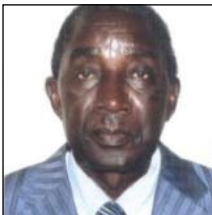


Mountains of the Moon University founders, leadership and staff

“Founders are important not because they are the only ones whose work has value, but rather because a great founder can bring out the best work from everybody at his company”

(Peter Thiel, PayPal founder, venture capitalist and book author)

There would be no MMU today if it was not for the people who founded it. They came up with the idea and nurtured it and developed it into a concept. The founders invested a great deal of personal time, money and effort into mobilising resources, networks and partnerships for the concept to turn into an organization that was registered under the laws of Uganda, and ultimately licensed by Uganda’s National Council for Higher Education to operate as a university.



From left to right: Founder-Members Hon. Justice S. T. Manyindo (Chair, MMU Board of Directors), Professor E. B. Rugumayo (Chancellor), Rev. Fr. A. Byaruhanga (Chair, MMU Council 2005-2009), Hon. Col. (Rtd.) T. Butime (Chair, MMU Council since 2009)

Founding means starting. It also means laying the foundation. Therefore, this chapter presents the governance structure upon which MMU is founded, and the persons who have been providing leadership through it. The chapter also appreciates the people who work for and with MMU, then and now.

The founder-directors of MMU

Hon. Justice S. T. Manyindo (* 1942) attained LLB and LLM in London. After 8.5 years as Senior State Attorney and in private legal practice, he has been a judge from 1973 to 2001 (retirement). Seth Manyindo engages in dairy farming in Kabarole.

1973 High Court Judge (at age 31, the youngest in the Commonwealth)

1986 Justice and Vice President of the Court of Appeal (double promotion)

2003- 2011 Chairperson, Uganda Judicial Service Commission

Since 2001 Managing Partner, Ms. Setroma Legal Consultancy

Since 2002, Hon. Justice Manyindo is the chairperson of MMU Board of Directors.

Professor E. B. Rugumayo (* 1934) attained a Diploma in Education (Liverpool) and a BSc Botany & Ecology (London). He worked as an (academic) teacher and leader in Great Britain, Kenya, Russia, Uganda, USA and Zambia.

Ministerial portfolios: Education, 1971-1973; Internal Affairs, 1999-2000, Trade/Tourism/Industry, 2000-2005

First Ugandan Ambassador to South Africa: 1996-99,

Environmental Expert: with diverse UN organizations and NGOs, 1980-1995; founded Tooro Botanical Gardens, 2007.

Since 2005, Professor Rugumayo is the Chancellor of MMU.

Rev. Fr. Albert Byaruhanga (*1951, †2009) was a priest and a teacher. He build an extensive national and international network supporting the development of the Rwenzori region and of Uganda. He chaired a number of government bodies and was part of the founding or advisory teams of various organizations, including MMU.

Ffom 1992 he was a Presidential Advisor. From 2005-2009, he was the chairperson of MMU Council.

Detailed biography: <http://memorialwebsites.legacy.com/albertbyaruhanga/MemorialSite.aspx>

From 2005 to 2009, Fr. Albert was the chairperson of the MMU Council.

Hon. Col. (Rtd.) T. Butime is a trained cinematographer. He served as an officer of the Uganda Peoples' Defence Forces (UPDF). He has been a member of parliament for many years.

Ministerial (state) Portfolios: Internal Affairs incl. Refugees/Disaster Preparedness (1996-2001), International Cooperation (2001-2005), Communications (state, 2005-2006).

Since 2009, Hon. Butime has been the Chairperson of the MMU Council.

Mr. Y. Karmali is the CEO Dembe Industries (U).

Dr. C. Karungi is a lecturer of history at Makerere University.

Professor Dr. O. K. Ndoleriire has been the dean of the faculty of arts of Makerere University.

Dr. J. B. Nyakaana is a professor of geography at Makerere University.

Hon. Lady Justice P. N. Tuhaise is a judge at the High Court of Uganda, heading the family division.

Other Members of Board of Directors

Since 2014: **Professor Dr. A. Semana** is a renowned Ugandan agriculturalist. He **headed the curriculum committee** during MMU's initial phase (2000-2005) and was **MMU's 1st Deputy Vice-Chancellor** (2005-2011) and **Dean of School of Agriculture** from (2005-2013).

Since 2014: **Andrew Mwenda** is CEO of The Independent, one of the leading weeklies in Uganda.

