CURRICULUM VITAE
Prof. KAAYA Siraje : Full Professor

KABALE UNIVERSITY
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1. Identification:

SURNAME	***KAAYA***
FIRST NAME	***Prof. Siraje***
DATE OF BIRTH	*27th OCTOBER 1964*
PLACE OF BIRTH	*MULAGO KAMPALA*
NATIONALITY	*UGANDAN*
MARITAL STATUS	*MARRIED*
NUMBER OF CHILDREN	*SEVEN*

2. Motivation Statement

2.1 Introduction

A Business management & leadership and Business communication full-Professor, with excellent working experience, wide knowledge and practical application of principles: concepts and strategies, methodology in research, business management, entrepreneurship and a consultant in Business management, entrepreneurship and finance curricular development for both post graduate and undergraduate programmes. In addition to that he is also ably good at supervising, business developments, dissertations and thesis at post graduate and under graduate levels. A Permanent Professor of Business Leadership & Management and Coordinator of Higher Degrees at Kabale University. Editor in Chief of Kabale University Interdisciplinary Journal (kurj).

Also administratively capable with sufficient working experience; with three years' experience as recent Deputy Vice Chancellor in charge of Academics and Research at University of Technology and Arts of Byumba -Rwanda (UTAB) 2017-2019, once a Vice Chancellor of the University of Kigali in Rwanda 2014-2016, then two years' experience as Vice Chancellor of The East African University (TEAU) Kitengela Nairobi Kenya, then a two years' experience as the Vice Rector in Charge of Academics – VRAC at Kigali Independent University (ULK) in Rwanda, with lots of vital achievements, then a two years' experience as a dean, faculty of Economics and Business Studies (ULK) in Rwanda, a four years' experience at a directorate level of a University language centre (ULK) in Rwanda and twenty two (22) years' experience in lecturing profession.

3. Educational, Trainings, Conferences and Seminars attended

3.1 Act of Academic Promotion to <u>Full Professor</u>

The chairperson of the Board of Trustees of The East African University (TEAU) Kitengela Nairobi Kenya, considering decisions: Considering the decision of ***MARCH 8/BD/03/025*** *of* ***31st May 2013***
Considering the law ***No. 192(act No. 42) of 13th December, 2012*** *bearing the Organisation and functioning of the University Education in Kenya, in its* ***articles 20 (1) section (e)*** *paragraph* ***5****;*
Considering the Internal regulations of the Board of Directors of (TEAU)
Considering the internal regulations of The East African University (TEAU) especially in its articles ***VI – 8ii.***
Considering the provisions governing the nomination and the promotion of the permanent teaching staff. I attained the Academic Rank of ***<u>Full Professor</u>****.*

3.2 Act of Academic Promotion to <u>Associate Professor</u>

The chairperson of the Board of Directors of the Kigali Independent University (ULK), considering decisions: DEC25/BD/07/012 of July 18th 2012, the law no. 5/2005 of October 20th 2005, bearing the organisation and functioning of Higher education in Rwanda in its Articles 60 and 46 paragraph 6 and 7; the internal regulations of the Kigali Independent University (ULK) especially chapter 42 paragraph 6; the provisions governing the nomination and the promotion of lecturers, I was promoted to the academic qualification of Associate Professor on 18th July, 2012.

3.3 Acte De Nomination <u>senior Lecturer</u> (22/11/2007)

Basing on law no. 5of 01/03/2006 governing the functioning of higher education, Article 60 and Article 46, related to Article 6 & 7;
According to the internal regulations of the ULK article 12, related to article 6,
I was promoted to the rank of senior lecturer, and the promotion and nomination letter was signed by the chairperson Board of Directors of the ULK on 22/11/2007.

3.4

s/n	Date	Schools/ Institutions/Universities	Award
1.	31/5/2013	The East African University (KENYA)	Full Professor
2.	18/7/2011	Kigali Independent University	Associate Professor
3.	2004-2007	Multimedia University (MMU)	Doctorate of Philosophy in Business Leadership and Management
4.	2001-2002	UNISA	Master of Business Leadership and Management
5.	1992-1995	MAK	Bachelor of Business Management
6.	1987-1989	UNCBS	Uganda Diploma in Business Studies
7.	1984/85-1985/86	Kibuli Secondary School	Advanced Certificate of Education
8.	1980-1983	Kibuli Sec. School	Ordinary Certificate of Education
9.	1979	Kibuli Demonstration primary school	PLE
10.	2020	Kabale University	Higher Education Teaching Certificate

3.5 Trainings, Conferences and seminars Attended;

(CERTIFICATES ATTAINED)

1. Keynote speaker on 3 RD VIRTUAL SCIENTIFIC CONFERENCE 2023 Date: 30 th and 31 st March, 2023 At The East African University Kitengela –Nairobi Kenya. Theme: "Advancing Innovative Technologies Shaping the Future of Africa Development Agenda and Beyond"

2. Trained in Human subjects Protection Course (HSPC) by Uganda National Council for Science and Technology (UNCST) 21st-23rd February 2023

