF, explanations of their roles and responsibilities, and their contribution to the Fund.



Representatives from Mak-RIF, CEES, and other participants pose for a group photo at the launch of the Mindset Change and Socioeconomic Transformation from People's World (MiSeT) project on 27th August 2024.



A group photo of participants at the dissemination of a competency profile for graduate teachers in Uganda based on the competence based secondary school curriculum on 12th September 2024.



Officials from the Office of the University Secretary, the Office of the University Bursar, and the Mak-RIF Secretariat during a Program Evaluation Workshop held in Kampala on 11th September 2024.

## Upcoming Events!

⇒ **National Science Week:** 5th – 10th November 2024 at the Kololo Independence Grounds

⇒ **Makerere University Science Week:** 17th – 21st March 2025 at the Makerere University Freedom Square

# Editorial!

Compiled By:

**WINNIE KYAMULABI**

Communications Officer, Makerere University Research and Innovations Fund (Mak-RIF)

[winniekyamulabi@gmail.com](mailto:winniekyamulabi@gmail.com)



**MAKERERE UNIVERSITY**

## MAKERERE UNIVERSITY RESEARCH AND INNOVATIONS FUND (Mak-RIF)

### Address

P.O. Box 7062, Kampala Uganda  
Quarry Road Flat No. 70, Makerere University  
Telephone: +256 773 484 120  
Email: [info.rif@mak.ac.ug](mailto:info.rif@mak.ac.ug)  
Website: [rif.mak.ac.ug](http://rif.mak.ac.ug)

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