MMU Top University Management, 2015



Vice-Chancellor
Prof. J. M. Kasenene



Deputy Vice-Chancellor
Dr. E. Kagambe



Registrar Academic
Dr. T. Kiiza



Registrar Administration
Mr. Nkrumah
J. M.



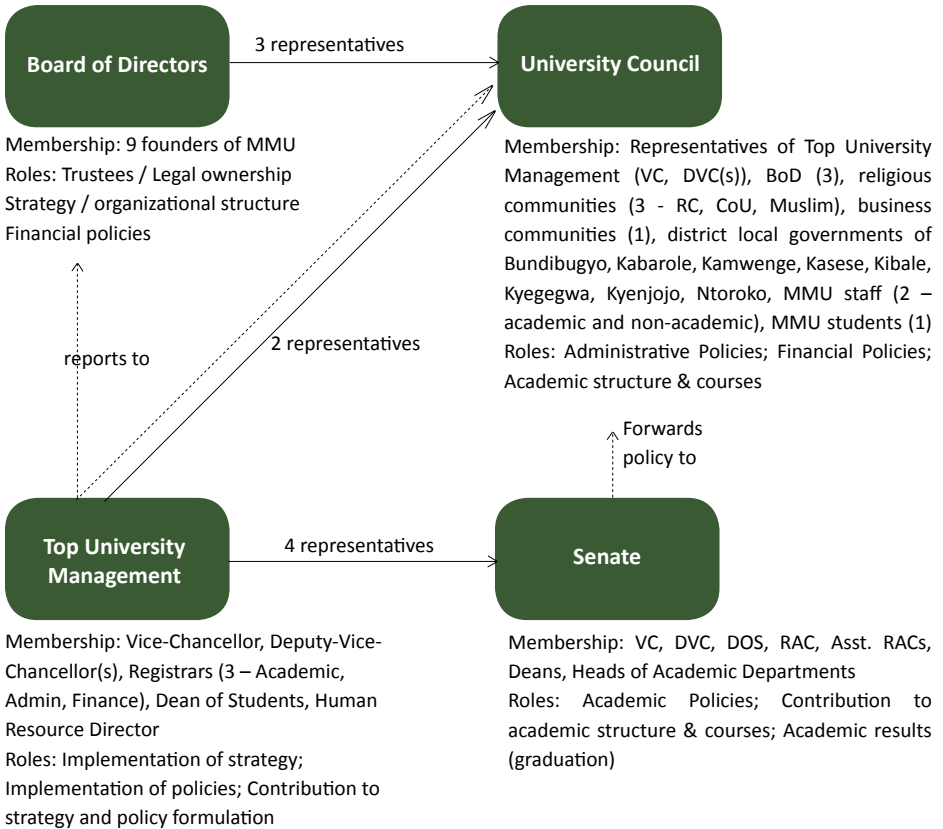
Registrar Finance
Mr.
Kakungulu Y.
(CPA)



Dean of Students
Mr. F. Mutabaruka



Human Resource Director
Mr. V. Mukundane



Mountains of the Moon University strategic goals

(to be achieved by 2021)

**Competitiveness
of graduates in
the job market**

**Effectiveness and
efficiency of all
operations**

**Quality
management of
all academic and
administrative
functions**

Through addressing, between 2011 and 2021,
13 strategic issues

Issue (2009/2010):

- 1) Academic teaching and learning excellence
- 2) High quality research relevant to the region and beyond
- 3) Model of community engagement
- 4) Relevant and innovative schools and courses
- 5) High quality staff committed to MMU
- 6) High quality educational infrastructure
- 7) Fulfilling and successful educational experience
- 8) Institutionalised financial policies, processes and systems
- 9) Total quality management system
- 10) Policy-driven, soundly implemented decisions
- 11) Organisational culture living MMU core values
- 12) Successful marketing strategy
- 13) Fully functional ICT

Status (2015):

- 1) 2,440 graduates (2008-2014), 44% female
- 2) Over UGX 250B research funding with universities from 3 continents
- 4) 5 schools with 46 under and postgraduate courses spanning agriculture, environment, business and economics, community dev., health, nursing, ICT and teachers' education
- 5) 8 PhD holders, incl. 2 through MMU staff development, 13 PhD candidates
- 6) 2 lecture facilities with soil/water labs and practical nurse training room
- 7) Field placement with about 100 companies, local governments, NGOs, health centres and/or schools
- 8) Finance Manual revised 2015
- 9) Quality Assurance Officer since 2012
- 12) Marketing and Communications Manager since 2015
- 13) SOIC since 2011, Directorate of ICT

Mountain of the Moon University: a great workplace in the heart of the Rwenzori region



In the beginning, MMU was operated by part-time “activists” who were excited about building a university in the Rwenzori region, moreover one governed and owned by the communities.