3. Keynote speaker in the 6th JRIIE International Conference on Transformational Collaborative Research for Sustainable Development in the COVID-19 Era, held at Andrews Holiday Resort Mangochi, Malawi, on October 25 - 27, 2022

4. Keynote speaker in JRIIE 5th International Conference on 27th October 2021, at Rafiki Dodoma Hotel, Dodoma, Tanzania October 27 - 28, 2021

5. Presented a paper titled: Backyard Gardening and Community Livelihood in Kyengera Town Council, in the 5th International Conference on Sustainability of Innovative Practices amidst Covid - 19 Pandemic at Rafiki Dodoma Hotel, Dodoma, Tanzania October 27 - 28, 2021

6. A training on how to mark online exams this Thursday 29-7-2021, Kabale University.

7. WORKSHOP TRAINING on Grant writing - Wednesday 13th July 2021, Kabale University
8. Journal of Research Innovation and implication in Education virtual workshop 28th – 29th July 2021. Theme: Power point preparation and presentation.
9. Presented a paper(s) in the 4th International Conference on Addressing Sustainable Development through Research and Innovative Practices at Grand Global Hotel Kampala, Uganda April 28-29, 2021: (Certificate of Participation) Factors influencing highway road accidents in Uganda: A case study of Kampala-Masaka highway

10. Inaugural lecturer on: Governance and Leadership –wrappers of constitutional democracy; by Prof. Benon C Basheka at Kabale University. (19th February 2020)
11. Conference by ERASMUS+ ; cooperation for innovation and the exchange of good practices: Capacity Building in higher education –Joint projects (INES Musanze Rwanda 17th February 2020)
12. Workshop for Integration of CABI/Plantwise Programme into UTAB Rwanda Curriculum of FAEMRE and Validation of its Review UTAB, 12 – 13 December 2019

13. Validation Workshop for University of Technology and Arts of Byumba (Rwanda); Master Of Science In Urban Management And Development Studies (Umds) And Advanced Diploma Programs; Avenue: Iwawe Hotel, Date: 12/02/2019

14. 9th Annual International Leadership Conference– Economic Development: Does Governance matter? , 18-21st June 2019, organized by Makerere University Business School (MUBS)
15. The awareness of intellectual property rights. 9th May 2019 offered by RDB
16. Intellectual property and innovation in Universities and Research & Development institutions, 24th June 2019 offered by the World Intellectual Property Organization
17. Intellectual property and its importance 25th June 2019 offered by the World Intellectual Property Organization
18. Implementation of competence Based Curriculum, 8th May 2019 by University of Technology and Arts of Byumba
19. The role of Tax in promoting the development of a country. 20th February 2019 and offered by RRA
20. Mbarara University of Science and Technology (MUST) conference: VLIR-OUS Research Platform Uganda Dissemination Conference: 1ST JUNE, 2017 AT KIHUMURO CAMPUS
21. Kigali convention center Kigali Rwanda: 5th – 6th July 2017: conference on The Sustainable Development Goals Center for Africa
22. Nairobi Kenya; 28th -29th October 2013 : Workshop on regulations, standards & guidelines for University education; (Commission for University Education Kenya)
23. Mombasa Kenya; 10th – 11th December 2013: KENET heads of Institutions Forum at Serena Hotel Mombasa;
24. Nairobi Kenya at Kenyatta international convention centre (KICC); 11th July 2014: Harmonisation of appointment & promotion criteria for academia staff members;
25. The 8th Atlas Africa Conference in Kigali Rwanda at KIST;
26. The 4th United Nations Conference on the Least Developed Countries, which was held in Istanbul Turkey from 9th May -13th May, 2011.
27. School of Finance and Banking Kigali Rwanda; February, 2011: Private- Public Partnership {PPP} (International and Global conference)
28. Khartoum Sudan; May, 2010; Project Communication and Reporting& Operational Planning

29. Cairo, Egypt, 25th April, 2010 to 6th May, 2010; Need Assessment, Project Identification and Preparation of Development Plan

30. Addis Ababa Ethiopia; March, 2010; Project supervision and Control Management

31. American Embassy Kigali, Rwanda; February, 2004, Teaching Training for Academic and Business Purposes.

32. American Embassy Kigali, Rwanda; 2000, Teaching Training for Academic and Business Purposes

4. Working Experience (To-date)

- Professor of Business Leadership and Management, Coordinator Higher Degrees at Kabale University (Appointed on 1st April 2019 to-date)

- Coordinator of Higher Degrees (PhD & Masters programmes) at Kabale University to-date.

- Editor in Chief of Kabale University Interdisciplinary Journal (kurj) at Kabale University to-date

4.1 Administration/Management

With administration, I have held various administrative positions, among which include:

i) Current Coordinator Higher Degrees (PhDs & Masters) at Kabale University. 2019 to date

ii) Deputy vice Chancellor of University of Technology and Arts of Byumba, 2017 to May 2019.

iii) Vice Chancellor of the University of Kigali (UOK), September 2014 to 2016

iv, Vice Chancellor of The East African University, Nairobi Kenya (TEAU), 2013 to August 2014.

v, Interim Ag. Vice Chancellor, Kampala University Uganda, July to September 2013.

vi, Deputy Vice Chancellor- Academics Kigali Independent University, (from March 2011 up to early 2013).

vii, Dean Faculty of Management (Faculty of Economics and Business Studies) Kigali Independent University from 2009 to early 2011)

In March 2011, I was appointed by the President and Founder of the Kigali Independent University to the position of Vice Rector Academics.

