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POSTGRADUATE PROSPECTUS

2020/2021



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WELCOME REMARKS FROM THE VICE CHANCELLOR



Professor Joy C. Kwesiga,
Vice Chancellor Kabale University

I wish to welcome everybody who wishes to join or is already a student of Kabale University for their postgraduate studies. The University is an exciting place—a place that delivers enriching experience due to the hospitality nature of the Kigezi people.

The metamorphosis from Private to Public status has no doubt ensured a positive image and increased public trust in Kabale University. Already, indicators of growth have been registered. Coupled with the imminent upgrading of Kabale Municipal Council into a City, we are sure that students will enjoy a very vibrant environment; with attendant varied amenities, we are proud of what our City and our University will offer you.

From the day you arrive at Kabale University, you will be part of a world-class University with a thriving postgraduate culture, built on teaching excellence, leading-edge research, innovation, collaboration and engagement. These components have been woven in our Directorate of Graduate Training systems to ensure we deliver a truly integrated experience.

You will receive an educational experience that is research-led, learning from academics who are great leaders in their fields, and you will benefit from a range of academic and professional opportunities available through our now expanding country, regional and global connections.

You will also experience an interesting studying environment which supports postgraduate student community to become thinkers, communicators, innovators and leaders who are future-ready. We emphasize theory, practice and attitudinal change as pillars of critical thinking.

I wish to state that since 2015, the quality of services to our students has progressively improved significantly. While there are still some challenges, management and Council are determined to address all these challenges. No institution, especially a young institution like Kabale University, can easily reach the level of desired efficiency in a short period. We timely release student results and academic documents—certificates and transcripts. We have established a robust postgraduate process, which will ensure effective graduate teaching, supervision and timely completion of graduate studies. The E-learning system of the University has been developed. The University is now ready for the first doctoral programmes in the Faculties of Economics and Management Sciences; and of Arts and Social Sciences.

I do hope you will choose Kabale University for an outstanding postgraduate experience. We look forward to welcoming you and ensuring that your time here becomes the platform for a truly wonderful, exciting and fulfilling career.

Professor Joy C. Kwesiga, PhD
VICE CHANCELLOR

WELCOME REMARKS FROM THE DEPUTY VICE CHANCELLOR, ACADEMIC AFFAIRS



Professor Benon Basheka,
Deputy Vice Chancellor

The heart of any University of the 21st Century era is graduate education, research and innovation. Knowledge generation and innovation are enhanced through robust postgraduate systems. The Directorate of Graduate Training at Kabale University is the gateway to the benefits of a true critical analyst through the postgraduate experience. Studying at Kabale University as a postgraduate student is and should be about going beyond current conceptions and categorizations but it should be about the ability and resolve for redefining and rethinking assumptions, and being adaptive for the benefit of individuals, organisations and society.

We train our postgraduate students to become Thinkers, Communicators, Innovators and Leaders who are Future-ready. Key to this is the deliberate blend of theory, practices, disciplinary excellence, trans-disciplinary collaboration and attitudinal transformation.

You will have the support of the academic team in your field of study. The Directorate of Graduate Training is destined to be a world-class intellectual and social hub, connecting students from all disciplines to each other and to mentors and employers within the University and beyond. Postgraduate training is linked to the Directorate of Research and Publications. Both of these directorates have an elaborate governance framework overseen by the University Senate and respective Boards.

The University has now completed the academic cycle of programs from certificate to doctoral programmes. The Directorate of Graduate Training now has its own home to promote identity and the training will be unique to this level of training. The expansion of the doctoral-level staffing sends a strong message of our direction of graduate research and training. I welcome you to the Kabale University postgraduate community and promise exceptional experience in our academic process management.

Professor Benon Basheka (PhD)
DEPUTY VICE CHANCELLOR, ACADEMIC AFFAIRS

WELCOME REMARKS FROM THE DIRECTOR, GRADUATE TRAINING



Director, Dr. Denis Sekiwu

You will be among like-minded people and receive the stimulation, support and challenges you need to succeed. Our postgraduates have a distinctive voice and are highly valued members of the University within a community that is diverse, safe and inclusive. We ensure this through student representation and dedicated facilities and resources, such as our University Directorate of Graduate Training and full-time Postgraduate Senior Assistant Registrar.

Life as a postgraduate student involves much more than just studying for your degree. You can get involved in research and special interest groups, contribute to publications, talks and conferences, and take advantage of a broad range of opportunities to gain new skills.

We are here to ensure that all postgraduates across the University are equipped to do the highest quality study and research during their time at Kabale, and that they have the skills needed to pursue the career they choose.

Dr. Denis Sekiwu

DIRECTOR, DIRECTORATE OF GRADUATE TRAINING

BRIEF ABOUT KABALE UNIVERSITY

Location



Kabale University is located on Plot 364 Block 3 Kikungiri Hill, in Kabale Municipality, about a kilometre off Kabale-Katuna-Kigali Highway. The Main Campus sits on 50 acres of land. You can access the University via Mukombe Road, which connects the Kikungiri Campus to the Highway. An additional Campus is located on Plots 66-76 in Nyabikoni ward in the Central Division of Kabale Municipality comprising of 2.5 acres. This houses the Faculty of Engineering, Technology, Applied Design and Fine Art. Kabale University School of Medicine is partially housed on Makanga Hill, in the Kabale Regional Referral Hospital next to the headquarters of Kabale District Local Government.

University Establishment

Kabale University was established in 2002 as a community private University. It was granted a Charter on 29th September 2014. The Charter was assented to by the President of the Republic of Uganda on 25th October 2015. Under Statutory instruments no. 36 of 16th July 2015, KAB was formerly established as a Public University under the Universities' and other Tertiary Institutions Act 2001 (as amended). This accorded KAB the unique status of being the first institution of its kind in Uganda, to metamorphose from a Chartered private to a public University. As a public University and on the recommendation of the University Council, President Museveni appointed Prof. Mondo Kagonyera as the first Chancellor of University on 22nd April, 2016. The President installed the Chancellor on 4th November 2016.

KAB Vision



A sustainable vibrant University of academic excellence in the Great Lakes Region and beyond.

KAB Mission



To be an efficient and effective University that excels in teaching, learning, research, innovation and community engagement.

University Core Values

Excellence: We commit ourselves to excellence where we shall always challenge ourselves to utilize our God-given gifts - intellectual, social, physical, spiritual and ethical.



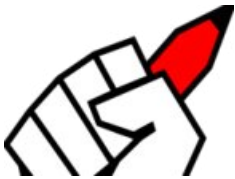
Integrity: We commit ourselves to ethical and responsible behavior in our own actions and to developing the same commitment in our students, thus fostering individuals who will have the skills, knowledge, and ability to engage positively with a diverse and changing world.



Diversity: We are dedicated to attracting and supporting a diverse student, faculty and staff population and enhanced multicultural learning opportunities.



Lifelong learning: We are driven by a need for continuous need and believe for being a learning organization where our students and staff cherish lifelong learning.



Academic freedom: We are a University that cherishes academic freedom where students and faculty engage in professional development and scholarly endeavors that promote the creation and application of knowledge in all disciplines.



Collegiality: We are a university that believes in processes of shared decisionmaking based on productive synergistic interactions among our students, faculty, and staff, and disciplines in the pursuit of institutional goals. We shall accordingly support a community and climate of respect and thoughtfulness among students, faculty, staff, and the people of our community, nation, and the world.



Community Support. We are a University that values and respects as our greatest asset as the people who make up our community—students, faculty, and staff—as well as the people connected to us through ties to our local community and region, our nation, and the world

Our Pillars

These five pillars guide your journey through the Directorate of Graduate Training. They will form the basis of the development of your knowledge-base and key competencies, allowing you to test your ideas and communicate them to your audience with impact.



THINKER

- ✓ Reflective
- ✓ Critical
- ✓ Flexible
- ✓ Disruptive



FUTURE-READY

- ✓ Confident
- ✓ Resilient
- ✓ Employer-focused
- ✓ Networked



COMMUNICATOR

- ✓ Academic writers
- ✓ Publicly engaged
- ✓ Socially networked
- ✓ Professional
- ✓ presenters



LEADER

- ✓ Visionary
- ✓ Strategic
- ✓ Self-aware
- ✓ Collaborative



INNOVATOR

- ✓ Creative
- ✓ Business aware
- ✓ Risk manager
- ✓ Insight driven

Kabale University Graduate Attributes

Students come to Kabale University not only to acquire a certain set of facts or competences but because they have an understanding of the sort of person they want to become.

Building on the strong value placed on a solid disciplinary formation, we wanted to answer to the question 'what kind of person can I be?' We distilled this sense of transformation into four Kabale University graduate attributes listed below.

1. *To think independently*
2. *To communicate effectively*
3. *To develop continuously*
4. *To act responsibly*

Careers Support

Our expert careers support and training will equip you for the next step in your journey. Your ambition is our ambition. Whether you are already employed, changing career or are yet to enter the job market, when you join us you will benefit from our sector-leading employability support.

Our Postgraduate Careers Network will provide you with expert preparation for employment or help you to advance in your career. If you are aiming for an academic career, our supervisory teams will provide you with the advice and information that you need for your success. Our teams will offer you employment advice, help you to foster valuable networks and identify relevant opportunities. We will ensure that you are ready to take your next step and are equipped to demonstrate your achievements.

Kabale University postgraduate degree will help you to grow and boost your professional prospects. We can teach you the skills required to make you a highly desirable graduate for employers locally, nationally and internationally.



The President of Uganda, HE Yoweri Kaguta Museveni at the Installation of the University Chancellor, Professor Mondo Kagonyera, in attendance was also the Minister of State for Higher Education, Hon. J.C. Muyingo, The Prime Minister, Dr. Ruhakana Rukunda, the University Chairperson of Council, Mr. Manzi Tumubweine and The University Vice Chancellor, Professor Joy C. Kwesiga.



The Vice Chancellor, professor Joy C. Kwesiga with Professor Benon Basheka and Assoc. Prof. Mesharch W. Katusiimeh at the 1st Kabale University inaugural lecture.

Academic Achievement

You will receive expert teaching, supervision and resources, to help you to succeed in your degree. We expect a lot from our postgraduates, but you can expect a lot from us in return. We will work with you to identify your personal training and support needs as you engage in a challenging yet rewarding postgraduate degree.

We use technology to enhance your learning and research. Take advantage of our library, collections and archives and choose your mode of study; from traditional methods to using e-resources to interact with collections digitally. Among purpose-built, modern surroundings, including labs that support both research and teaching, you will work alongside an expert team who can help you to exploit our state-of-the-art tools. Our personal tutor system for Masters students and supervisory teams assisting researchers will support you to set goals and monitor your progress.

You will be taught and supervised by our outstanding academics, whose research shapes and informs your learning. Our schools and departments, and the University Directorate of Graduate Training, will provide the best possible research and education environment, including dedicated study spaces in which you can work, and events and training programmes to support your development.



The University Chancellor, Professor Mondo Kagonyera and the Vice President of Uganda, Hon. Ssekandi with Chairperson of Council, Vice Chancellor and some of the graduate students at one of Kabale University graduation ceremony

Social, Health and Wellbeing

Your health, wellbeing and personal development will be as important to us as your academic achievement. You will benefit from a huge range of opportunities to enrich your postgraduate experience, including the support you need to manage your wellbeing while studying with us.

As a civic University, we are committed to the principles of equality and diversity. We work to make sure that all our students feel safe and valued and that we contribute to the region through education and research. Postgraduate students make up more than 40% of our student community, so you are integral to our work as a University. Within an inclusive and supportive postgraduate community, you will meet and share experiences with students and researchers from different countries. Whatever format you are studying, this mix of people, nationalities and cultures will greatly enrich your perspective and your learning.



Trained Nurses at Kabale University

Student Accommodation

Kabale University is still a non-resident university but there are secure privately-owned student hostels within the surrounding environment. In the meantime, the university can accommodate only a few students at its Kikungiri Main Campus Hostels. We do have other campuses; Nyabikoni for the Faculty of Engineering, Fine Art and Design as well as the Kabale University School of Medicine at Makanga, both are still within a walkable distance to Kabale University main campus. Accommodation arrangements are done by the university before your arrival but payments to rooms and space are done by students themselves on an individual basis. For room or house bookings, you may contact our helpline at info@kab.ac.ug or you may need to call +256 782 339 977

IT Services

As a student at Kabale University, you are provided with access to computers in the Directorate of Graduate Training and various computer laboratories across campus, secure wifi, a Kabale University email account and e-learning resources.

Library Services

Kabale University Mukombe Library is located on Kikungiri Campus in the Southern Division of Kabale Municipality, Kabale District. The library serves the University Community and the Public.

Mukombe Library aims at achieving the University objectives which are to support Teaching and Learning, Research, and Community outreach. These objectives are achieved through the provision of a well-managed information stock and a tranquil study environment.

The library has a collection of both hard and soft forms of information source materials. There are 10990 hard copies, which include books and periodicals. The University also collects and subscribes to, electronic resources to access full-text journals, company information, e-books, reference books, economic data, digital images, industry profiles, market research and career information in electronic form. The on-shelf hard copies and e-resources cover a range of disciplines including basic sciences, health sciences, applied sciences, education, arts and

humanities, and social sciences. These resources can be accessed and utilized either within or outside the library.

The Library offers a range of services including Information Provision and Reference, Internet and E-Resource, Online Public Access Catalogue (OPAC), Patron Administration, Charging and Discharging, Current Awareness Service (CAS), Selective Dissemination of Information (SDI), User Education, Information Retrieval and Dissemination, Reprographic Service, Binding and Repairs.



Mukombe Library

Student Services

The Directorate of Graduate Training provides central academic administrative services to assist students with all queries regarding course applications/admission, fees, registration, timetables, examinations and assessments.

E: dpgt@kab.ac.ug

T: +256 772 572454

Health Services

The University Clinic provides primary healthcare services to all students. Nurses and a Lab Technician are on the University daily. All our medical staff are well trained and have valid medical qualifications. They are engaged to promote high standards of health and wellbeing and offer an expanded range of services at the University.