During my term of office, I carried out research, bench marking and investigations on how to start masters' programmes at the Kigali Independent University. I was the leader of the team that travelled around the East African Universities in order to get clear knowledge on how to start standard masters' programmes at the Kigali Independent University.

I also worked on and chaired the team that successfully developed the nine masters' programmes with their curricular. I was also part of the team which successfully defended those nine masters' programmes at the Ministry of Education.

The nine masters' programmes with their respective curricular were approved by the ministry of Education which also authorised the University to officially start the programmes on 13/7/2012.
The masters' programmes started in September, 2012.

vi, Dean Faculty of Management (Faculty of Economics and Business Studies) from 2009 to early 2011)

I was elected to the post of the Dean of the Management (Faculty of Economics and Business Studies) at Kigali Independent University (ULK) in 2009. During my term of office, in 2010 I fully worked on and chaired the team which developed the new curricular for the two new departments of; Finance and that of Accounting.

I was also the chairperson of the team that successfully defended the two new programmes at the Rwanda Ministry of Education; National Council of Higher Education (NCHE).

The two new departments of Finance and that of Accounting with their curricular were officially approved by the Rwanda Ministry of Education on March 2011.

vii, Director of CELA(ULK language centre) 2000- early 2005 (Kigali)

I was appointed Director of the Kigali Independent University from 2000 up to early 2005, during my term of office, I contributed a lot to the development of the standard English curricular; level 1, Level 2 and Level 3.

4.2 Excellence and hard work

Regarding work, commitment and good performance for the University, I have showed diligence at performing my duties and as results, promotions have been awarded to me in regular sequences, as indicated in point 4.1 and letters of merit were awarded to me as follows;

4.2.1 Ten appointments/promotions;

- Kabale University as Professor of Business Leadership & Management, Department of Business studies, Faculty of Economics and Management Sciences 2019 to-date
- Coordinator Higher Degrees (PhDs & Masters), at Kabale University; 2019 to-date;
- Editor in Chief of Kabale University Interdisciplinary Journal (kurj) 2019 to-date
- Deputy Vice Chancellor, University of Technology and Arts of Byumba January 2017 to March 2019
- Vice Chancellor, University of Kigali 2014 to date February 2016;
- HEC Chairman University audit committee September 2015;
- HEC Curricular Valuator (MBA programmes) 2015;
- Vice Chancellor of The East African University (TEAU), February 2013 up words
- Interim Ag. Vice Chancellor, Kampala University Uganda, July to September 2013
- Secretary and member of the University council of The East African University;
- Vice Rector Academics ULK 2011- early 2013.
- Dean Faculty of Economics and Business Studies ULK 2009- March 2011,
- Director Language centre ULK 2000- early 2005,

4.2.2 Letters of Merit

On 16th October, 2011, a letter of merit was awarded to me by the University (ULK) Rwanda in appreciation of my active participation and commitment in preparations of the nine masters' programmes.

On 6th January, 2010, a letter of merit was awarded to me by the University (ULK) Rwanda in appreciation of my commitment in preparing the English communication curricular.

5. Research, Publications and Consultancies

Financial inclusion and refugees' self-reliance: an assessment for women's economic empowerment at Nakivale refugee settlement, southwestern Uganda

A Mugisha, S Kaaya
Kabale University Interdisciplinary Research Journal 2 (2), 4-20

Mobile money usage and financial inclusion in Uganda

EB Mpora, S Kaaya, A Turyahebwa, M Nyangoma
Kabale University Interdisciplinary Research Journal 2 (2), 103-11

Provision of Managerial Skills by Micro Credit Institutions and Sustainability of MSMEs during COVID-19 Pandemic in Kigezi Region South Western Uganda.
Agaba Moses, Kaaya Siraj, Kyabarongo Benon Faculty of Economics and Management Science, Department of Management Science, Kabale University, Kabale, Uganda
Email address: To cite this article: Agaba Moses, agabamosez@yahoo.com
Kaaya Siraje, skaaya@kab.ac.ug, Kyabarongo Benon.
Science Journal of Business and Management. Vol. 10, No. 4, 2022, pp. 166-175. doi: 10.11648/j.sjbm.20221004.12 Received: August 29, 2022; Accepted: September 13, 2022; Published: October 17, 2022

Micro-credit institution's services and sustainability of micro, small and medium-scale enterprises during Covid-19 pandemic in Kigezi region south western Uganda; ***Moses Agaba*** *Kabale University, Uganda,* ***Siraj Kaaya*** *Kabale University, Uganda,* ***Lukman Nafiu*** *Kabale University, Uganda;* Kabale University Interdisciplinary Research Journal (kurj), [online] Volume 1(3), pp. 5-15. Available at: http://kurj.kab.ac.ug

Analysis of the effects of COVID 19 on the operations and sustainability of SMEs in South Western region, Uganda, **July 2021, African Journal of Business Management 15(7):174-183**
DOI:10.5897/AJBM2020.9110; Arthur Sunday*, Caleb Tamwesigire, Abanis Turyahebwa, Kaaya Siraje, Eliab Byamukama
Department of Business Studies, Faculty of Economics and Management Science, Kabale University, Uganda Received 11 September, 2020; Accepted 14 July, 2021

JRIIE Journal of Research Innovation and Implications in Education
ISSN: 2520-7504

Factors Influencing Highway Road Accidents in Uganda: A Case Study of Kampala-Masaka Highway. Volume 6, Issue 1-february 2022. *Henry Stanley Mbowa – Kampala University, Uganda, Esau Murongo – Rwenzori International University, Uganda, Justinah Kavata Maluni – The Catholic University of Eastern Africa, Kenya, Mary Syokoli Mutisya – The Catholic University of Eastern Africa, Kenya, Kaaya Siraje – Kabale University, Uganda*

Henry Stanley Mbowa and Siraje Kaaya . (2021) . Challenges in decentralization and service delivery, Wakiso district . Kabale University Interdisciplinary Research Journal (kurj), [online] Volume 1(1), pp. 5-15. Available at: http://kurj.kab.ac.ug

. (2021) . Analysis of the effects of COVID19 on the operations and sustainability of SMEs in South Western region,Uganda. , pp. 174-183

Marus Eton, Mwosi Fabian, Kaaya Siraje, Patrick Ogwel Benard and Ahabwe Edward . (2020) . Internal Control Systems, Working Capital Management and Financial Performance of Private Institutions in Uganda: An Empirical Study in Mbarara District . International Journal of Research in Engineering, IT and Social Sciences, [online] Volume 10(3), pp. 8-19. Available at: http://idr.kab.ac.ug/handle/20.500.12493/422

John Michael Edoru , Sanni Tajudeen Adebayo, Eunice Ndyareeba and Prof. Kaaya Siraje . (2020) . Psychology and Corruption: The East African Experience . International Journal of Research in Sociology and Anthropology (IJRSA) , [online] Volume 6(2), pp. 01-07. Available at: https://www.researchgate.net/publication/352679866_Psychology_and_Corruption_The_East_African_Experience

Mbowa Henry Stanley and Prof. Kaaya Siraje . (2019) . Understanding Feminism Perspective of Informal Women Entrepreneurs in Kyengera Town Council . International Journal of Research in Sociology and Anthropology , [online] Volume 5(3), pp. 31-39. Available at: https://www.researchgate.net/publication/338686197_

Mbowa Henry Stanley and Kaaya Siraje . (2019) . Online Application System for Admission in Private Universities: A Case Study of Kampala University, Uganda . In: Lazarus Ndiku Makewa (Center for Research Implications and Practice, Kenya) and Baraka Manjale Ngussa (University of Arusha, Tanzania), IT Issues in Higher Education: Emerging Research and Opportunities, p. 32. Available at: https://www.igi-global.com/chapter/online-application-system-for-admission-in-private-universities/237665

Analysis of the effects of COVID 19 on the operations and sustainability of SMEs in South Western region, Uganda Arthur Sunday*, Caleb Tamwesigire, Abanis Turyahebwa, Kaaya Siraje, Eliab Byamukama Department of Business Studies, Faculty of Economics and Management Science, Kabale University, Uganda. Received 11 September, 2020; *(African Journal of Business Management; Vol. 15(7), pp. 174-183, July, 2021 DOI: 10.5897/AJBM2020.9110 Article Number: EBA9F4567361 ISSN: 1993-8233 Copyright© 2021 Author(s) retain the copyright of this article http://www.academicjournals.org/AJBM)*

Mbowa, H.S & Prof. Kaaya, S. (2019). Online Application System For Admission In Private Universities: A Case Study Of Kampala University, Uganda. DOI: 10.4018/978-1-7998-1029- 2.ch004. www.igi-global.com.

International Journal of Research in Sociology and Anthropology (IJRSA) Volume 5, Issue 3, 2019, PP 31-39 ISSN 2454-8677 http://dx.doi.org/10.20431/2454-8677.0503005 www.arcjournals.org
'Understanding Feminism Perspective of Informal Women Entrepreneurs in Kyengera Town Council, Uganda. [2]Professor of Business leadership and management, Kabale University

Effect of urine fertilizer on vegetable growing in Kitemu Zone, Wakiso Disctrict' to be presented at the international conference on research and innovation for global advancement, organized by; Journal of Research Innovation and Implications in Education (JRIIE) from 30th – 31st October 2019 at Prideinn Paradise Beach Resort Mombasa Kenya

Curriculum review of KAB University May-July 2019

Paper presentation at the 9th Annual International Leadership conference 18-21 June 2019 organized by MUBS, paper entitled: Analysis of the Challenges involved within decentralization in service delivery in Wakiso District, Uganda. https://www.kab.ac.ug/publication