These services include;

- Health promotion
- Sexual health services
- Counselling and Testing Services
- Nutrition Consultations

- Emergency assistance and first aid
- Common medication administration, injection and procurement
- Medical standby for campus major events and activities
- Hospital accompany service for staff and students



The DVC-AA with other University Staff listening to the Presentation by the French Ambassador as they all observed the COVID-19 Standard Operating procedures

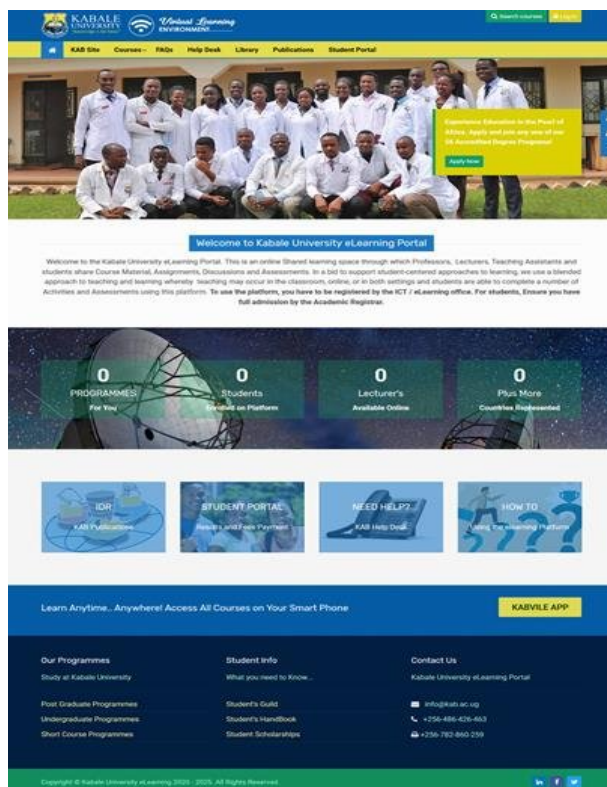
Working Hours

Daily Outpatient: 8:30AM- 8:00PM

E-Learning Services

Through our elearning portal, a team of well-trained ICT experts will be available to enable you study at your convenience. Kabale University has one of the eLearning tools and services in Uganda available and functional;

- ✚ E-learning System located at <https://elearning.kab.ac.ug>
- ✚ Conferencing portal located at <https://conferencing.kab.ac.ug>
- ✚ The conferencing portal is connected to the e-learning system
- ✚ The helpdesk platform located at <https://helpdesk.kab.ac.ug>
- ✚ The e-learning knowledgebase / support portal or FAQs located at <https://esp.kab.ac.ug>



- ✚ The e-learning Mobile App (Kabvile Mobile) can be downloaded at <https://kab.ac.ug/Kabvile.apk>
- ✚ E-Learning user manuals for both Students and Lecturers (on <https://esp.kab.ac.ug>)
- ✚ Direct support through calls

Location of the University

Kabale University is found in the South Western part of Uganda in Kabale District, Kabale town and is located on Kikungiri Hill, 1 km off KabaleKatuna- Kigali High way. It is the only secular university in the Great Lakes Region. We experience the best weather in the whole country with a cool and calm environment very ideal for studying and reading. Kabale District is endowed with the natural beauty of sunshine, Lake Bunyonyi, green hills and valleys and Bwindi Impenetrable forest that is known as a home of Mountain Gorillas that you can visit.

Application and arrival information

Application on both undergraduate and postgraduate programmes can be found at www.kab.ac.ug . For admitted students, plan your travel in time. Contact your international students' coordinator in the office of the Deputy Vice Chancellor-Academic Affairs (Ruth Mbabazi) at rmbabazi@kab.ac.ug or Tel. +256 782 339 977. Other relevant information details can be obtained from relevant government offices.

Students' Experience

There is an International Students' Association which is student-run and it organizes a range of social events throughout the year in and around Kabale. We recognize that studying in a different country can be scary in all aspects so we have an excellent structure in place to give you all the help and comfort that you need. We will ensure that you are well supported during your time with us.



The French Ambassador enjoying one of the traditional Kikiga songs



This Kinyarwanda traditional dance mostly enjoyed by our international students

Visas, Student Pass and Immigration

If you are from outside Uganda you may need to apply for a visa and a student pass to become a full-time student in the country. A student pass is an added mandatory document to have if you are to identify yourself as a student anywhere in the country during your stay and at the time you want to exit the country. The university offers guaranteed support to students to obtain these documents with the assistance of the Coordinator, International Students. You are requested to find out in time whether you will need a visa, how to apply and what documents you may need before arrival, at arrival, and during your stay. For more information, you can contact the Foreign Affairs Office in Uganda at www.immigration.go.ug

International Student Support

The offices of the Academic Registrar, Dean of Students and International Students coordinator will help you adjust and settle in through a programme of orientation events and support within the first week of arrival. The support includes:

- ♣ A specialized Welcome Week programme to help you to settle in and make friends
- Immigration advise including guidance on how to apply for a student pass and renewal of a Student Visa;
- ♣ Support and advice from our international students' coordinator's desk;
- ♣ Dedicated facilities for you to practice your faith outside the university;
- ♣ A range of student-led clubs and associations so that you can try out new activities and meet like-minded people;
- ♣ International Students Association (ISA) – a student-led society specifically for international students;
- ♣ International networking through Kabale University Alumni Association.

We will help you to settle and adapt to a new lifestyle while studying and living in Uganda-Kabale. In case you got a question about life at KAB as an international student, please do not hesitate to reach out to the offices of the Academic Registrar, the Dean of Students or the International Coordinator or our helpline at info@kab.ac.ug.



Kabale University hosts Masters of Non Profit/NGO Management students from Regis University, Denver, Colorado, United States of America

Choice of Academic Programmes and Mode of Study

We recognize that in an increasingly fast-paced world, flexibility in terms of how and where you undertake your studies is important. Our portfolio of programmes offers a modern solution for today's postgraduate students. We offer a range of opportunities to suit your personal or professional needs from our modes of delivery including weekend, holiday and distance learning options.

Doctoral Research Programmes



These involve the completion of original academic research. They also include research skills training that will equip you to become an independent researcher, capable of advancing knowledge in your field.

Doctoral degrees, such as the PhD, are the highest level of academic qualification, for which you will conduct original research and contribute to a field of knowledge. Doctoral researchers often teach undergraduate classes during their degree programme and you will usually contribute to the research life of your department by presenting papers at seminars and conferences.

Masters-Level Programmes



These are usually two years in length. Comprising a number of modules, they are assessed by a combination of coursework, examination and dissertation, and lead to the award of a Masters qualification.

Our taught Masters programmes are the next step after Postgraduate diploma or undergraduate study and can be pursued to further your knowledge and expertise, to prepare for a research degree, to gain a vocational qualification or even to change careers. A combined research and taught

Masters, such as the Masters by Coursework, is often taken as a stepping-stone to doctoral study. These combined programmes will provide you with taught modules to increase your knowledge of a subject, and the opportunity to complete an extended research thesis with the appropriate training and supervision. A research Masters, such as the MSc by Research, is a good way to investigate a topic in greater depth, to prove your capacity for undertaking research and/or to demonstrate your suitability to progress to a doctoral degree.

Decide your Mode of Study

Flexibility in the mode of learning enables you to undertake learning and assessment through different methods and formats. On some of our courses you can choose which mode of study you take, whether it is campus-based, block delivery, blended or distance learning. Some courses are offered by more than one mode and you may be able to transfer from one mode to another.



THE DIRECTORATE OF GRADUATE TRAINING

The Directorate of Graduate Training supports our postgraduate community. It provides a University-wide community of peers from all academic disciplines offering networking and social opportunities. The Directorate of Graduate Training is a gateway to advice and support for postgraduates, working with the other University support services to ensure you have access to high-quality training, facilities, tutoring and supervision.

You can take part in a busy programme of events throughout the academic year, such as the Annual International Conference, grants writing and communicating with the public in innovative and creative ways.

The Directorate of Graduate Training will give you formal and informal opportunities to raise your profile, network with peers and colleagues, apply transferable skills and help you make the most of your time here.

As a member of our postgraduate community, you will become one of the exceptional local, national and international students who join us each year. The Directorate of Graduate Training will assist you to be a Thinker, Innovator, Leader and Communicator who is Future-Ready.



Types of Postgraduate Programmes

- ✚ Postgraduate Diploma (PGD)
- ✚ Masters by Coursework and Research (Plan A)
- ✚ Masters by Coursework and Project (Plan B)
- ✚ Master's Degree by Research only (Plan C)
- ✚ Doctor of Philosophy (PhD) Degrees by Research and Coursework
- ✚ Doctor of Philosophy (PhD) by Research
- ✚ Professional Doctorates
- ✚ Doctorate by Publications
- ✚ Higher Doctorates

THE DIRECTORATE OF RESEARCH AND PUBLICATIONS


The Directorate harmonizes and coordinates all activities related to staff and students' research and publications at the University.

Research Culture

Kabale University has a vibrant and sustainable research culture that builds and strengthens the research practices and research capacity of the University. Therefore, it is imperative to institutionalize a sustainable research culture that will propel Kabale University to the level of a centre of excellence in research.

You will benefit from our world-leading research culture and you will be welcomed into our vibrant and stimulating research community. Your degree will teach you the skills of research, enable you to engage with the insights of leading researchers in your field, and expose you to the challenges and excitement of original thinking and the pursuit of knowledge. You will have opportunities to participate in the activities of the University's research centres and work alongside our research-active academics.

You will benefit from working in an environment in which excellence and innovation are made possible by brilliant people, outstanding facilities and strong collaborative networks. Within this nurturing academic community, you will be able to contribute to shaping and changing lives.



At Kabale University, the Academic staff progression, promotion and professional development are indicated by the quality and quantity of research whether for the attainment of a higher degree or for achieving enhanced academic and professional competencies and skills. This means that research is a pre-requisite for the academic growth and professional development of the University for both members of staff and Graduate students.

Kabale University Research Journal (KURJ)

Kabale University Research Journal is a multidisciplinary journal accepting high-quality original research articles, letters and commentaries on a wide range of disciplines. The journal has a committed editorial board and competent and renowned reviewers from various disciplines. The journal accepts manuscripts only in the English language and is published quarterly: March, June, September, and December and uses a double-blind peer review process in assessing manuscripts submitted for consideration of publication. Regardless of submission dates, the Journal ensures a quick and quality review of manuscripts. Manuscripts submitted for consideration of publication must have been checked for plagiarism, edited by language and subject experts, and must not have been published or submitted for consideration of publication to another journal.



UNIVERSITY FACULTIES AND SCHOOLS

Faculty of Economics and Management Sciences

Introduction

Faculty of Economics and Management Sciences is one of the newly established Faculties in the University, it is dedicated to training and producing researchers who have appropriate skills, knowledge, competences, and attitudes to make ethical, innovative, professional, and creative contributions to the community and the professional disciplines in Business, Finance, Management, Economics, Tourism, and Hospitality.

The Faculty is blessed with highly trained teaching academic staff comprising of 12 Ph.D. holders and out of these 3 are professors in relevant management disciplines and 5 staff members on Ph.D. track who all teach and guide scholars in both theory and practice.



*Dean, Associate Professor
Caleb Tamwesigire*

Courses and Programmes

The Faculty constitutes three (3) departments that offer a wide range of programmes:

- ♣ Department of Management Sciences, Procurement & Business Studies
- ♣ Department of Economics and Statistics
- ♣ Department of Tourism and Hospitality

Faculty Postgraduate programmes

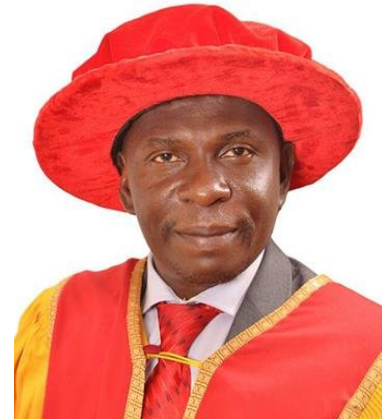
Programme	Duration	Study time
Ph.D. in Business Administration by research	3 Years	Weekend
Ph.D. in Business Administration (by Coursework and dissertation)	3 Years	Weekend
Master of Arts in Human Resource Management	2 Years	Weekend
Master of Business Administration	2 Years	Weekend
Master of Arts in Project Planning, and Management	2 Years	Weekend
Postgraduate Diploma in Human Resource Management	1 Year	Weekend
Postgraduate Diploma in Business Administration	1 Year	Weekend
Postgraduate Diploma in Project Planning and Management	1 Year	Weekend

Faculty of Arts and Social Sciences

Introduction

This Faculty brings together experts in political science, sociology, international relations, psychology, social work, social administration, and public policy to deliver teaching and research. The Faculty's research in the Arts and Social Sciences is internationally rated. We host major research workshops and international conferences. Our students and staff also benefit from excellent links with key international organizations and institutions.

Faculty of Arts & Social Sciences is blessed with high level top Professors and Lecturers.



*Dean, Associate Professor Mesharch
Walto Katusiimeh (Ph.D.)*

Courses and Departments

The Faculty constitutes two (2) departments that offer a wide range of programmes:

- ♣ Department of Governance
- ♣ Department of Social Work & Social Administration

Faculty Postgraduate Programmes

Programme	Duration	Study time
Ph.D. in Public Administration and Management (Coursework and Research)	3 Years	
Masters in Institutional Governance and Leadership	2 Years	Weekend
Masters in Monitoring and Evaluation	2 Years	Weekend
Master of Arts in Public Administration & Management	2 Years	Weekend
Postgraduate Diploma in Public Administration and Management	1 Year	Weekend
Postgraduate Diploma Monitoring and Evaluation	1 Year	Weekend
Postgraduate Diploma in Institutional Governance and Leadership	1 Year	Weekend

Introduction

The Faculty carries out a number of outreach and research activities around fragile and ecologically sensitive areas of Lake Bunyonyi. Students work together with lecturers and farming communities to develop technologies for increased crop production using sustainable methodologies and approaches.

The staff has developed equally outstanding research activities in areas of water quality management, municipal waste pollution, bioremediation, waste management, environmental impact assessment, agroforestry, soil fertility, climate change, and food security and aquatic ecology.



*Dean, Associate Professor
Bamwerinde Mwetonde
Wilson*

Objectives


- Examine scientific knowledge of environmental systems
- Discuss environmental assessment, audit, and monitoring
- Design appropriate technology in harvesting natural resources;
- Assess scientific knowledge in environmental problem solving;
- Discuss the inter-disciplinary approach in conservation and management

Courses and Departments

The Faculty constitutes two (2) departments that offer a wide range of programmes;

- ♣ Department of Agricultural Sciences
- ♣ Department of Environmental Sciences

Faculty Programmes

Programme	Duration	Study time
 Master of Science in Environment and Natural Resources	2 Years	Fulltime/Weekend

Faculty of Computing, Library & Information Sciences

Introduction

The Faculty of Computing, Library and Information Science is based on the criteria of relatedness, compatibility and interdisciplinary capacity to form a viable Faculty. FOCLIS is committed to delivering excellent services in the area of Computing, Library, Records and Information Sciences and attracts both local and international students.



Dean, Dr. Businge Phelix Mbabazi

Courses and Departments

The Faculty constitutes two (2) departments that offer a wide range of programmes:

- ♣ Department of Library and Information Science
- ♣ Department of Computer Science and Information Technology

Faculty Programmes

Programme	Duration	Study time
Master of Information Science	2 Year	Fulltime/Weekend



Faculty of Education

Introduction

Faculty of Education has a large number of students actively enrolled in diverse and contextually relevant programs. Our diverse and rigorous programs are purposely structured to prepare students for real success in the competitive world.

Through our programs, students are trained and equipped with specialized skills in teachings, applied educational research in academic institutions, civil society, NGOs, and government departments.

At the faculty, we greatly value, celebrate, and promote diversity, which is reflected in the structure of our students and staff fraternity. Our diversity is mirrored in gender, ethnicity, language, nationality, faith, educational level among others. This diversity is reinforced by the University's strategic location at the confluence of four countries in the Great Lakes region of Africa (Uganda, Rwanda, Tanzania and Democratic Republic of Congo – DRC). As a faculty, we not only rhetorically sing diversity, but we walk and talk diversity!