International Journal of Research in Sociology and Anthropology (IJRSA) Volume 6, Issue 2, 2020, PP 01-07
ISSN 2454-8677 http://dx.doi.org/10.20431/2454-8677.0602003 www.arcjournals.org
Psychology and Corruption: The East African Experience John Michael Edoru (Phd, UNISA) 1 *, Sanni Tajudeen Adebayo (Phd Candidate, MUST) 2 , Eunice M. Ndyareeba (Phd Candidate) 3 , Prof. KaayaSiraje4, 1,2,4Department of Foundations of Education Studies, Kabale University, UGANDA 3PhD Candidate Education Psychology. Kyambogo University

JRIIE Journal of Research Innovation and Implications in Education

Effect of Education on Sustainable Development in East African Universities: A Case of Kampala University (Uganda) and University of Technology and Arts of Byumba (Rwanda) 2018;

I) ARC Publications Pvt. Ltd.

Paper ID: 33180029
editor_ijrsa@arcjournals.org
"International Journal of Research in Sociology and Anthropology(IJRSA)"
Challenges in the Implementation of Fiscal Decentralization and its effects on the Health Sector in Uganda. 2018

II) Paper ID: 33180028

editor_ijrsa@arcjournals.org

ARC Publications Pvt. Ltd.

"International Journal of Research in Sociology and Anthropology (IJRSA)"

Challenges and Marketing Strategies for Young African Universities. 2018

III)

JRIIE Journal of Research Innovation and Implications in Education

Assessing Poultry Firms' Survival in Kampala: A Case of Biyinzika Enterprises Limited 2019

Premier Publishers www.premierpublishers.org

Manuscript Reference Number: PP-1027-0119-728

Author: Prof KAAYA Siraje,

"Impact of Commercial Banks in Promoting Small and Medium Enterprises in Rural Areas: Case Study of Banque Populaire Du Rwanda, Shangi Sub-Branch in Nyamasheke District (2014-2016) RWANDA"

Manuscript Reference Number: PP-1046-0119-741

Author(s): Prof/Dr/Engr/Mr/Mrs/Ms Henry Stanley Mbowa,, Kaaya Siraje and Francis Kalyango Title: "Factors Influencing Adoption Of Energy Saving Technologies in Mateete Sub County, Sembabule District, Uganda" 2019

The acquisition of HIV/AIDs knowledge as a key to health safety against the infection; case study of Kenya & Uganda. (Scientific research journal of TEAU *ISSUE No. 1 Edition of The East African University August, 2013)*

The promotion of migration & emigration for economic and social well-being of unprivileged people in least developed countries **(LDCs);** *Case study of the fourth United Nations conference on the least developed countries, Istanbul Turkey, period 9th -13th may, 2011.(2012 ULK scientific review publication)*

Engagement of developed countries and private as a key to the development of Least Developed countries (LDCs). *A case study of the fourth United Nations conference on the least developed countries, Istanbul Turkey, period 9th -13th May, 2011.*

(ULK scientific journal, March 2012, No 24)

Enhancing student performance through involvement and engagement; Reflections on the case methods of teaching at Makerere university business school (2011), (ULK scientific Journal, June,2011 No 21)

The importance of customer care in successful running of a company, case study of MTN Rwandacell (2010) (ULK scientific Journal, November 2010, No 19)

Entrepreneurship as a driving tool in small scale businesses creation in Rwanda. Case study of Rwanda Trade Fair (RTF). (2009) ULK scientific Journal,
July 2010, No 18)

BOOKS PUBLISHED

Growing your own vegetables a strategy for improving household livelihood Self-guide community production by Mboawa Henry Stanley, (Editor-in Chief: Prof. Kaaya Siraje 1st Ed 2020)

1. Organization change and development (2019 in progress)
2. Book chapter ' IT Issues in Higher Education: Emerging Research and Opportunities. *(IGI Global; Disseminator of Knowledge)September 2019*
3. Communication and leadership traits in business (CLM Consult LTD) 2017
4. Entrepreneurship development and safe guarding of new Business start-ups (JKUAT-Publication Rwanda) 2016

5. Principles of project management. (Kigali Independent University publishers) 2012
6. Management principles and practices (ULK publishers) 2010

Consultancies / Projects

1. Entrepreneurship Development for Refugee Self-Reliance: A Case Study of Nakivale and Oruchinga Refugee Settlement, South Western Uganda in collaboration with unleashed Potentials- Nakivale Settlement (2023)

Project Investigators

Principal Investigator (PI): Prof. Kaaya Siraje
Designation: Professor
Area of expertise: Business Leadership and Management
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Business Studies, Kikungiri Campus.