Dean, Dr. Francis Akena Adyanga

Courses and Departments

The Faculty constitutes four (4) departments that offer a wide range of programmes:

- ♣ Department of Science Education
- ♣ Department of Humanities Education
- ♣ Department of Open and Distance Learning
- ♣ Department of Foundations of Education

Faculty Postgraduate Programmes

Programme	Duration	Study time
Masters in Educational Management and Administration	2 Years	Weekend/Holiday
Postgraduate Diploma in Education	1 Year	Weekend/Holiday

Introduction

Kabale University School of Medicine was started to fill the big training gap for health professionals in the Kigezi sub-region and surrounding areas where attracting and retaining highly qualified human resource in healthcare provision was not easy due to prevailing socioeconomic realities of working in a rural-based environment.

Knowing that locally trained medical graduates are more likely to practice in rural settings, Kabale University School of Medicine was therefore established to contribute to the production of the direly needed health professionals who can improve the health of the people and communities in the Kigezi sub-region, the Great Lakes region (as a whole) and beyond.



Dean, Dr. Sam Tumwesigire

Courses and Departments

The Faculty constitutes thirteen (13) departments that offer a wide range of programmes as indicated below;

- ♣ Department of Anaesthesia and Critical Care
- ♣ Department of Anatomy
- ♣ Department of Biochemistry
- ♣ Department of Clinical Medicine
- ♣ Department of Mental Health
- ♣ Department of Microbiology, Parasitology and Immunology
- ♣ Department of Nursing and Midwifery
- ♣ Department of Obstetrics & Gynaecology
- ♣ Department of Paediatrics & Child Health
- ♣ Department of Pathology & Diagnostic Imaging
- ♣ Department of Pharmacology
- ♣ Department of Physiology
- ♣ Department of Public Health
- ♣ Department of Surgery

KABSOM Postgraduate Programmes

Programme	Duration	Study time
Master of Medicine: Obstetrics and Gynaecology	3 Years	Fulltime
Master of Public Health	3 Years	Fulltime
Master of Medicine: Paediatrics and Child Health	3 Years	Fulltime



POST GRADUATE ACADEMIC PROGRAMMES-ENTRY REQUIREMENTS



PHD PROGRAMMES



PHD ENTRY REQUIREMENTS

An admissible applicant should meet the following criteria:

- ✚ Bachelor's degree or its equivalent from a recognized university or institution of higher learning.
 - ✚ Master's degree from a recognized university and/or institution of higher learning in a field relevant to business administration.
 - ✚ Evidence of Recognition of Prior Learning that is equivalent to the qualification that is to be pursued.
 - ✚ An application letter.
 - ✚ A summary version of the Curriculum Vitae.
- Two recommendation letters may support the application.

Rationale:

There is no doubt that the scarcity of PhD holders in both the university sector and the country in Uganda is real and this has created an obstacle to research, knowledge creation and innovation. PhD holders constitute the core of researchers and trainers of the next generation of academics. On average, universities had 11% of their staff holding PhDs and these were moonlighting in many universities. Kabale University does not have a single PhD program yet the university has invested in recruiting a number of academics with appropriate requirements to offer doctoral programs.

In 2014/15, Uganda universities had 1579 PhD holding staff, of which 640 or 40% were at Makerere. As a result, a vicious circle of qualified understaffing has developed and is impacting on research capacity. The current gap is estimated to be over 13,000 PhD holders. In the year 2012/3, the higher education subsector had about 1585 and another estimated 200 PhD holders were in the remaining sectors of society. On average, each university had about 11% of staff holding PhDs instead of the 60% required by NCHE benchmarks. The country needs to produce at least 1000 PhD holders per year for the next ten years both to fill the current gaps and to keep pace with the annual 15% increases in student enrolments in institutions of higher learning. Unfortunately, current PhD national training capacity is about 250 candidates a year.

Target Audience:

This three-year degree program is designed for highly qualified and motivated participants who wish to acquire the research and analytical skills in management and administrative disciplines at a doctoral level. Specifically, the Program is intended for:

- ✿ University lecturers who would like to do a PhD degree in Governance, Public Administration and Management;
- ✿ Lecturers of administrative and management sciences in other tertiary institutions;
- ✿ Practitioners in different fields that constitute the wide scope of public administration and management
- ✿ Research fellows in management sciences; and
- ✿ Top level managers of the public and private sectors who are desirous of acquiring a PhD in Public Administration and Management.
- ✿ PhD Students in relevant fields from other local and international universities who may wish to transfer their studies to the Kabale University doctoral program.

Admissions Requirements:

Admission to a PhD Program will require participants with a [Master's degree](#) in a related field. Those who have already registered for doctoral programmes in other universities and within the relevant broad fields of Governance, Public administration and management and wish to transfer will be admissible and their admission will depend on the level at which they will have reached and the availability of supervisors in their fields of research. Those with credits already accumulated will be equated based on the content offered in this programme.

Exemptions will meet the NCHE credit transfer and accumulation policy. Those who will have been on research based doctoral thesis and wish to transfer will be required to undertake the taught courses before the final award if they have not offered similar courses. Where a student has already presented a proposal/dissertation draft but wishes to transfer to this programme, the case will be handled based on the unique circumstances and under specific procedures recommended by a committee at the departmental and faculty levels where the student may wish to transfer. For those students who may have reached the examination stage, they will be assigned to a doctoral committee to oversee the thesis before it can be sent for external examination.

Applicants to the doctoral programme will be required to fill the relevant doctoral admission forms and maybe required to attach letters of recommendations. All relevant academic documents will be attached alongside a summary version of the CV to enable the admission board conduct an assessment of the experience and sector context of the applicants. A motivation letter on why the applicant seeks to join the doctoral programme will be necessary. The candidate will be required to meet all other university requirements for admission into Kabale University.

Programme Learning Outcomes:

Upon completion of the programme students will be able to:

- ❖ Demonstrate knowledge of advanced academic training in Governance, Public Administration and Management, research and analytical skills.
- ❖ Analyze management and administrative problems in diverse organizational and Government contexts.
- ❖ Produce a well-conceived doctoral proposal and write a thoroughly developed scientific dissertation that meets national and international standards
- ❖ Develop a research idea in the fields of governance, public administration and management and run it through the required processes.
- ❖ Write a thoroughly researched and analyzed paper that is intended for an international audience and have it published in accredited journals.
- ❖ Apply the various theories learnt from the various course units to addressing real life management and administration problems.

Programme Structure and Content:

Participants shall be expected to have a total of 82 units (50 units will be for coursework and 32 units for the dissertation), obtained by studying and passing examinations in both Basic and Core Modules. To complete a PhD, each participant must present results from their research to the faculty in form of a dissertation.

Core Modules

- ❖ Research Methodology
- ❖ Scholarly Writing and Publications
- ❖ Administrative and Management Theory
- ❖ Philosophy of Science

- ♣ Public Policy, Leadership and Governance
- ♣ Dissertation/Thesis

Basic Modules

- ♣ Financial Management and Administration
- ♣ Human Resource Management & Development
- ♣ Project Management Theory and Practice
- ♣ Doctoral Research Seminars (Proposal Development)

Teaching and Learning methods:

The mode of delivery will be both by taught course units in a modular system following competence-based curriculum (CBC) and purely by research. Students will be taught course units in the first academic year. The courses will be delivered on a modular basis and under a cluster. Relevant and connected modules will be offered following each other to allow knowledge transfer. There will be two semesters of academic coursework for the taught PhD but the research-based PhD will also cover the compulsory courses. A candidate will be considered to have completed the first year after passing all the course units offered in that year and this will enable a student to proceed with the Thesis.

Duration of PhD Programme:

The duration of the PhD will be three years. For the taught PhD, the first one year will be devoted to coursework component and or a proposal. During the second year, the students will concentrate on developing the proposal and defending it as well as attending seminars and making presentations and publications. The third year will be for data collection and writing of the dissertation. For the thesis based doctoral programme, the student will undertake the compulsory courses recommended by NCHE alongside the process of developing the proposal and dissertation. The final dissertation will require the candidate to have taken the viva voce subject to the Regulations and Guidelines for doctoral Degree Study Programs at the University.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX
	Tuition Fees per Semester (Non East Africans)	USD
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	



Doctor of Philosophy in Business Administration by Coursework (Ph.D. BA)

Rationale:

There is an increasing demand for Business Management and Administration specialists worldwide and Uganda in particular at the Doctoral level. This programme aims at producing specialists in different fields of business management and administration through a more flexible learning approach. The programme was been designed to assist in the development of business and management skills in Uganda and to improve on the quality of human resource for business and non-business in areas of management.

Whereas the stiff competition in the business sector calls for development of a human capital base equipped with managerial competences to deal with the National, Regional, Africa and Worldwide trends of contemporary business, there is a remarkable increase in the demand of managerial skills in the wake of liberalized economies, elsewhere in developing countries. This in turn has created a need for managers who are capable of handling the emerging challenges and opportunities. Our graduates will play a key role in achieving Vision 2040 which is conceptualized around strengthening the fundamentals of the national economy to harness the opportunities around the country.

The programme therefore seeks to consider the relevance of the 21st Century skills in the development paradigm shifts within the manufacturers association demands for a lot of inputs that would respond to Industries expectations from the graduates once recruited as employees. Knowledge and skills gap in industries that have been considered and the methodology of teaching will be related to the industries' ways of service delivery.

Target Audience:

Candidates for the PhD in Business Administration by coursework and dissertation will consist of University academics, managers of financial institutions, policy makers in government ministries and Civil Society Organizations, business and economic analysts, legislators, commissioners from various regional economic and political blocks, as well as entrepreneurs and investment advisors.

Admissions Requirements:

Admission to a PhD Program will require participants with a **Master's degree** in a related field. Those who have already registered for doctoral programmes in other universities and within the relevant broad fields of Governance, Public administration and management and wish to transfer will be admissible and their admission will dependent the level at which they will have reached and the availability of supervisors in their fields of research. Those with credits already accumulated will be equated based on the content offered in this programme.

Exemptions will meet the NCHE credit transfer and accumulation policy. Those who will have been on research based doctoral thesis and wish to transfer will be required to undertake the taught courses before the final award if they have not offered similar courses. Where a student has already presented a proposal/dissertation draft but wishes to transfer to this programme, the case will be handled based on the unique circumstances and under specific procedures recommended by a committee at the departmental and faculty levels where the student may wish to transfer. For those students who may have reached the examination stage, they will be assigned to a doctoral committee to oversee the thesis before it can be sent for external examination.

Applicants to the doctoral programme will be required to fill the relevant doctoral admission forms and maybe required to attach letters of recommendations. All relevant academic documents will be attached alongside a summary version of the CV to enable the admission board conduct an assessment of the experience and sector context of the applicants. A motivation letter on why the applicant seeks to join the doctoral programme will be necessary. The candidate will be required to meet all other university requirements for admission into Kabale University.

Programme Learning Outcomes:

Upon completion of the programme, learners will be able to:

- a) Demonstrate advanced knowledge and theory in Business Administration.
- b) Develop capacity for participation in, and application of theory and practice of business administration for social and economic development.
- c) Apply research and innovation skills to meet the ever-increasing demand of the 21st Century industry and business environment.
- d) Analyze the business environment for effective and efficient decision making.

Programme Content:

Core Modules

- ♣ Computer Applications in Research
- ♣ Research Methodology
- ♣ Scholarly Writing and Publications
- ♣ Philosophy of Science
- ♣ Dissertation/Thesis

Basic Modules

- ♣ Corporate Management
- ♣ Organizational Behaviour & Dynamics
- ♣ Economic Policy Analysis

- ♣ Administrative and Management Theory
- ♣ Human Resource Management & Development
- ♣ Doctoral Research Seminars (Proposal Development)

Teaching and Learning methods:

The mode of delivery will be both by taught course units in a modular system following competence-based curriculum (CBC) and purely by research. Students will be taught course units in the first academic year. The courses will be delivered on a modular basis and under a cluster. Relevant and connected modules will be offered following each other to allow knowledge transfer. There will be two semesters of academic coursework for the taught PhD but the research-based PhD will also cover the compulsory courses. A candidate will be considered to have completed the first year after passing all the course units offered in that year and this will enable a student to proceed with the Thesis.

Duration of PhD Programme:

The duration of the PhD will be three years. For the taught PhD, the first one year will be devoted to coursework component and or a proposal. During the second year, the students will concentrate on developing the proposal and defending it as well as attending seminars and making presentations and publications. The third year will be for data collection and writing of the dissertation. For the thesis based doctoral programme, the student will undertake the compulsory courses recommended by NCHE alongside the process of developing the proposal and dissertation. The final dissertation will require the candidate to have taken the viva voce subject to the Regulations and Guidelines for doctoral Degree Study Programs at the University.


Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX
	Tuition Fees per Semester (Non East Africans)	USD
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Doctor of Philosophy in Business Administration by Research (Ph.D. BA)

Rationale:

The increasing competition in the business sector calls for development of a human capital base equipped with managerial competences to deal with the global trends of contemporary business. There is a remarkable increase in the demand of managerial skills, intellectual ability, and executive personality in the wake of liberalized economies, elsewhere in developing countries. This requires people to be trained in Business management and



administration. The current Organization dynamics and mainstreaming in economic production gap calls for the University to come up with a solution for cover the need to create, train, and develop managers who are capable of handling the emerging challenges and opportunities in the business organization and the academia.

In order to address the poverty gap, as articulated in NDP II, in the area of business development there is a need for professionals in business creation, development and business sustainability to help in the overall social-economic development. The need for quality and excellence, in business growth and development demands for production of the required goods and services that are required in production process. Therefore, national and multinational companies need professional human resource which will help in this endeavor. Kabale University PhD in Business Administration by Research will bring about the opportunity of training different managers and other personnel in procurement skills as thus will enable them to cover the gap.

Target Audience:

Applicants for the PhD in Business Administration include University Academics, Managers of Financial Institutions, policy makers in Government Ministries and Civil Society Organizations, Business and Economic Analysts, Legislators, Commissioners from various Regional Economic and Political Blocks, as well as Entrepreneurs and Investment Advisors.

Admissions Requirements:

Admission to a PhD Program will require participants with a **Master's degree** in a related field. Those who have already registered for doctoral programmes in other universities and within the relevant broad fields of Governance, Public administration and management and wish to transfer will be admissible and their admission will dependent the level at which they will have reached and the availability of supervisors in their fields of research. Those with credits already accumulated will be equated based on the content offered in this programme.

Exemptions will meet the NCHE credit transfer and accumulation policy. Those who will have been on research based doctoral thesis and wish to transfer will be required to undertake the taught courses before the final award if they have not offered similar courses. Where a student has already presented a proposal/dissertation draft but wishes to transfer to this programme, the case will be handled based on the unique circumstances and under specific procedures recommended by a committee at the departmental and faculty levels where the student may wish to transfer. For those students who may have reached the examination stage, they will be assigned to a doctoral committee to oversee the thesis before it can be sent for external examination.

Applicants to the doctoral programme will be required to fill the relevant doctoral admission forms and maybe required to attach letters of recommendations. All relevant academic documents will be attached alongside a summary version of the CV to enable the admission board conduct an assessment of the experience and sector context of the applicants. A motivation letter on why the applicant seeks to join the doctoral programme will be necessary. The candidate will be required to meet all other university requirements for admission into Kabale University.

Programme Learning Outcomes:

Upon completion of the programme, learners should be able to:

- ✚ Apply advanced knowledge and theory in business management and administration.
- ✚ Develop globally competitive research proposals in business management and administration
- ✚ Adopt knowledge of global business and economic systems in the management of the business environment.
- ✚ Demonstrate knowledge of business and economic management in assessing the viability of business ideation.

Programme Content:

Year one Semester One:

- ♣ Philosophy of Science through Seminar,
- ♣ Advanced Research Methods through workshop,
- ♣ Institutional Pedagogy by workshop

Year one Semester Two:

- ♣ Academic Scholarly Writing and Publications through seminar
- ♣ Computer Applications in Research through workshop and seminar

Teaching and Learning methods:

This PhD in Business Administration by Research will be delivered through Seminars, Workshops and Conferences and on-line teaching and learning modes. The following are the four (4) phases through which the program will be delivered:

✚ **Phase 1: Cross - Cutting Courses**

The PhD in Business Administration by Research is not a taught programme. Therefore, all the crossing courses are non-credited and the assessment for completion of these Seminars shall be monitored through log books and catalogues.

The assessments from attendance of the cross-cutting courses shall be done in accordance to the Kabale University PhD regulations and guidelines. A Certificate of Attendance at 75%, shall be given to whoever will have attended at least the Seminars, Conferences and Workshop presentations.

The academic transcripts will indicate the courses covered though no awards will be indicated since this is a PhD by research. Subsequently, the students will be able to proceed to the research process.

Phase 2 : Proposal Development

The candidates will develop proposals based on the guidelines of the University as contained in the graduate handbook. The proposal will be required to be structured under three main chapters and the PhD Proposal will be for 30 pages.

Phase 3: Field Work

After the approval of the proposal, candidate will be given a letter which allows them to go for data collection. The field experience is vital in the progress of PhD in Business Administration by Research. Candidates will write the first drafts and submit them to the supervisors for comments, observations, proper direction and eventually submit the second draft for approval before proceeding to the final writing of the Thesis.

Phase 4: Thesis Writing

Students will now proceed to writing their theses under the guidance of their supervisors, after successfully going through the above-mentioned three phases.

Programme Assessment:

There shall be NO assessment since the programme is PhD by Research only. However, there is mandatory 75% attendance of the seminar series upon which a certificate of attendance shall be issued. There shall be Thesis Examination and public defense

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX
	Tuition Fees per Semester (Non-East Africans)	USD
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	



MASTERS DEGREE PROGRAMMES

ENTRY REQUIREMENTS FOR MASTERS DEGREE COURSES

Admission Requirements



Applicants to the Master's program must meet the general requirements for admission to Graduate Programmes set by National Council for Higher Education (NCHE) and Kabale University. Specially, applicants must possess the following:

- A Bachelor's degree with at least lower second-class honors from a recognized institution; **OR**
- A professional qualification equivalent to a Bachelor's degree from a recognized professional body.
- A postgraduate diploma in any related disciplines from other recognized Institutions of higher learning may receive some exemptions based on the Credit Transfer policy.
- Working experience will be an added advantage.



Master of Business Administration (MBA)

Rationale:

This MBA program is recommended to the middle and high-level managers with a good undergraduate degree in any field. The course was designed to provide specialized training in Accounting, Finance, Marketing, General Management, Procurement and Logistics Management. The MBA program aims at developing a student's intellectual ability, executive personality and managerial skills through an appropriate blending of business and general education. The MBA curriculum provides students with a comprehensive management education of globally recognized best practices with flexibility of their adaptation to indigenous entrepreneurial and societal context. Curriculum of the programme ascends from general management education to specialization in diverse business fields. Core courses taught integrate information and theories from various disciplines, including communication, economics, financial accounting, quantitative methods, business strategy, marketing, finance, organizational structure and strategic management and prepare the students to think critically about business issues in order to enable them to develop strategic level understanding and demonstrate comprehension of complex theoretical constructs in the major business disciplines and technologies. The increasing competition in the business sector calls for development of a human capital base equipped with managerial competences to deal with the global trends of contemporary business.

There is a remarkable increase in the demand of managerial skills in the wake of liberalized economies, elsewhere in developing countries. This in turn has created a need for managers who are capable of handling the emerging challenges and opportunities.

The programme integrates the academic and research rigor with professional and corporate undertakings. Students are given the opportunity to develop knowledge and understanding of the conceptual and practical aspects of Business Administration, which can spearhead Organizations' sustainability and excellence.

Target Audience:

This MBA programme will prepare participants for career in international, multinational or global markets. Director Generals, heads of department, project leaders in various sectors (economic development, culture, and international relations, urban policy, finance, human resources) Managerial positions in organizations working in partnership with local authorities: family credit and / or aid offices, local projects, and social and professional associations, managerial posts in private companies and the NGO world (building and public works, public service concessionaries, major supplies). Or finance (banks and finance organization and Consultancy specializing in the legal, financial, organization or auditing functions will be targeted by the programme.

Programme Learning Outcomes:

Participants who earn the MBA degree from Kabale University should be able to:

- ♣ Become successful entrepreneurs,
- ♣ Assume leadership positions in SMEs, major local and multinational corporations, in consulting firms, or in government service.
- ♣ Be able to integrate human and other organizational resources with continually developing technology, while nurturing the entrepreneurial spirit that has always been one of the key characteristics to successful businesses.
- ♣ Adapt and apply complex business theories as they build an understanding of evolving organizational realities that require instant, skillful and ethical action as they aim through rapidly changing circumstances.
- ♣ Identify key ethical, global, and social issues surrounding business related choices and make decisions that balance corporate values and socially responsible action.

Delivery Modes:

The delivery of the programme will be multi-level and will involve both the traditional systems of delivery but will add the contemporary delivery modes that will meet the needs and expectations of the targeted audiences. Blended learning systems will be combined with traditional systems. A modular approach with an orientation of Block mode teaching which has been successfully implemented in other countries for over two decades will be applied. Block mode allows students to remain as part of their work employment and specifically targets those students who:

- Are currently employed full-time;
- Are foreign students;
- Are busy managers and administrators;
- Are from rural, regional and remote or isolated areas; or
- Have family/kin obligations that do not allow them attend regular classes.

This mode of delivery provides opportunities for students to complete a university course whilst still living in their rural or remote communities or while continuing to do their official work. However, block mode demands that students work well independently and are able to pace themselves so that the inter-block period is utilized effectively.

Programme Content:

Year One: Semester One

Core Modules

- ♣ Financial Accounting
- ♣ Research Methods
- ♣ General Management
- ♣ Quantitative Methods
- ♣ Organizational Behavior
- ♣ Managerial Economics

Year One: Semester Two

Core Modules

- ♣ Financial Management
- ♣ Project Planning and Management
- ♣ Scholarly writing & Publishing skills
- ♣ Business Law
- ♣ Strategic Management
- ♣ Computer Applications & Management Information System

Year Two: Semester One

Elective modules

Accounting and Finance Option

- ♣ Advanced Management Accounting
- ♣ Auditing and Investigations
- ♣ Corporate Finance and Investment Analysis
- ♣ Taxation Management
- ♣ Advanced Accounting

Management Option

- ♣ Performance Management
- ♣ Industrial Relations and Labour Laws
- ♣ Leadership and Managerial Effectiveness
- ♣ Change Management
- ♣ Management Consultancy

Procurement and Logistics Management Option

- ♣ E-Procurement and E-Supply Chain
- ♣ International Procurement Management
- ♣ Procurement Management
- ♣ Public Sector Procurement Management
- ♣ Procurement Law and Ethics

Marketing Option

- ♣ International Marketing
- ♣ Brand Management and Consumer Behavior
- ♣ Marketing Communication
- ♣ Marketing Management
- ♣ e-marketing

Finance and Banking Option

- ♣ Modern Banking Theory and Practice
- ♣ Taxation Management
- ♣ Security Analysis and Portfolio Management
- ♣ Financial Institutions and Markets
- ♣ Corporate Finance and Investment Analysis

Human Resource Management Option

- ♣ Industrial Relations and Labour Laws
- ♣ Leadership and Managerial Effectiveness
- ♣ Occupational Health and Safety
- ♣ Strategic Human Resource Management
- ♣ Reward and Compensation Management

YEAR TWO, SEMESTER TWO

- ♣ Research Seminars
- ♣ Dissertation

Programme Assessment:

Kabale University has put in place Examination Regulations and Policies that guide assessments. Examinations will take place at the end of the course and coursework assessment will take place during the delivery of the course. All examinations for the masters' degree of Masters of Business Administration programme shall be conducted by the Department of Business Studies and participating departments of Faculty of Arts and Social Sciences coordinated by the Postgraduate Unit. The Department's Board of examiners shall consider each candidates' results and forward them to the Faculty Board of examiners for consideration and recommendation to senate for final approval.

Each course shall be assessed on the basis of a total of 100 marks with proportions of Coursework (40%) and Written Examination (60%). Coursework will consist of at least two assignments/ tests, paper writing, presentations and group work per course.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,125,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	



Masters in Monitoring and Evaluation (MME)

Rationale:

Global initiatives like the Sustainable Development Goals (SDGs) are anchored on a strong system of Monitoring and Evaluation to generate evidence on what progress is being made and the challenges countries are experiencing in their pursuit of the SDGs. African Vision 2063 with its impressive lined up interventions will only succeed once systems of monitoring and evaluation are functional. The East African regional level interventions and those lined up in Uganda's vision 2040, the country's education sector strategic plan, the NDP and all public service reforms will succeed if there is a potential of institutions to generate evaluation evidence to guide effective implementation.

To establish Monitoring and evaluation systems, there is a need for well-trained graduates in the field in terms of not only knowledge and skills but also attitude and behavioral aspects. There are some existing programmes in the country offering M and E courses but none has been designed to take into account the global, continental, regional and country as well as individual organization needs. This programme has been developed after a careful study of existing academic programmes and mapping of the mismatch of skills missing in the field as contained in the African studies on the skills gaps for monitoring and evaluation.

Moreover, as a discipline of academic study, evaluation (or monitoring and evaluation as is often called in developing countries) in Africa and other developing countries is still in its infancy unlike other countries where it has reached adulthood. The program is strongly justified based on its uniqueness as follows: -

1. **Multi-disciplinarily:** The course will be multi-disciplinarily in the curriculum, delivery and assessment. As such, the Programme will be open for students of all disciplines. The knowledge acquired can be applied to any evaluation context.
2. **Practice-orientated learning:** The Programme not only provides theoretical knowledge but also aims at translating this knowledge to the practical field. As such, students will be trained using practical sessions and field attachments where they will be assigned to a project, programme etc to undertake a practical evaluation and generate findings that can guide decision-making.
3. **Regional, Continental and Global focus:** The program not only provides knowledge, skills and competences suitable for the Ugandan context but the region, the African context as well as global audiences.

Target Audience:

The target audience cuts across national, regional and continental levels and as such the audience cuts across all sectors like education, health, agriculture, engineering etc. The program will benefit officers in government, non-governmental organizations, the private sector and all national and sub-national level institutional with interest in M &E matters. Those who wish to build their academic career in evaluation as lecturers will find this course as a very important foundational step.

Programme Learning Objectives:

By the end of the course, students will be expected to:

- ♣ Demonstrate advanced knowledge and understanding of evaluation theory and practice; and apply these understandings to practical evaluation contexts;
- ♣ Design, conduct and manage evaluations for complex organizations.
- ♣ Plan and execute evaluation and monitoring consultancy assignments to the satisfaction of clients.
- ♣ Demonstrate an appreciation of professional responsibilities and ethical principles that should characterize leaders in the evaluation field.

Programme Content:

Year One, Semester two (Core Compulsory Courses)

- ♣ Evaluation Theory and Practice
- ♣ Evaluation Design and Implementation
- ♣ Development Theory and Interventions in Africa
- ♣ Commissioning, Conducting & Managing Evaluations
- ♣ Research Methods

Year One, Semester Two (Core Interdisciplinary Courses)

- ♣ M and E systems: Tools and Frameworks.
- ♣ Data Management and Reporting
- ♣ Project Management Theory & Practice
- ♣ Public Policy, Leadership and Governance
- ♣ Resource Mobilisation and Management

Year Two, Semester One (Core Compulsory Courses)

- ♣ Administrative Law
- ♣ Research Methodology Seminars

Year Two, Semester Two (Core Compulsory Courses)

- ♣ Consultancy Skills Development
- ♣ Dissertation

Teaching and Learning Methods:

This programme is multi-level and will involve both the traditional systems of delivery but will add the contemporary delivery modes that will meet the needs and expectations of the targeted audiences. Blended learning systems will be combined with traditional systems. A modular approach with an orientation of Block mode teaching which has been successfully implemented in other countries for over two decades will be applied. Block mode allows students to remain as part of their work employment and specifically targets those students who:

- Are currently employed full-time;
- Are foreign students,
- Are busy managers and administrators;
- Are from rural, regional and remote or isolated areas; or
- Have family/kin obligations that do not allow them attend regular classes.

This mode of delivery provides opportunities for students to complete a university course whilst still living in their rural or remote communities or while continuing to do their official work. However, block mode demands that students work well independently and are able to pace themselves so that the inter-block period is utilized effectively.

Programme Assessment:

Kabale University has put in place Examination Regulations and Policies that guide assessments. Each course shall be assessed on the basis of a total of 100 marks with proportions of Coursework (40%) and Written Examination (60%). Coursework will consist of at least two assignments/ tests, paper writing, presentations and group work per course.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,125,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Master's Degree in Institutional Governance and Leadership (MIG&L)

Rationale:

In every forum, be it public, private or CSO, fingers are being directed at failures of governance and leadership to provide the services efficiently and effectively. The 26th Education Sector Review for Government of Uganda in August 2019 singled out governance across the education hierarchy as being responsible for poor performance.

Development partners often accuse government Ministries, Departments and Agencies (MDAs) for failure to establish effective governance systems to manage the taxpayer's money. The often highly critical and negative assessment reviews on the performance of various sector in government point to lack of strong systems. While laws and policies have in some cases been established, the poor implementation of these point to weaknesses in governance and certainly leadership. The levels of corruption in our systems disgustingly also point to failure of governance and leadership. In academic sense, all these failures lead to a failure of universities to produce graduates with specific training and orientation in governance and leaders.

Unlike other existing programmes in the field which tend to be specific to the one discipline (Public management), this programme will take a multidisciplinary approach. Moreover, few universities in Uganda do the teaching of such programmes using the opportunities provided by technology. The other strengths of this programme will be the adoption of up-to-date technology in teaching and assessment. It will also have a strong emphasis on practice and this will be ensured through using well knowledgeable and experienced instructors. The university will also forge a close collaboration with the well performing organizations in Rwanda and Uganda among other countries as a mechanism of learning best practices. As a professional program, emphasis will be placed upon learning those governance, strategic management, leadership, administrative concepts, theories, processes, and techniques that are associated with effective governance and leadership of a 21st century organization.

Target Audience:

The target audience of this course are personnel in all sectors who seek leadership positions. It also targets members of the governing councils and students who wish to advance their academic career in Governance and leadership. The program is delivered through blending traditional classroom environment with practical case studies and field visits. Special sessions are organized with organisations having board meetings where participants are requested to attend as observers. As such, the programme will admit only a limited number of participants per intake.