- Telephone No (s): +25677396666/0706232234
- E-mail: skaaya@kab.ac.ug

Assoc. Prof. Denis Sekiwu (Co-PI)
dsekiwu@kab.ac.ug
Dr. Abbas Mugisha (CII)
mabbas@kab.ac.ug
Dr. Barigye Godfrey (CIII)
gbarigye@kab.ac.ug

2. Project title: Modelling Agricultural Cooperatives services on farmers' market accessibility in Kigezi Sub-Region, Southwestern Uganda. (2022-2023)

Principal Investigator (PI): Dr. Munyambonera Ezra
Designation: Senior Lecturer
Area of expertise: Economics
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Economics, Kikungiri Campus.
Telephone No (s): 0785741648 E-mail: emunyambonera@kab.ac.ug

Principal Investigator (PII): Mr. Byanyima Faustino
Designation: Assistant Lecturer
Area of expertise: Economics

Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Economics, Kikungiri Campus.
fbyanyima@kab.ac.ug

Co-Investigator III: Mr. Nabimanya Boaz
Designation: Assistant Lecturer
Area of expertise: Economics
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Economics, Kikungiri Campus.
Telephone No (s): ……., E-mail: …….

Principal Investigator (PIV): Professor Kaaya Siraje
Designation: Professor
Area of expertise: Business Leadership and Management
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Business Studies, Kikungiri Campus.

- Telephone No (s): 0773396666/ 0706232234
- E-mail: skayaaya@kab.ac.ug

Co-Investigator V: Mr. Arineitwe Shine
Designation: Assistant Lecturer
Area of expertise: Economics
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Economics, Kikungiri Campus.
Telephone No (s): ……., E-mail: …….

3. Project Title: Developing a Model for Mobile money usage and financial inclusion in Uganda. A Case of Kabale District.(2022-2023)

Principal Investigator (PI): Prof. Kaaya Siraje
Designation: Professor
Area of expertise: Business Leadership and Management
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Business Studies, Kikungiri Campus.

- Telephone No (s): +25677396666/0706232234
- E-mail: skaaya@kab.ac.ug

Co-Investigator I: Dr. Eliab Byamukama Mpora
Designation: Lecturer
Area of expertise: Business Studies
Faculty, Department and Campus of the PI: Faculty of Economics and Management Sciences, Department of Business Studies, Kikungiri Campus.

- Telephone No (s): +256772982751/0701385513
- E-mail: ebyamukamampora@kab.ac.ug

Co-Investigator II: Dr. Abanis Turyahebwa
Designation: Senior Lecturer
Area of expertise: Finance and Accounting
Faculty, Department and Campus of the Co-Investigator I: Faculty of Economics and Management Sciences, Department of Business Studies, Kikungiri Campus.

- Telephone No.: +256779010013
- E-mail: aturyahebwa@kab.ac.ug

4. TITLE: Modelling Agricultural Cooperatives Services on Farmers' Market Accessibility in Kigezi Sub Region, Southwestern Uganda

Project Team

Principal Investigator (PI): Dr. Munyambonera Ezra
Designation: Senior Lecturer
Area of expertise: Economics
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Economics, Kikungiri Campus.
Telephone No (s): 0785741648 E-mail: emunyambonera@kab.ac.ug

Principal Investigator (PII): Mr. Byanyima Faustino
Designation: Assistant Lecturer
Area of expertise: Economics
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Economics, Kikungiri Campus.
fbyanyima@kab.ac.ug

Co-Investigator III: Mr. Nabimanya Boaz
Designation: Assistant Lecturer
Area of expertise: Economics
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Economics, Kikungiri Campus.

Principal Investigator (PIV): Professor Kaaya Siraje
Designation: Professor
Area of expertise: Business Leadership and Management
Faculty, Department and Campus of the Principal Investigator: Faculty of Economics and Management Sciences, Department of Business Studies, Kikungiri Campus.

- Telephone No (s): 0773396666/ 0706232234
- E-mail: skayaaya@kab.ac.ug

5. The implementation of the Modular system of academic content delivery in Universities of Western and Eastern Uganda. A Research Proposal Submitted to Spencer Foundation. (November 1st 2021)
Dr. Edoru John Michael (Principal Investigator) Dr. Eliab Byamukama Mpora (Co-Investigator II) Prof. Kaaya Siraje (Co-Investigator I)

6. Micro-Credit Institution's Services and Sustainability of Micro, Small and Medium Scale Enterprises during Covid-19 Pandemic in Kigezi Region, South Western Uganda. A Research Proposal Submitted to the Research Ethics Committee of Mbarara University of Science and Technology (Approved 2021)
Dr. Agaba Moses (PI) Dr. Nafiu Lukman (Co-PI) Prof. Kaaya Siraje (Co-PI)

7. Analysis of the Effects of Covid19 on the Operations and Sustainability of SMES in South Western Region Uganda; (Districts which include: Kabale, Kisoro, Rukiga. Rukungiri and Ntungamo) (June 2020)

8. (Erasmus + KA2-cooperation for innovation and the exchange of good practices –Capacity Building in the field of Higher Education): Title: Enhancement of Rwandan high education in strategic fields for sustainable growth/ EnRHEd (2019/2020)

9. Title: Improving rural women livelihood and food security in Byumba sector. 2017

10. On effect of deforestation on soil conservation in East Africa, (In collaboration with Mbarara University of Science and Technology) 2017