Programme Learning Outcomes:

By the end of the programme, participants will be able to:

- ♣ Identify and apply the fundamental pillars for effectively governing, leading and managing an organization
- ♣ Develop organizational-wide systems that promote a conducive environment for governing and leading a 21st century efficient and effective organization
- ♣ Develop and implement systems to effectively manage the human, financial and material resources of organizations;
- ♣ Mobilize resources for public, private and NGO sector programmes and conduct effective Monitoring and evaluation of these programmes.

- ❖ Generate performance assessment reports for different audiences

Programme Content:

Year One Semester One (Core Modules)

- ❖ Strategic Management and Leadership
- ❖ Institutional Governance & Leadership: Models, Theories & Concepts
- ❖ Institutional Policy
- ❖ Public Administration Theory & Practice
- ❖ Human Resource Planning & Development
- ❖ Monitoring & Evaluation Theory and Practice

Year One Semester Two (Core Modules)

- ❖ Resource Mobilization and accountability
- ❖ Managing Meetings and Reporting
- ❖ Research Methods
- ❖ Board/Council Ethics and Procedures
- ❖ Project Planning & Management
- ❖ Financial Management and Administration

Year Two Semester One

- ❖ Term paper
- ❖ Administrative Law

Year Two Semester Two

- ❖ Consultancy Skills Development
- ❖ Research Seminars
- ❖ Dissertation

Teaching and Learning methods:

A modular approach based on block release mode will be ideal for students in full-time employment who find it easier to take weeks away from work rather than being at the University for full time. Under the Block release mode modules will be taught in a block (could be one week, two weeks or any other preferred mode). Under this arrangement, students will only be required to be on campus for the specific weeks that each module or a combination of them is run. The rest of the time will be spent in organisations dealing with real case problems concerning an aspect covered by the module.

The University will invest in video conferencing technology to allow students share experiences with corporates and students undertaking similar courses across the globe. Videos of best performing CEOs and leaders will be heavily used in teaching and as such they will be downloaded on the e-learning platform for Kabale University while others will be directly available from YouTube. Each admitted student will thus be required to have a personalized laptop or any other ICT-enabled technology that will allow advanced delivery methods to be applied in this course.

Programme Assessment:

Kabale University has put in place Examination Regulations and Policies that guide coursework and examinations assessments. Examinations will take place at the end of the course and coursework assessment will take place during the delivery of the course. Each course shall be assessed on the basis of a total of 100 marks (Coursework /reports/case studies-40% and Written/Field practical Examination-60%)

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,125,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Master of Arts in Project Planning and Management (MPPM)

Rationale:

Public administrators play a central role in government's planning responsibility. Legislators are chiefly responsible for bringing new laws and policies to their system. Their administrators are the professionals who handle the detailed planning process before implementing a new program. For example, if a city or town council is considering enacting a new community service program through the city's parks department, it would be the task of public administrators on staff to draft the nitty-gritty plans to make that idea happen. In addition, a lot is often made of the power of inter-departmental cooperation. Local government bureaucrats embrace the value of working closely with district chairperson's offices, and local law enforcement working with the central government law enforcement, and so on. The reality behind inter-departmental cooperation is communication between each department's respective public administrators. Therefore, public administrators are the points of contact between different policy-affecting groups, so the success of such partnerships is dependent on the skills of the administrators.

Efficiency, effectiveness and sustainability of public service delivery are inevitable obligations of the government. Because public administrators are the people on the ground, so to speak, they have the most in-depth understanding of where waste and inefficiency occur in a given department. Especially in tough economic times and with a growing concern for environmental responsibility, administrators are the watchdogs who identify and eliminate waste, corruption, and unsustainable practices in government offices and programs. It's a bottom-up responsibility that makes government more efficient from within.

Professionals in the field of public administration are the workers who make the government functional. They are essential at all levels, from the smallest local office, to the highest halls of executive and legislative power.

Target Audience:

The MPAM programme is designed to enhance the skills of accomplished senior officials, who hold key positions within their organizations and those aspiring to have a specialized career in public administration. These include directors, ministers, and members of Parliament, chief administrative offices, Commissioners, public service ministry officials and all the technocrats at the district level. The programme also targets those who intend to become career academics, thus preparing them for advancement to PhD Studies.

Programme Learning Outcomes:

Graduates of the MPAM academic program should be able:

- ♣ To exercise high ethical standards as public administration professionals in the dispensation of public services.
- ♣ To critically analyse government actions, decisions, public policies, as well as community problems and provide potential solutions
- ♣ To demonstrate mastery of, and exercise public administration principles of good governance in public service delivery.
- ♣ To apply the highly demanded capacities in working with the non-profit, civil society and the private sector organizations.

Programme Content:

Year One – Semester One

- ♣ Foundations of Public Administration & Management
- ♣ Organization Theory and Behavior
- ♣ Management Information System
- ♣ Ethics in Public Management
- ♣ Advanced Qualitative Research Methods

Year One – Semester Two

- ♣ Administrative Law and Process
- ♣ Project Planning, Monitoring and Evaluation
- ♣ Public Policy Formulation and Management
- ♣ Advanced Human Resource Management
- ♣ Advanced Quantitative Research Methods

Year One - Semester Two

- ♣ Accounting & Financial Management
- ♣ Public & Private Procurement Management
- ♣ Public-Private Partnerships
- ♣ Local Government Administration
- ♣ Non-Profit Leadership

Year 2 (The whole Year)

- ♣ Research Seminars
- ♣ Research Dissertation

Teaching and Learning methods:

The MPAM programme will run on a modular programme designed to be completed within 2 years. A module will include 5 weeks of face to face interaction with facilitators of the courses. The student will be given prepared materials including online resources to continue with learning outside campus.

Programme Assessment:

Evaluation of student's academic performance shall be based on continuous assessment and examinations. Continuous assessment which shall consist of two or more assessments per semester, shall contribute 40% of each course unit. The examinations shall contribute 60% of each course unit.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,125,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Master of Arts in Human Resource Management (MHRM)

Rationale:

There is a consensus now that capacity-building efforts that have long accompanied the development agenda in Africa need re-thinking because they have not produced the desired results. Africa is the only continent that has not registered any significant improvement in development in the last decade in spite of massive capacity building interventions by its governments and development partners.

Target Audience:

The target audience cuts across national, regional and continental levels and as such the audience cuts across all sectors like education, health, agriculture, engineering etc. The program will benefit officers in government, non-governmental organizations, the private sector and all national and sub-national level institutional with interest in HRM matters.

Programme Learning Outcomes:

- ♣ Explain the Human Resource Management and Development entities that are morally responsible.
- ♣ Discuss the stakeholder analysis when making complex decisions.
- ♣ Describe the importance of HRM in the world of business.
- ♣ Describe what constitutes development activities.
- ♣ Identify HRM practices in business organizations.

Programme Content:

Core Modules

- ♣ Human Resource Management and Development
- ♣ Labour Laws
- ♣ Strategic Human Resource Planning
- ♣ Research Methods
- ♣ Communication Skills
- ♣ Project Planning and Management
- ♣ Industrial Relations
- ♣ Organisational Behaviour
- ♣ Management Information Systems
- ♣ Performance Management and Control
- ♣ Business Policy and Strategic Management
- ♣ Financial Management
- ♣ Research Seminars
- ♣ Dissertation/Thesis

Teaching and Learning methods:

The MPAM programme will run on a modular programme designed to be completed within 2 years. A module will include 5 weeks of face to face interaction with facilitators of the courses. The student will be given prepared materials including online resources to continue with learning outside campus.

Programme Assessment:

Evaluation of student's academic performance shall be based on continuous assessment and examinations. Continuous assessment which shall consist of two or more assessments per semester, shall contribute 40% of each course unit. The examinations shall contribute 60% of each course unit.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,125,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Rationale:

Public administrators play a central role in government's planning responsibility. Legislators are chiefly responsible for bringing new laws and policies to their system. Their administrators are the professionals who handle the detailed planning process before implementing a new program. For example, if a city or town council is considering enacting a new community service program through the city's parks department, it would be the task of public administrators on staff to draft the nitty-gritty plans to make that idea happen. In addition, a lot is often made of the power of inter-departmental cooperation. Local government bureaucrats embrace the value of working closely with district chairperson's offices, and local law enforcement working with the central government law enforcement, and so on. The reality behind inter-departmental cooperation is communication between each department's respective public administrators. Therefore, public administrators are the points of contact between different policy-affecting groups, so the success of such partnerships is dependent on the skills of the administrators.

The nature of advisory value is critical to the performance of the public service. There are many levels of public administration work. The field starts at the most basic levels of public service, such as in local council or local government offices, but it reaches to the highest echelons of the central government. Elected officials seek out policy experts to act as their advisors, meaning that public administration professionals are often the people behind some of the biggest decisions in public policy enacted by government executives and legislators.

Professionals in the field of public administration are the workers who make the government functional. They are essential at all levels, from the smallest local office, to the highest halls of executive and legislative power.

Target Audience:

The MPAM programme is designed to enhance the skills of accomplished senior officials, who hold key positions within their organizations and those aspiring to have a specialized career in public administration. These include directors, ministers, and members of Parliament, chief administrative offices, Commissioners, public service ministry officials and all the technocrats at the district level. The programme also targets those who intend to become career academics, thus preparing them for advancement to PhD Studies.

Programme Learning Outcomes:

Graduates of the MPAM academic program should be able:

- ♣ To exercise high ethical standards as public administration professionals in the dispensation of public services.
- ♣ To critically analyse government actions, decisions, public policies, as well as community problems and provide potential solutions
- ♣ To demonstrate mastery of, and exercise public administration principles of good governance in public service delivery.
- ♣ To apply the highly demanded capacities in working with the non-profit, civil society and the private sector organizations.

Programme Content:

Year One – Semester One

- ♣ Foundations of Public Administration & Management
- ♣ Organization Theory and Behavior
- ♣ Management Information System
- ♣ Ethics in Public Management
- ♣ Advanced Qualitative Research Methods

Year One – Semester Two

- ♣ Administrative Law and Process
- ♣ Project Planning, Monitoring and Evaluation
- ♣ Public Policy Formulation and Management
- ♣ Advanced Human Resource Management
- ♣ Advanced Quantitative Research Methods

Year Two – Semester One

- ♣ Accounting & Financial Management
- ♣ Public & Private Procurement Management
- ♣ Public-Private Partnerships
- ♣ Local Government Administration
- ♣ Non Profit Leadership

Year Two (The whole Year)

- ♣ Research Seminars
- ♣ Research Dissertation

Teaching and Learning methods:

The MPAM programme runs on a modular programme designed to be completed within 2 years. A module includes 5 weeks of face to face interaction with facilitators of the courses. The students are given prepared materials including online resources to continue with learning outside campus.

Programme Assessment:

Evaluation of student's academic performance shall be based on continuous assessment and examinations. Continuous assessment which shall consist of two or more assessments

per semester, shall contribute 40% of each course unit. The examinations shall contribute 60% of each course unit.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,125,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Master of Science in Environment and Natural Resources (MSC. ENR)

Rationale:

Land degradation is having a strong negative impact on the structural and functional integrity of the ecosystem, driven largely by changes in land use systems and management practices in the diverse agricultural ecosystems of Uganda and Africa in general. The increasing vulnerability threatens the livelihood of the farming communities and the capacity of the ecosystem to sustain the increasing population in the coming decades. Degradation of natural ecosystems as a result of unsustainable agricultural intensification is further negatively affecting fragile ecosystems such as mountainous areas and their productivity with little alternative livelihood options. This results in a risk of conflict over natural resources among different stakeholders such as between national parks, cattle keepers and farmers. Furthermore, degradation of vegetation has led to loss of biodiversity through decline of habitats, loss of plant and animal species. Climate change as a result of loss of vegetation cover has undermined the agricultural potential and habitats for key species through unreliable rainfall and intense rains and higher temperatures. Despite the above challenges, there is less understanding of the interactions between environment, land, water, biological resources by the technical and professional staff that that is required to help governments to overcome the challenges. Therefore, Kabale University is taking on the challenge to initiate and run programmes that will equip professionals with skills and knowledge to sustainably develop and manage the environment and natural resources.

There is a growing recognition that a balance between economic development and management of environmental and natural resources is not possible in the current state due to increased unsustainable practices used in the environment, agricultural and natural resources sector. Part of the problem is that previous approaches to address the environmental challenges were sectoral based and training institutions responded to sectorial demands disregarding the fact that environmental challenges are complex, multilayered and cut across different sectors and national boundaries. Little understanding of the complexity and magnitude of the biophysical, social, economic, political and

ecological environment has led to increased natural resource degradation, undervaluation, less understood ecosystem, and stretching of resources to their limit.

The emerging environmental challenges such as disposal of oil and gas waste, climate change, rural farming communities, and protected areas interaction has emerged with potentially serious consequences on environment and natural resources. There is a poor linkage between sectors both in practice and training institutions catalyzed by less interaction with rural farmers who depend on natural resources for their livelihoods. Consequently, to overcome this complex and multi-sectoral challenges, there is a need for new approaches, interdisciplinary analyses, and pragmatic solutions that require advanced knowledge and problem-solving skills on environment and natural resources management. In this regard, KAB is proposing a program that integrates key emerging environmental challenges that previously were nonexistent such as waste management and disposal of oil and gases in the Albertine region. Furthermore, the current model of conservation of natural resources around fragile ecosystems and protected areas is more of policing, with little or no community participation. This programme is proposing aspects of rural development around national parks and other sensitive ecosystems in order to increase community participation. Consequently, the proposed program will equip students with knowledge and skills and increase their capacity to solve complex problems using approaches from different disciplines to address emerging environmental problems backed by a strong element of research and adaptive practices with rural farmers.

Target Audience:

The target audience of learners includes various graduates and professionals working in government and non-governmental organizations such as disaster management, community development, Environment, and Natural Resources Management, health services, and other private and public sector agencies with an environment focus who wish to improve their knowledge and skills. The demand for knowledge, problem solving skills is currently beyond supply in the long term.

Programme Learning Outcomes:

After completing this programme, students should be able to:

- ❖ Demonstrate knowledge, understanding and practice of the integrated, multidisciplinary approaches and analytical techniques to environmental and natural resource management
- ❖ Integrate knowledge of natural resources and environment with various disciplines and sectors.
- ❖ Apply analytical skills and tools using different scientific disciplines related to environmental and natural resource issues to design restoration programmes.
- ❖ Demonstrate expertise in academic and applied research and provide policy guidance for multisectoral programs.

Admission Requirements:

The MENR program is a multi-disciplinary program that will admit students with a background in biological science, Agriculture, physical sciences, Environment, and natural sciences. For entry into the master's programme, applicants should possess:

- ♣ Atleast a second-class degree in Geography, Agriculture, Land use, Environmental Sciences, Natural Sciences, Environmental Health, Forestry, Engineering, Architecture, Economics. Field experience of at least 2 years will be an advantage.
- ♣ A degree in social science such as social work, sociology, economics, and demography with two years of relevant experience to account for knowledge acquired through prior-learning or work experiences.
- ♣ A degree in biological or population sciences such as statistics, biology, laboratory science with at least 2 years of field experience
- ♣ Any other discipline deemed relevant by Kabale University.