11. On Modular system of teaching, curriculum writing and development at Kampala University, 2014
University Charter writing and Governance 2013-2014 in Nairobi Kenya

Post graduate Thesis supervised

PhD Thesis

1. Procurement Risk Management and Public Sector Organisation Performance. Case Study of Kabale and Kanungu District Local Governments.
2. Modelling Women Entrepreneurial Competences And Performance Of Small And Medium Enterprises (SMEs) A Case Of Kigezi Region.
3. Credit Risk Management Policies and Loan Performance in the Banking Sector of Uganda A Case Study of Central Uganda,
4. Women Entrepreneurial Competences and Performance of Small and Medium Enterprises (SMEs) in Uganda

5. Tax Compliance and Revenue Collection Management by Uganda Revenue Authority in Commercial Enterprises of Greater Mbarara, South Western Uganda
6. Etc

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s/n	ACHIEVEMENTS	OUT PUT
1	EVALUATION VC'S OFFICE FROM SEPTEMBER 2014 ,TO DATE AT UNIVERSITY OF KIGALI	- By the end of October 2014, 10 undergraduate programmes were fully developed from Level 1- Level 5; - Submitted to HEC: Were approved.
2	1. University policies were completed and signed.	- Policies are in use and more are being developed
3	2. Examination office was created, staffed and now fully operational; - A software has been installed to speed up the result slips process,	- Students started getting results slips which was not there before,
4	3. Teaching staff standardized: -Teaching load normalized; -Part time lecturers payments (rates revised to normal)	- More PhD holders were brought in, other lecturers were also recruited on full time basis; - I normalized the number of teaching hours per week - I revised the payments per hour for part time teaching staff; - PhD holders from net 15000 rwf per hour to gross 12000 rwf per hour; - Master holders from gross 12000 rwf per hour to gross 9000 rwf, - - (This exercise cut the costs to approximately 40-45% of the expenses which were being incurred.)
5	4. UoK Head-quarters successfully shifted from Kicukiro to Kacyiru presser house	-cutting down double cost/ Expenditures on rent which was being incurred.
6	5. Library- eBooks were installed into UoK Library	- Close to 50,000 e-books were bought and installed within the UoK computer labs.

7	6. Deans of faculties were appointed (PHD holders)	- Dean faculty of Business Management and Economics; - Dean faculty of Computer Science and Information Technology
8	7. Masters programmes 13 -Master of education management, 1 -PGDE 1	- 14 Masters programmes were re-worked up on , re-submitted to HEC, validated and 13 of them were approved, - Of recent, Master of education management and Post graduate diploma in education were validated and approved
9	8. UoK Musanze campus has been opened.	After a successful HEC audit; PGDE programme is ongoing now,
10	9. Post graduate school was opened in April 2015	13 masters programmes were approved
11	10. UoK has been admitted to the IUCA as full member.	- UoK is now a full member of the Inter University council of East Africa. - UOK recognized in the region,
12	11. Daily Activities.	- Discipline of staff has improved; - Late coming and absenteeism reduced drastically; - Non complaint punished severely;
13	12. Continuous senior management meetings are in place.	- Every Monday's to decide on the developments of the University,
14	13. Good communication within the University.	- Good working relation among employees and the employers,
15	14. The 1st UoK scientific research journal formal Volume 1 has been published.	- The second volume is underway
16	15. HEC audit:	- A successful HEC audit has been achieved.

		- Three more new programme have been approved by the Ministry of Education.
17	16. A number of vacant directorates have been filled with staff	- DPPR - D-Marketing - Dean postgraduate school.
18	17. Some specializations with insufficient number of students were merged	- Brought about cutting down the costs in terms; teaching hours paid, materials used while offering courses in such classes, etc
19	18. My teaching load is 8 hours per week	- I teach post graduate classes and under graduate, Evenings and weekends. This is a sign of working hard towards the success of the University
20	19. Students number	- The number of students is increasing steadily (From 1118 – 4000 students in just one year of my tenure)
21	**General comment:** - **The University now has a named University council members;** - The University has a Chancellor; From the above revelation, it clearly shows that I know what I came for. I work from morning 8.00 am to 9.00 pm in the evening and on weekends which is a sign of self-motivation and love for the growth of this University	
22	**<u>Achievements</u>** • Establishment of a learning center in musanze district "Musanze town" ❖ Submission of New curricular which are: • curriculum of post graduate diploma in education (PGDE) • Master's in Education Management • Bachelor of Education; • Post graduate school successfully started. • Examination office created **<u>Education systems at UoK</u>** • Increased number of full-time lecturers.(reduced number of part timers) Evaluations of lecturers Exams moderations & Invigilation	

	Standard Examinations. **Normalised number of teaching hours (teaching load)** -Quick book software installed; -Shifting from Kicukiro to Kacyiru; **-increased number of students from 1180 to 4000 .** Acquisition of electronic books (over 50, 000 books).	
23	3. Press conference- Launch of Masters programmes, school of post graduate studies and the centre for Economic Governance and Leadership.	**Tuesday 31st Mach, 2015** At the school of post Graduate studies- Kacyiru campus The university of Kigali was invited to a press conference for the Launch of: • Masters programmes • School of post Graduate studies • The Centre for Economic Governance and Leadership.
24	b) Commencement of masters programmes	Masters students sat for two exams on the dates indicated below. 1. Business organization and management - weekend June 27th 2015 2. Network security (MIT) -weekend -June 21st 2015 Lectures of other modules continue normally.

25	5. Admission to the Inter-University council for East Africa (IUCEA) 6th July, 2015	**6th July, 2015** The University of Kigali received an admission letter to the Inter- University Council membership as a full Member with immediate effect. In order to confirm our membership, The University will be required to pay an annual membership subscription fee based on the total number of students enrolled therein.

Undergraduate Dissertations supervised; from 2008-2018 (More than 150)

TEACHING & LECTURING

I handle PhD classes at KABALE UNIVERSITY / JKUAT
Masters Classes at UOK, ULK, TEAU, ETC
Masters Classes at Kabale University
Undergraduate programmes

EVALUATION AS VICE CHANCELLOR AT UOK (2014-2016)

Kigali 2016

6.1 BACKGROUND:

- Since my appointment as the Vice Chancellor of University of Kigali, the University has been growing steadily with increased numbers in the enrolment of students' undertaking different courses within the undergraduate programs offered by different faculties, mainly the faculty of Business Management and Economics, the Faculty of Law and the faculty of Computer Science and Information Technology.

- With practical achievements registered within the shortest time, the Government of Rwanda through the Ministry of Education has approved and authorized the University of Kigali to start fourteen (14) masters programs, of which some are now already operational at the Kigali main campus and also at Musanze campus in northern Rwanda.

6.2 ACHIEVEMENTS

6.3 ACHIEVEMENTS AS THE VICE CHANCELLOR OF THE EAST AFRICAN UNIVERSITY, KITENGELA NAIROBI KENYA

DATE: SEPTEMBER 2013-August 2014

1. <u>Achievements</u>

- Developed the draft Charter of TEAU in line with Commission for University Education of Kenya;
- Developed University statutes of TEAU;
- Developed the English curricular levels 1,2, and 3 for English learners;
-
- The East African University scientific Research Journal issue No. 1 has been published and the second issue is underway;

- Brought about good working relations with Commission for University Education and as thus various progressive reports have been sent to the Commission for University Education (CUE), letters of acknowledgements, encouragements and appreciation have been received from CUE;

- The number of new students at the main campus is increasing;

- I came up with quality control forms which have really improved the quality of service delivery to our students;

- The new system of teaching is picking up steadily and lecturers have started embracing it, and we hope to organize examinations after every completion of at least three Units on the request of students and lecturers;

- Four new programmes are almost ready for submission to CUE for accreditation, they include; Bachelor Education with special needs, Bachelor of Early Child hood and Development Education, Bachelor of sports science Education and Bachelor of Environment Management;

- Marketing is being handled as a priority and I am the chief marketer, we hope to attract more students as we move along;

- The University Magazine first issue was published in May 2013 and **issue No. 2** is being prepared;

- I have linked our University to as many Institutions of higher learning as possible in terms of signing **MOUs;**

- The cafeteria is now self-sustaining to an extent that it pays the salaries of its workers;

2. FINANCE OFFICE

- The mode of fees payment has been changed; every student is obliged to initially pay at least 50%;
- A number of students who were not paying tuition fees for close to two years were discovered;

- We started banking the cafeteria sales on its account weekly, and money for cafeteria workers salaries and shopping for cafeteria was being withdrawn from this account;

3. HUMAN RESOURCES

- A new employee Ass. Accountant was recruited to help me in the accounts section;

- Miriam Mwangi was transferred from the city center campus as an administrative assistant to the main campus to work in the library with Lucy Wangechi

7. Skills

A, Computer literacy

B, **Languages**	**spoken**	**writing**	**literacy**
English	Excellent	Excellent	Excellent
French	Tries	Some knowledge	Some knowledge
Swahili	Good	Good	Good
Kinyarwanda	Good	Good	Good
Luganda	Excellent	Excellent	Excellent
Runyakitara	Tries		

Post Graduate Modules which I can handle

- ✓ Business Organization and Management
- ✓ Entrepreneurship Training and Development
- ✓ Human resource planning and development related courses / Modules ;
- ✓ Organisation change & Development;
- ✓ Principles of Management and Practice;
- ✓ Project management & Entrepreneurship

- ✓ **Undergraduate**
- ✓ Principles of management
- ✓ HRM & OB
- ✓ Project management & Entrepreneurship
- ✓ Marketing & SMEs

References:

1. Prof. Dr Rwigamba Balinda
   Founder and president of Kigali Independent University
   Rwanda

2. Associate Professor Tamwesigire Caleb
   Dean, Faculty of Economics and Management Sciences
   At Kabale University Uganda

3. Associate Professor Turyahebwa Abanis
   Coordinator grants writing Kabale University
   Uganda

8. Declaration

I certify that the information I have given above, is true to the best of my knowledge.

Signature.....

Professor KAAYA Siraje

Date: 11th October 2023