Programme Content:

Distribution of courses for two years

Session	Common Core courses	Specialization courses	Elective course	NCHE/KAB Course	Total
1 st Semester	3	1	1	1	6
2 nd Semester	3	1	1	1	6
3 rd Semester	3	1	Thesis	Thesis	5
4 th Semester	Thesis	Thesis	Thesis	Thesis	1

Year One - Semester One

Common Core Courses

- ♣ Earth Systems Science
- ♣ Applied Meteorology and Climatology
- ♣ Applied Statistics
- ♣ Computer Application For Research

Core for Stream A (Environmental Management)

- ♣ Land Degradation Assessment and Restoration

Core for Stream B (Natural Resources Development)

- ♣ Economics of Natural Resource Management

Core for Stream C (Wildlife Conservation)

- ♣ Management of Protected Areas and Biodiversity

Elective Courses

- ♣ Integrated Pest Management
- ♣ Natural Resource Extension and Communication
- ♣ Climate Change and Environment

Year One Semester Two

Common Core Courses

- ♣ East African Environment and Natural Resources
- ♣ Research Methods
- ♣ National and International Laws and Policy
- ♣ Academic Writing and Publication Skills

Core for Stream A (Environmental Management)

- ♣ Environmental Health Management

Core for Stream B (Natural Resources Development)

- ♣ Integrated Water Resources Management

Core for Stream C (Wildlife Conservation)

- ♣ Rangeland and Forest Ecology

Electives

- ♣ Agroforestry and Land Management
- ♣ Rural Development
- ♣ Natural Resources Governance

Year Two - Semester One

Common Core Course

- ♣ Remote Sensing and GIS
- ♣ Environmental Impact Assessment and Evaluation
- ♣ Sustainable Waste Disposal Management

Core for Stream A (Environmental Management)

- ♣ Disaster Preparedness and Management

Core for Stream B (Natural Resources Development)

- ♣ Population, Development and Environment

Core for Stream C (Wildlife Conservation)

- ♣ Wildlife Management and Conservation

Year Two – Semester Two

- ♣ Dissertation/Thesis

Teaching and Learning methods:

The programme duration is 24 months consisting of four semesters and two field attachment terms. Each semester is 17 weeks of which 15 weeks are for imparting knowledge and skills and 2 weeks for University examinations. The program has three streams of specialization are: i) Environment Management, ii) Natural Resource Development, and iii) Wildlife Conservation and Development. The first year consists of two semesters that will cater for class work and fieldwork. During the first two semesters a student will undertake at least three core courses. Two other courses will be taken that include one course relevant to the stream of specialization and another elective course relevant to his field of study making a total of at least five courses. The second-year study will cater for the remaining part of coursework and research.

Programme Assessment:

Evaluation of student's academic performance shall be based on continuous assessment and examinations. Continuous assessment which shall consist of two or more assessments

per semester, shall contribute 40% of each course unit. The examinations shall contribute 60% of each course unit.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,250,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Master of Information Science (MIS)

Rationale:

Libraries are an economic way of facilitating change, learning and recording key events. People in developing countries like Uganda have a right to access information as well as read. The Sustainable Development Goals (SDG's) will benefit from the inclusion of partnerships with libraries as a region. As Uganda looks forward to fulfill these goals, librarians, records and information managers need to be at the forefront of spearheading this cause.

The Faculty of Computing, Library and Information science particularly, the Department of Library and Information science has found it prudent to offer skills and knowledge required to make it possible with libraries and record centers to play a key role as participants in this change. Without the proactive involvement of these professionals with higher qualifications, these goals will be hard to achieve. As an intervening solution, the Department has identified the need for these professionals to fill the gap as a means for developing countries and development partners to work together in pursuit of a sustainable future and in line with sustainable development goals.

The Department of Library and Information Science under the Faculty of Computing, Library and Information sciences is offering programs leading to the award of Bachelor degrees in Library and Information Science and Records Information Management among others. The elements of education and training are expressed in theory complemented by practice. At Kabale University, the process has been evolutionary stretching from 2007 with the conception of Bachelor of Library and Information Science (BLIS) and Bachelor of Records and Information Management (BRIM) which have shown signs of maturity in the 21st century after forming a critical mass of graduates working in the profession. These graduates need outlets for further training to growth both in the profession and personal status. The recruiting authorities have been overlooking persons with Bachelor's degree or its equivalence in favor of candidates possessing higher qualifications. The reasons for the high demand include perceived increase in leadership skills, understanding of information theories and advanced decision-making skills.

The Department of Library and Information Science therefore, feels that the stage has reached to develop information/library science systems that focus on sustainable development goals. It is therefore in this respect that the Master of Information Science is being proposed and developed to fill the aforementioned gap.

Target Audience:

This two-year degree program will prepare participants for careers in information management related profession (library, records and archives) at global level. Specifically, the Program is intended for:

- ❖ University lecturers who wish to progress in their career;
- ❖ Lecturers of information related disciplines in other tertiary institutions;
- ❖ Practitioners in Mid-level positions in organizations (private & public) who are desirous to progress in their profession
- ❖ Research fellows in information management sciences; and
- ❖ Scholars in any discipline/field interested to acquire knowledge and skills in this profession

Learning outcomes:

Graduates of this program should be able to:

- ❖ Apply knowledge and skills acquired to improve quality of information services in the country
- ❖ Demonstrate the ability of professional continued growth in the field of Library, Records, Archives and Information Management to meet the current trends in labor market
- ❖ Demonstrate ability to carry out research in the field of Library, Records and Information Science with the view to adding to existing body of knowledge across the globe
- ❖ Occupy high professional positions of library, records and information management in various institutions and across the globe

Delivery Modes:

The program will be delivered using traditional delivery systems supplemented by E-learning method. This is a Blended-learning mode designed to meet the needs and expectations of the targeted audience. Blended mode allows students to remain working at their work places, part-timers, foreign students, busy managers, and those with families to fulfill their obligations as well attend classes.

Programme Content:

Year One Semester One

Core Modules

- ❖ History of Library, Records and Information Systems development

- ♣ Records & Archives Management
- ♣ Research Methods
- ♣ Bibliometrics
- ♣ Theory & practice of knowledge cataloguing and Classification

Year One Semester Two

Core Modules

- ♣ Reference sources and services
- ♣ Organization of Information and Data Sources
- ♣ Networking in Libraries and Records institutions
- ♣ Database Management Systems
- ♣ Library, Records and Information Policies

Year Two Semester One

Core Modules

- ♣ Collection Development
- ♣ African Information Resources & International System
- ♣ Records Organization & processing
- ♣ Management Information Systems
- ♣ Software Packages for Library and Records management

Electives (Options)

- ♣ Industrial Information Systems
- ♣ Geographical Information Systems
- ♣ Agricultural Information Systems
- ♣ Health Information Systems
- ♣ Education Information Systems

Year Two Semester Two

- ♣ Research Seminars
- ♣ Dissertation

Programme Assessment:

Kabale University has put in place Examination Regulations and Policies that guide assessments. Examinations will take place at the end of the course and coursework assessment will take place during the delivery of the course. Examinations for the Masters' Degree of Information Science (MIS) program shall be conducted by the Department of Library & Information Science under the Faculty of Computing, Library and Information Science coordinated by the Postgraduate Unit. The Department's Board of examiners shall consider each candidates results and forward them to the Faculty Board of examiners for consideration and recommendation to Senate for final approval.

Each course shall be assessed on the basis of a total of 100 marks with proportions of Coursework (40%) and Written Examination (60%). Coursework will consist of at least two assignments/ tests, paper writing, presentations and group work per course.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,125,000
	Tuition Fees per Semester (Non East Africans)	USD 730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Master of Medicine: Obstetrics and Gynaecology (MMED:Obs)

Programme Objectives:

- ✚ The objectives of the program are:
- ✚ To equip the learners with working knowledge of growth and development, and its clinical application from birth through adolescence to old age.
- ✚ To equip the learners with knowledge necessary for the diagnosis and management of Obstetrics and Gynaecological diseases, complications and prevention.
- ✚ To enable students, understand antecedents of health and disease in women
- ✚ To equip learners with communication skills that will facilitate clinical interaction in Obstetrics and Gynaecology as well as promoting eLearning.
- ✚ To equip learners with competencies in physical examination of Obstetrics and Gynaecology patients.
- ✚ To increase the learner's ability to integrate knowledge to Clinical situations at an advanced level.
- ✚ To equip learners with clinical problem-solving skills
- ✚ To develop positive attitudes and professional behaviors appropriate in clinical practice of obstetrics and gynecology among learners
- ✚ To equip learners with skills to develop strategies for reproductive health promotion as well as disease and injury prevention.

Programme Entry requirements:

For any student to be admitted on this graduate program, he/she:

- ✚ Must be a holder of MBChB or its equivalent from a recognized University
- ✚ Should have passed MBChB or its equivalent with good grades or Cumulative Grade Point Average.
- ✚ Should be proficient in English or provide a certificate of English proficiency if the language of instruction in the previous institution was not English.
- ✚ Should have worked for at least two (2) years post internship

- ✚ The candidate must be registered with the Uganda Medical and Dental Practitioners' Council

Programme Learning Outcomes:

All graduate students must have three basic competence domains; knowledge, skills and attitudes in order to be professional doctors. The aim of the program of Obstetrics and Gynaecology is to produce a competent Obstetrician and Gynaecologist who is able to:

- ✚ Ethically practice the specialty with appropriate behavior towards colleagues and community
- ✚ Recognize the health needs of special populations e.g adolescents, females in reproductive age groups and in post menopause
- ✚ Recognize and manage pathological states related to the reproductive system with adequate knowledge of anatomy, physiology, biochemistry, pharmacology and microbiology
- ✚ Know current/recent advances in the field of maternal and new born health and other related issues
- ✚ Apply the principles of research methodology and epidemiology in clinical practice
- ✚ Mentor and teach medical and paramedical professionals
- ✚ Organize and supervise health care services with adequate managerial skills
- ✚ Advocate for maternal and new born health

Programme Content:

Year One: Semester One

- ♣ Advanced Systemic Physiology
- ♣ Advanced Reproductive Anatomy and Embryology
- ♣ Perinatal Medicine and Safe Motherhood I
- ♣ Diagnostic Microbiology and Immunology
- ♣ Professionalism and Ethical Practice
- ♣ Clinical Competences in Obstetrics & Gynecology I

Year One: Semester Two

- ♣ Epidemiology, Biostatistics and Research Methods
- ♣ Clinical Competences in Obstetrics & Gynecology II
- ♣ Physiology of Pregnancy
- ♣ Advanced Reproductive Endocrinology
- ♣ Applied Pharmacology for Obstetrics and Gynaecology
- ♣ Reproductive Pathology and Genetics

Recess Term

- ♣ Management of Health Systems
- ♣ Radiology and Imaging for Obstetrics and Gynaecology
- ♣ Clinical Competences in Obstetrics & Gynaecology III

Year Two: Semester One

- ♣ High Risk Pregnancy, Emergency Obstetrics and Gynaecology
- ♣ Clinical Reproductive Endocrinology
- ♣ Research Proposal Development in Obstetrics and Gynaecology (3 Months)
- ♣ Clinical Competences in Obstetrics & Gynecology IV

Year Two: Semester Two

- ♣ Benign Gynaecological Disorders
- ♣ Gynaecological Oncology
- ♣ Family Planning, Adolescent Health and HIV/AIDS
- ♣ Clinical Competences in Obstetrics & Gynecology V

Recess Term

- ♣ Community Reproductive Health
- ♣ URO-Gynaecology
- ♣ Clinical Competences in Obstetrics & Gynecology VI

Year Three: Semester One

- ♣ Operative Obstetrics and Gynaecology
- ♣ Clinical Obstetrics and Gynaecology
- ♣ Clinical Competences in Obstetrics & Gynecology VII

Year Three: Semester Two

- ♣ Advances Obstetrics and Gynaecology
- ♣ Safe Motherhood and Perinatal Medicine II
- ♣ Dissertation Writing and Presentation (6 Months)
- ♣ Clinical Competences in Obstetrics & Gynecology VIII

Programme Assessment:

Each course shall be assessed in two parts:

- a) Progressive (Continuous) Assessment which shall contribute 40% of the total marks. This score contribution may be revised any time as may be deemed necessary. Continuous assessment shall consist of a number of methods which will be used to assess the various learning outcomes/competences including but not limited to tutorial attendance and participation, continuous observation and feedback during the learning process, assignments, logbooks and case write-ups.

A logbook will be strictly maintained by every student. Entries into the logbook shall be made regularly for the whole period of training in Obstetrics and Gynaecology. Entries in the logbook should be made in real time and not retrospectively. Before the student changes rotation to another unit, the concerned unit head will check the logbook together with the student and thereafter submit the progressive assessment form.

- b) Summative (End of semester) examinations. These shall contribute 60% of the total marks for each course. This score contribution can be revised from time to time as may be deemed necessary. Assessment shall consist of a number of methods that will be used to assess the various learning outcomes/competences including but not limited to written examinations (MCQs, modified essay questions (MEQs), short answer and long essay questions. Long and short case clinical examinations, Objectively Structured Clinical Examinations (OSCE) and vivas where applicable. The OSCE will be designed to

evaluate a very wide range of competences the graduate student is expected to have acquired at that stage of the training.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 2,162,000
	Tuition Fees per Semester (Non East Africans)	USD 1,730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri and Makanga Campuses	

Master of Medicine: Paediatrics and Child Health (MMED:Pae)

Programme Objectives:

All graduate students must have three basic competence domains of: **knowledge**, **skills** and **attitudes** in order to be professional doctors. The aim of the program of Paediatrics and Child Health is to produce competent Paediatricians able to:

- ✚ Ethically practice the specialty with appropriate behavior towards colleagues and community
- ✚ Recognize the health needs of special populations' e.g. neonates, children with special needs and adolescents.
- ✚ Recognize and manage pathological states related to child health with adequate knowledge of anatomy, physiology, biochemistry, pharmacology and microbiology
- ✚ Know current/recent advances in the field of Paediatrics and Child Health and other related issues
- ✚ Apply the principles of research methodology and epidemiology in clinical practice Paediatrics and Child Health
- ✚ Mentor and teach medical and paramedical professionals
- ✚ Organize and supervise health care services with adequate managerial skills
- ✚ Advocate for child health and the welfare of children

Programme Entry Requirements;

For any student to be admitted on this graduate program, he/she:

- ✚ Must be a holder of MBChB or its equivalent from a recognized University;
- ✚ Should have passed MBChB or its equivalent with good grades or Cumulative Grade Point Average;

- Should be proficient in English or provide a certificate of English proficiency if the language of instruction in the previous institution was not English;
- Should have worked for at least two (2) years after completing pre-registration internship.

Programme Content:

Year One: Semester Two
♣ Clinical Methods in Paediatrics and Child Health I
♣ Emergency Paediatrics
♣ Diagnostic Microbiology and Immunology
♣ Professionalism and Ethical Practice
Year One: Semester Two
♣ Epidemiology, Biostatistics and Research methods
♣ Clinical Methods in Paediatrics and Child Health II
♣ Genetics, Growth and Development
♣ Neonatology
♣ Paediatric Neurology
Recess Term
♣ Management of Health Systems
♣ Integrated Practical Paediatrics I
Year Two: Semester One
♣ Internal Medicine
♣ Endocrinology and Metabolic Disorders
♣ Nutrition and Gastrointestinal Disorders
♣ Paediatric Oncology and Haematology
Year Two: Semester Two
♣ Clinical Methods in Paediatrics and Child Health III
♣ Child and Adolescent Psychiatry
♣ Clinical Cardiology
♣ Research Proposal development
Recess Term
♣ Integrated Practical Paediatrics II
♣ Electives in Paediatrics and Child health Services
Year Three: Semester One
♣ Clinical Methods in Paediatrics and Child Health IV
♣ Paediatric Nephrology
♣ Respiratory Disorders
Year Three: Semester Two
♣ Clinical Methods in Paediatrics and Child Health V

♣ Maternal, Child and Adolescent Health
♣ Dissertation

Programme Assessment:

Each course shall be assessed in three parts:

- Progressive (Continuous) Assessment which shall contribute 40% of the total marks. This score contribution may be revised any time as may be deemed necessary. Continuous assessment shall consist of a number of methods which will be used to assess the various expected outcomes/competences including but not limited to tutorial attendance and participation, continuous observation and feedback during the learning process, assignments, logbooks and case write-ups.
- Summative (End of semester) examinations. These shall contribute 60% of the total marks for each course. This score contribution can be revised from time to time as may be deemed necessary. Assessment shall consist of a number of methods that will be used to assess the various expected outcomes/competences including but not limited to written examinations (MCQs, modified essay questions (MEQs), short answer questions. Objectively Structured Clinical Examinations (OSCE) and Vivas where applicable.
- Logbook Maintenance
A logbook will be strictly maintained by every student. Entries in the logbook should be made in real time and not retrospectively. Before the student changes rotation to another unit, the concerned unit head will check the logbook together with the student and thereafter submit the progressive assessment form.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 2,500,000
	Tuition Fees per Semester (Non East Africans)	USD 1,730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri and Makanga Campuses	

Master of Public Health (MPH)

Programme Objectives:

The following are objectives of the MPH Program:

- To introduce basic and advanced concepts and principles of public health to the learners
- To provide knowledge and skills fundamental to public health service and research
- To increase the learner's capacity to conduct health research essential to meeting the demands and challenges of the great lakes region of Africa and beyond.
- To increase the capacity for designing, analyzing and implementing of health programs that are relevant to subnational, national, regional and global health demands.

- ✚ To build the capacity for leadership in health and healthcare services
- ✚ To prepare public health practitioners to work within an integrated, multidisciplinary, and multisectoral health system

Programme Entry Requirements:

The program is open to Ugandans and Non-Ugandans who fulfil the admission requirements. The requirements described below are only the minimum academic conditions for admission and only make one eligible for consideration. A candidate is eligible for admission if he/she satisfies any of the following:

- ✚ A degree in the health sciences e.g. medicine (human and veterinary), nursing, pharmacy, dentistry and at least two years' relevant field experience;
- ✚ A degree in social sciences e.g. social work, sociology, economics, demography and at least two years' relevant field experience;
- ✚ A degree in Biological Sciences, e.g. Statistics, Environmental Sciences, Biology, Laboratory Sciences and at least two years' relevant field experience

Programme Learning Outcomes:

- ✚ Identify and illustrate the principles of public health promotion, management and research
- ✚ Demonstrate knowledge and critique public health service and research
- ✚ Develop proposals and conduct health research essential to meeting the demands and challenges of the great lakes region of Africa and beyond
- ✚ Plan, monitor, implement and evaluate of health programs
- ✚ Demonstrate public health leadership and professionalism

Programme Content:

Year One: Semester One
♣ Biological Basis of Public Health
♣ Applied Epidemiology I
♣ Applied Biostatistics I and Informatics
♣ Field Study 1
♣ Health Policy and Primary Health Care
♣ Health Planning & Management
♣ Health Economics & Finance
Year One: Semester Two:
♣ Communicable & Non-communicable Disease Control
♣ Principles of Health Education & Training
♣ Research Methodology
♣ Social & Behavioral Determinants of Health
♣ Field Study 2
Year One: Recess Term

♣ Field Study 3 (Dissertation -Start)
Year Two: Semester One
♣ Family & Reproductive Health
♣ Demography & Population Dynamics
♣ Public Health Nutrition
♣ Environmental Health
♣ Occupational Health
♣ Health Ethics and Law
Year Two: Semester Two
♣ Applied Epidemiology II
♣ Applied Biostatistics II
♣ Dissertation

Programme Assessment:

The performance of each candidate for the award of the degree shall be assessed through:

a) Assessment of the Academic Component

- 📚 **Progressive academic assessment:** Progressive academic assessment for each course covered in a semester will account for 40%.
- 📚 **End of the semester examinations:** Comprehensive written examination comprising written papers covering all material in a course will be conducted during the semester. The marks of each course will account for 60%.

b) Assessment of the Field Component

- 📚 **Progressive Field Assessment:** Problem-based strategies, specifically the “triple-jump” approach (identification of a problem, reasoning and reporting) will be encouraged. Evaluation of the student’s logbook and / or assignment during the field stay will account for 40%.
- 📚 **Field Reports:** A total of four field reports will be used to assess the trainee competencies over the 22-month period. Two reports will be submitted in the second to the last week of the second semester and at the end of the recess semester of Year I. Each of the field reports will be assessed individually and passed separately from comprehensive semester examinations and will be assessed out of 60%.

c) Final Assessment

- 📚 **Dissertation**
 - i. A dissertation topic will be agreed upon and approved by the trainee, an academic faculty member and the field supervisor at the beginning of the 1st semester of the 2nd year.
 - ii. A research proposal in preparation for the dissertation has to be presented to KABSOM Higher Degrees and Ethics Committee during the first semester of year II.

- iii. A candidate intending to submit his/her dissertation/dissertation must give three months' written notice of submission to the Director, School of Postgraduate Studies and must be endorsed by the Supervisor, Director KABSOM.
- iv. Data collection starts towards the end of the first semester of year II and is completed at the beginning of the second semester. Analysis and write up of the Dissertation is completed in the second semester of year II.
- v. The dissertation should not exceed 100 pages.
- vi. When the candidate's dissertation/dissertation is ready for submission, he/she should submit three loose bound copies with the authority of the supervisor direct to the Director, School of Post-graduate Studies.
- vii. The dissertation should be submitted by June of the second year
- viii. A candidate must pass all course examinations before such a candidate is allowed to submit the dissertation.
- ix. A candidate may, on the recommendation of the examiners, be permitted to resubmit a failed dissertation.

d) Viva Voce

All candidates registered for the program will be required to defend the dissertation/dissertation before a panel of examiners according to the School of Post-graduate guidelines.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 2,500,000
	Tuition Fees per Semester (Non-East Africans)	USD 1,730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri and Makanga Campuses	

Master of Arts in Education Management and Administration

Rationale:

Since the liberalization of University Education in the 1990s, higher education has expanded tremendously with the number of graduates increasing every year (Saint, 1992; Muwagga, 2006; Musingo, 2004). Despite the increase in the number of graduates released by higher institutions of learning every year, unfortunately the graduate unemployment level is also increasing. There are many theories explaining this graduate unemployment explosion but one of the most significant ones is that institutions of higher learning are criticized for mounting theoretically wealthy, but innovatively and practically lacking education products. In order to effectively transform Uganda from a poor economy to a middle-income status as Vision 2040 suggests, graduate unemployment is one of the problems that must be reduced. It is therefore important that higher institutions of learning mount academic programmes that train learners

to be innovative, practical and critical thinkers. This program, the Master of Arts in Education Management & Administration therefore, is designed to train education managers, students, teachers and professionals with relevant knowledge, skills and competencies that can support innovative learning, encourage and support critical thinking among learners, form morally upright citizens as well as designing and promoting a framework of lifelong learning. The courses therein like research, outreach programs, management and development education programs are all intended to support this cause and also position the products in the global economy.

Target Audience:

The MAEM program targets professional teachers, mid-career and senior personnel working in educational bodies both in government and in Civil Society Organizations, education managers, those pursuing a career in curriculum development, as well as policy makers at the school, community, district, national, regional and international levels. This curriculum provides an opportunity for both full time and part-time Masters' degree-level study tenable in the Department of Education.

Programme Learning Outcomes:

On successful completion of the program, students are expected to:

- ✚ Demonstrate knowledge and skills of education management principles and theory critical to enabling them participate in social transformation, poverty eradication and citizenship building.
- ✚ Apply the research skills and theory obtained from the program to analyse, synthesize, and problem-solve issues affecting education establishments in their locality as well as issues that promote social development.
- ✚ Demonstrate higher education skills of teaching and research to identify education management and curricular problems in schools and communities and provide supportive solutions.

Programme Content:

Year One: Semester One

- ♣ Theory and Practice of Educational Administration and Management
- ♣ Histo-Philosophical Foundations of Education
- ♣ Curriculum Foundations, Planning and Development
- ♣ Organizational Behaviour, Culture and Politics
- ♣ Education Research Methods
- ♣ Computer Applications in Research

Year One: Semester Two

- ♣ Educational Policymaking and Planning in Developing Economies
- ♣ Human Resource Management Practice in Education
- ♣ Publishing & Scholarly Writing Skills
- ♣ Theoretical Dimensions in Education Leadership and Governance
- ♣ Ethical and Legal Issues in Education Development

- ♣ Theoretical Foundations of Adult Education

Year Two: Semester One (Elective & Mandatory Courses)

- ♣ Pertinent Issues in Management of Higher Education
- ♣ Resources Management and Economics of Education
- ♣ Education for Sustainable Development
- ♣ Educational Monitoring and Evaluation
- ♣ Development Education and Internationalization
- ♣ Leading Issues in Strategic Thinking and Management
- ♣ Research Seminar (Mandatory)

Year Two: Semester Two

- ♣ Proposal Development and Dissertation Writing

Teaching and Learning methods:

The mode of delivering the MAEM program is through Course work and a dissertation. The course work and course units will be delivered using several methods like the lecture method, discussion/brainstorming method, writing reflective papers and critical reviews, Power-point presentations, Field Study Tours, presentations and graduate seminars/workshops. The dissertation is the final requirement for the award of a Master of Arts (Education Management & Administration) (MAEM) Degree of Kabale University.

Programme Assessment:

The Master of Arts (Education Management & Administration) shall be assessed and evaluated in the following mode:

- ✚ Each course delivered on the Master of Education program has continuous assessment serving as coursework. This coursework is in form of assignments, tests and practical sessions.
- ✚ Each course delivered on the Master of Education program has a three-hour written end of semester examination.
- ✚ At the end of the course, a total mark is obtained by combining the final examination mark and coursework.
- ✚ The pass mark for all courses is 60 percent of the final mark. A candidate with 60 percent and above in a course shall be on "Normal Progress" (NP) for that unit, while a mark below the pass mark shall be regarded as failure.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 1,080,000
	Tuition Fees per Semester (Non-East Africans)	USD 730
DURATION:	Weekend Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri and Makanga Campuses	



POST GRADUATE DIPLOMA PROGRAMMES

ENTRY REQUIREMENTS FOR POSTGRADUATE DIPLOMA PROGRAMMES



ENTRY REQUIREMENTS FOR POSTGRADUATE DIPLOMA PROGRAMMES

1. A good degree from a recognised University, OR a recognised relevant professional qualification and at least two years of working experience.
2. Working experience of one year will be considered for the Weekend Programmes,
3. Uganda Certificate of Education (UCE) with at least 5 passes and at least two principal passes at Uganda Advanced Certificate of Education (UACE) obtained at the same sitting.
4. If an applicant gained entrance to University through other means original documents to that effect should be presented;
 - i) Mature Age Entry certificate, 25 years and above and accredited by the National Council for Higher Education (NCHE).
 - ii) Diploma Entry obtained at credit/distinction level from a recognised institution.
5. The minimum duration for the Bachelor's degree should be three years

Postgraduate Diploma in Project Planning and Management (PGDPPM)

Rationale:

The programme aims at providing participants with knowledge and skills necessary for effective performance in the role of project manager. It adopts a generic approach to project management and is designed for projects in construction and engineering, events management, research and development, community services, trade, tourism and agricultural projects. The programme is structured into 12 modules: 4 basic, 6 core and 2 electives. Through the modular system, a participant can complete the course in two semesters continuously or three years. Participants who successfully complete the programme with at least second-class pass may be admitted to the Master of Arts in Project Planning and management degree programme.

Target Audience:

This programme is generally intended for qualified bachelors holders who have equivalent educational recognized qualifications and wish to gain qualifications in a wide range of educational contexts or upgrade their expertise.

Programme Learning Outcomes:

At the end of the programme, participants shall be able to:

- ♣ Conceptualize, perceive, start and develop projects in a changing global environment.
- ♣ Understand analytical tools, principles and concepts of project identification, appraisal implementation and review.
- ♣ Equip students with skills necessary to identify the needs of a particular area and to develop projects to meet those needs.
- ♣ Provide sufficient knowledge, skills, competencies and behavior attitudes that can enable to implement projects effectively and effectively.
- ♣ Provide skills and knowledge in monitoring and evaluating the performance and impact of development projects.

Programme Content:

Core Modules

- ♣ Project Planning & Management
- ♣ Project Disaster & Risk Management
- ♣ Management Information System
- ♣ Research Methods
- ♣ Management Skills Improvement
- ♣ Project and its Environment
- ♣ Project Cost Management
- ♣ Project Planning & Programming

- ♣ Project Monitoring & Evaluation
- ♣ Quantitative Methods in Decision Making
- ♣ Extended Essay Writing

Teaching and Learning Methods:

In order to develop work-related knowledge, and more so skills and attitudes, the programmes will be delivered using participant-oriented Competency-Based Learning (CBL) methods and techniques, including but not limited to, interactive lectures, case studies, group/pair work, individualized study, class presentations, guided discovery, seminars, demonstration, role play, debates, problem solving activities, field work, project work, among others.

Programme Assessment:

Participants are assessed through exercises, course work, and written examinations

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 625,000
	Tuition Fees per Semester (Non East Africans)	USD 400
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Postgraduate Diploma in Human Resource Management (PGDHRM)

Rationale:

The revised programme is necessary in developing the capacity of Managers to effectively and efficiently manage people in organizations as a capital resource in a strategic and coherent manner, considering them as the most important resource that the organization will ever have, to nurture motivate and utilize them in the most effective and efficient manner. This programme bridges the gap that exist in people management styles preparing them to manage the human resources in the non-convention ways and be able to align the human resources of the organization to the organization plans. The programme is also intended to prepare the Human Resource Managers to get involved in board room issues where the strategic objectives of the organizations are formulated enabling them to strategically align human resource management issues to the overall objectives of the organizations.

Target Audience:

The programme formulated for potential change management drivers in the public, private and NGOs sectors. Specifically; Human Resource Practitioners, Consultants involved in Human Resource Management activities like Recruitment and Selection, Training and Development, Reward Management experts, counselors and all private business men and women who are directly responsible for handling people and all line managers in both private and public organizations.

Programme Learning Outcomes:

At the end of the programme, participants shall be able to:

- ❖ Offer strategic guidance on HR matters
- ❖ Manage the training function of an organization
- ❖ Conduct job evaluation exercises
- ❖ Develop human resource plans
- ❖ Formulate human resource policies
- ❖ Apply basic labour laws of Uganda and administer wage and salaries in organizations
- ❖ Carry out effective Human Resource Planning of the organization
- ❖ Develop effective strategies to manage, entry, stay, and exit of the human Resources
- ❖ Identify effective strategies of managing the global labour market information and use this information to align human resource requirements to the organizational objectives.

Programme Content:

Core Modules

- ❖ Human Resource Management & Development
- ❖ Labour Laws
- ❖ Human Resource Ethics
- ❖ Research Methods
- ❖ Strategic Human Resource Planning

Elective Modules (Choose Three)

- ❖ Management Information Systems
- ❖ Industrial Relations
- ❖ Organisational Behaviour
- ❖ Performance Management
- ❖ Financial Management
- ❖ Extended Essay Writing

Programme Assessment:

Evaluation of student's academic performance shall be based on continuous assessment and examinations. Continuous assessment which shall consist of two or more assessments per semester, shall contribute 40% of each course unit. The examinations shall contribute 60% of each course unit.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 625,000
	Tuition Fees per Semester (Non East Africans)	USD 400
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Postgraduate Diploma in Public Administration and Management (PGDPAM)

Rationale:

Quite a number of agencies, organisations and institutions find themselves persuaded to contribute to the urgency of providing a channel for equipping human resources or personnel with relevant and advanced skills to contribute to the required social economic transformation. The need and call for a very effective and faultless public management system is extremely necessary. It is believed and expected that that such a system is one that can/should play a key, driving role in bringing about attainment of that dream. Uganda just like other East African Countries or better said, Sub-Saharan African countries in general continue to grapple with the need for effective Public Administration and efficacy in political leadership, good governance, resources mobilisation and management. What we may call, 'delayed' development, is unacceptable. Therefore, the Postgraduate Diploma in Public Administration and Management programme seeks to address this gap.

Target Audience:

It is intended to provide an opportunity for people working in the public sector, private sector and voluntary organisation who provide services that are public in nature to develop advanced public administration and management knowledge and skills through postgraduate study. The programme provides a comprehensive study package to ensure current and potential public managers have the full range of competencies required in the ever-changing context of developing countries.

The programme is suitable for current and potential public administrators and managers, policy analysts, civil society leaders, and political and religious leaders who are involved in planning, implementing, monitoring and evaluation services that are public in nature.

Programme Learning Objectives:

At the end of the programme the participants should be able to:

- ❖ Exercise high ethical standards as public administration professionals in the dispensation of public services.
- ❖ Critically analyse government actions, decisions, public policies, as well as community problems and provide potential solutions
- ❖ Demonstrate mastery of, and exercise public administration principles of good governance in public service delivery.
- ❖ Apply the highly demanded capacities in working with the non-profit, civil society and the private sector organizations.

Programme Content:

Basic Modules

- ❖ Foundations of Public Administration & Management
- ❖ Organization Theory and Behavior
- ❖ Management Information System

Programme Content:

Basic Modules

- ✿ Foundations of Public Administration & Management
- ✿ Organization Theory and Behavior
- ✿ Management Information System
- ✿ Ethics in Public Management
- ✿ Advanced Qualitative Research Methods

Core Modules

- ✿ Administrative Law and Process
- ✿ Project Planning, Monitoring and Evaluation
- ✿ Public Policy Formulation and Management
- ✿ Advanced Human Resource Management
- ✿ Advanced Quantitative Research Methods
- ✿ Accounting & Financial Management
- ✿ Public & Private Procurement Management
- ✿ Public-Private Partnerships
- ✿ Extended Essay

Programme Assessment:

Evaluation of student's academic performance shall be based on continuous assessment and examinations. Continuous assessment which shall consist of two or more assessments per semester, shall contribute 40% of each course unit. The examinations shall contribute 60% of each course unit.

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 625,000
	Tuition Fees per Semester (Non East Africans)	USD 400
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Rationale:

Global initiatives like the Sustainable Development Goals (SDGs) are anchored on a strong system of Monitoring and Evaluation to generate evidence on what progress is being made and the challenges countries are experiencing in their pursuit of the SDGs. African Vision 2063 with its impressive lined up interventions will only succeed once systems of monitoring and evaluation are functional. The East African regional level interventions and those lined up in Uganda's vision 2040, the country's education sector strategic plan, the NDP and all public service reforms will succeed if there is a potential of institutions to generate evaluation evidence to guide effective implementation.

To establish Monitoring and evaluation systems, there is a need for well-trained graduates in the field not only in terms of knowledge and skills but also attitude and behavioral aspects. There are some existing programmes in the country offering M and E courses but none has been designed to take into account the global, continental, regional and country as well as individual organization needs. This programme has been developed after a careful study of existing academic programmes and mapping of the mismatch of skills missing in the field as contained in the African studies on the skills gaps for monitoring and evaluation.

Moreover, as a discipline of academic study, evaluation (or monitoring and evaluation as is often called in developing countries) in Africa and other developing countries is still in its infancy unlike other countries where it has reached adulthood. The program is strongly justified based on its uniqueness as follows: -

1. **Multi-disciplinarily:** The course will be multi-disciplinarily in the curriculum, delivery and assessment. As such, the Programme will be open for students of all disciplines. The knowledge acquired can be applied to any evaluation context.
2. **Practice-orientated learning:** The Programme not only provides theoretical knowledge but also aims at translating this knowledge to the practical field. As such, students will be trained using practical sessions and field attachments where they will be assigned to a project, programme etc to undertake a practical evaluation and generate findings that can guide decision making.
3. **Regional, Continental and Global focus:** The program not only provides knowledge, skills and competences suitable for the Ugandan context but the region, the African context as well as global audiences.

Target Audience:

The target audience cuts across national, regional and continental levels and as such the audience cuts across all sectors like education, health, agriculture, engineering etc. The program will benefit officers in government, non-governmental organizations, the private sector and all national and sub-national level institutional with interest in M &E matters. Those who wish to build their academic career in evaluation as lecturers will find this course as a very important foundational step.

Programme Learning Objectives:

By the end of the course, students will be expected to:

- ✿ Demonstrate advanced knowledge and understanding of evaluation theory and practice; and apply these understandings to practical evaluation contexts;
- ✿ Design, conduct and manage evaluations for complex organizations.
- ✿ Plan and execute evaluation and monitoring consultancy assignments to the satisfaction of clients.
- ✿ Demonstrate an appreciation of professional responsibilities and ethical principles that should characterize leaders in the evaluation field.

Programme Content:

Core Modules

- ✿ Evaluation Theory and Practice
- ✿ Evaluation Design and Implementation
- ✿ Development Theory and Interventions in Africa
- ✿ Commissioning, Conducting & Managing Evaluations
- ✿ Research Methods

Core Interdisciplinary Courses

- ✿ M and E systems: Tools and Frameworks.
- ✿ Data Management and Reporting
- ✿ Project Management Theory & Practice
- ✿ Public Policy, Leadership and Governance
- ✿ Resource Mobilisation and Management

Teaching and Learning methods

This programme will be multi-level and will involve both the traditional systems of delivery but will add the contemporary delivery modes that will meet the needs and expectations of the targeted audiences. Blended learning systems will be combined with traditional systems. A modular approach with an orientation of Block mode teaching which has been successfully implemented in other countries for over two decades will be applied. Block mode allows students to remain as part of their work employment and specifically targets those students who:

- ✿ Are currently employed full-time;
- ✿ Are foreign students;
- ✿ Are busy managers and administrators;
- ✿ Are from rural, regional and remote or isolated areas; or
- ✿ Have family/kin obligations that do not allow them attend regular classes.

This learning method provides opportunities for students to complete a university course whilst still living in their rural or remote communities or while continuing to do their official work. However, block mode demands that students work well independently and are able to pace themselves so that the inter-block period is utilized effectively.

Programme Assessment:

Participants are assessed through continuous practical exercises, course work and written examination.

Programme Fees

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 625,000
	Tuition Fees per Semester (Non East Africans)	USD 400
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

Postgraduate Diploma Institutional Governance and Leadership (PGDIG&L)

Rationale:

Organizations of all types and contexts are in constant and complex changes and they needed to navigate the complex environment in which organizations find themselves operating. The concepts of Institutional Leadership and Governance opens up some essential aspects of the **leader's** capability to detect and cope with changes in the external environment by maintaining the primary goals of the organization. Specifically, Governance; the act of governing is a key requirement for all types of organizations be it in Government or the other sectors. Governance in the public sector has however of recent become a central matter of policy due to the role of government in society. There is now a renewed demand for institutional leaders as opposed to organizational leaders! Institutional leaders have certain virtues and qualities that hold the organizations together for prosperity. In all sectors like health, education, water and sanitation, and energy among others, there is a need for effective governance and hence good leaders.

The programme in Institutional Governance and leadership which borrows from Public Administration, Management, strategic management and Business corporate practices has been designed with an eye to specifically address the strengths and weaknesses with respect to the core values of service which apparently have been taken away by poor governance and leadership partly also being a source business-driven methodology. The curriculum of most existing degree programmes in this area lack the depth and breadth of dissecting the organization as driven by the internal as well as the external environment. Most programmes focus on the technical and operational aspects and miss out on the strategic and top-level environment. They also miss out on understanding how aspects at the external level be it at regional, continental and global level have a bearing for effective governance and leadership.

Unlike other existing programmes in the field which tend to be specific to the one discipline (Public management), this programme will take a multidisciplinary approach. Moreover, few

universities in Uganda do the teaching of such programmes using the opportunities provided by technology. The other strengths of this programme will be the adoption of up-to-date technology in teaching and assessment. It will also have a strong emphasis on practice and this will be ensured through using well knowledgeable and experienced instructors. The university will also forge a close collaboration with the well performing organizations in Rwanda and Uganda among other countries as a mechanism of learning best practices. As a professional program, emphasis will be placed upon learning those governance, strategic management, leadership, administrative concepts, theories, processes, and techniques that are associated with effective governance and leadership of a 21st century organization.

Target Audience:

The target audience of this course are personnel in all sectors who seek leadership positions. It also targets members of the governing councils and students who wish to advance their academic career in Governance and leadership. The program will be delivered through blending traditional class room environment with practical case studies and field visits. Special sessions will be organized with organisations having board meetings where participants will be requested to attend as observers. As such, the programme will admit only a limited number of participants per intake.

Programme Learning Objectives:

By the end of the programme, participants will be able to:

- ❖ Identify and apply the fundamental pillars for effectively governing, leading and managing an organization
- ❖ Develop organizational-wide systems that promote a conducive environment for governing and leading a 21st century efficient and effective organization
- ❖ Develop and implement systems to effectively manage the human, financial and material resources of organizations;
- ❖ Mobilize resources for public, private and NGO sector programmes and conduct effective Monitoring and evaluation of these programmes.
- ❖ Generate performance assessment reports for different audiences

Programme Content:

Basic Modules

- ❖ Strategic Management and Leadership
- ❖ Institutional Governance & Leadership: Models, Theories & Concepts
- ❖ Institutional Policy
- ❖ Public Administration Theory & Practice
- ❖ Human Resource Planning & Development
- ❖ Monitoring & Evaluation Theory and Practice

Core Modules

- ❖ Resource Mobilization and accountability

- ♣ Managing Meetings and Reporting
- ♣ Research Methods
- ♣ Board/Council Ethics and Procedures
- ♣ Project Planning & Management
- ♣ Financial Management and Administration

Teaching and Learning Methods:

A modular approach based on block release mode will be ideal for students in full-time employment who find it easier to take weeks away from work rather than being at the University for full time. Under the Block release mode modules will be taught in a block (could be one week, two weeks or any other preferred mode). Under this arrangement, students will only be required to be on campus for the specific weeks that each module or a combination of them is run. The rest of the time will be spent in organizations dealing with real case problems concerning an aspect covered by the module.

The university will invest in video conferencing technology to allow students share experiences with corporates and students undertaking similar courses across the globe. Videos of best performing CEOs and leaders will be heavily used in teaching and as such they will be downloaded on the e-learning platform for Kabale University while others will be directly available from YouTube. Each admitted student will thus be required to have a personalized laptop or any other ICT-enabled technology that will allow advanced delivery methods to be applied in this course.

Programme Assessment:


Kabale University has put in place Examination Regulations and Policies that guide coursework and examinations assessments. Examinations will take place at the end of the course and coursework assessment will take place during the delivery of the course. Each course shall be assessed on the basis of a total of 100 marks with proportions (Coursework /reports/case studies-40% and Written/Field practical Examination-60%).

Programme Fees:

TUITION FEES:	Tuition Fees per Semester (East African)	UGX 600,000
	Tuition Fees per Semester (Non East Africans)	USD 400
DURATION:	Weekend/Holiday Classes	April Intake
		August Intake
VENUES:	Kabale University, Kikungiri Campus	

SCHOOL FEES

OTHER FEES			
Postgraduate Functional Fees (Compulsory)		In-service Functional Fees (Compulsory)	
Computer Laboratory Fee	60,000= (Per Year)	Computer Laboratory Fees	30,000= (Per Semester)
Contribution to NCHE	20,000= (Per Year)	Contribution to NCHE	20,000= (Per Year)
Development Fund	100,000= (Per year)	Development Fund	50,000= (Per Semester)
Examination Fee	100,000= (Per Year)	Examination fee	50,000= (per semester)
Games Union	20,000= (Per Year)	Games union	10,000= (per Semester)
Identity Card	20,000= (Paid Once)	Identity card fee	20,000= (Paid Once)
Library Fee	50,000= (Per Year)	Library fee	20,000= (per year)
Medical Fee	15,000= (Per Year)	Medical care	15,000= (per year)
Registration Fee	60,000= (Per Year)	Registration fee	20,000= (per year)
Research Fee	200,000= (per Year)	Research Fee	20,000= (per year)
Contribution to UNSA	2,000= (per year)	Contribution to UNSA	2,000= (per year)
Student Guild Fee	20,000= (Per Year)	Student Guild fee	10,000= (per Semester)
Students' manual	20,000= (Paid Once)	Students' manual	20,000= (Paid Once)
		University gown	20,000= (paid once)
Consequential Charges		Optional	
Certification of academic papers	3,000= (per copy)	Accommodation	100,000= (Per Semester)
Late Registration fee	30,000= (per year)		
Lost admission letter replacement	5,000= (per issue)		
Lost Certificate/Transcript replacement	50,000= (per issue)		
Lost examination card replacement	5,000= (per issue)		
Lost Identity Card replacement	20,000= (per issue)		
Lost Library card replacement	3,000= (per issue)		
Lost registration card replacement	5,000= (per issue)		
Retake/missed paper fee	50,000= (per paper)		
Special Examination fee	30,000= (per paper)		
Surcharge (Late Payment Fee)	50,000= (Per Semester)		

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1. The University Council reserves the right to adjust the fees without prior notice.
 2. These Programmes are run over Weekends, during Fulltime, or in Recess/Holiday Sessions.
 3. Contribution to NCHE should be deposited using a reference number generated via www.schoolpay.co.ug