At the end of 2004, the first staff members of MMU were Dr. Patrick Davey, seconded by VMM, Mr. Philip Kalyegira and Sr. Margret Katuutu. Dr. Arseni Semana, a reputed agriculturalist, retired from Makerere University to join the MMU workforce as Deputy Vice-Chancellor. By Sept. 2005, MMU had 9 female and 15 male full-time staff members.

MMU Staff Members (full-time) per 1st Sept. 2005

Female: Sr. Margaret Katuutu, Sr. Stella Kanunyuzi, Kyomugasho Allen, Mbabazi Scovia, Mbabazi Juliet, Zainab Banura, Linda Lillian, Florence Biduho, Basemera Stella.

Male: Dr. Patrick Davey, Dr. Arseni R. Semana, Fr. Dr. Christopher Mukidi, Dr. Mugenyi Kizito, Kalyegira Philip, Rwakwa Sylvester, Edmond Kagambe, Mugenyi Andrew, Peter Musinguzi, Yusuf Ssessanga, Robert Okello, Mr. Tumwebaze Mathias, Tinka Christopher, Mr. Magumba David, Mugisa Vincent, Kagoro Anthony.

The first top management teams were led by Vice-Chancellors Dr Patrick Davey (2005-2007) and Dr Douglas Nisbet (2007-2010) respectively. Both were seconded by VMM. In 2008, Dr Patrick Davey was awarded a Professorship of MMU for his outstanding contribution towards taking the university from an idea of the founders into reality.

Since 2010, Professor John M. Kasenene leads MMU financially and operationally.

The Vice-Chancellor is supported by a Deputy Vice-Chancellor. Professor Arseni R. Semana and Dr Edmond Kagambe held this critical position from 2005-2011 and since 2011 respectively. Professor Semana became an honorary board member in 2014.

Dr Fr. Christopher Mukidi and Mr Kalyegira Philip contributed invaluablely to the foundations of MMU through their rich experience in Uganda's education system.

Dr Mukidi shaped the office of the Registrar Academic, which he held from 2005 to 2012. He since joined Uganda Martyrs' University as Registrar Academic. Mr. Kalyegira was Registrar Administration and Finance until his well-deserved retirement in 2012.

Today, MMU has over 220 staff members (both full- and part time), several funded by projects that MMU has won through its various partnerships. The university is led by Top University Management.

MMU staff development (2015)

– building the workforce for the 21st century

During its first decade, MMU has supported over 50 staff members for further studies. The Staff Development Committee allocates three forms of support: (a) direct financial contribution of up to 100% of tuition or total fees; (b) partial or full* Institutional scholarship from external funders; (c) study leave.

Currently, 12 female and 20 male staff-members are receiving financial support from the University and other funders (table next page). Other staff are sponsoring themselves taking advantage of study leave (currently 7).

Furthermore, MMU and its partners periodically organise short courses for staff, both in Uganda and abroad.

Name	Sex	MMU School /Dept.	Form of support	Training Institution / Country	Funder
Doctorate (Ph.D)					
Aturinda Amos	M	SAST	Full	Catholic Univ. Leuven, Belgium	VLIR-UOS
Kisakye Violet	F	SAST	Full	Catholic Univ. Leuven, Belgium	VLIR-UOS
Kaahwa Mark	M	SoE	Full	Free Univ. of Brussels, Belgium	VLIR-UOS
Kintu Mugenyi J.	M	SoE	Full	Free Univ. of Brussels, Belgium	VLIR-UOS
Joshua Wesana	M	SAST	Full	GentUniv., Belgium	BoF
Kabbiri Ronald	M	SAST	Full	Gent Univ., Belgium	BoF
Kataike Joanita	F	SBMS	Full	Gent Univ., Belgium	VLIR-UOS
Martin Sserwadda	M	SAST	Full	Gent Univ., Belgium	VLIR-UOS
Akugizibwe Edwin	M	SAST	Full	Chonbuk National Univ., South Korea (SK)	Govt of SK
Rubaihayo John	M	SHS	Full	Makerere Univ., Uganda	MMU
Mutabaruka Fredrick	M		50% of tuition	MUST (Mbarara), Uganda	MMU
Muhangi Bernard	M	SBMS	Tuition	UMI, Uganda	MMU
Kembabazi Doreen	F	SoE	Full	Univ. of Michigan, USA	UM
Masters and Postgraduate Diploma (PGD) (subject included with institution column)					
Kakyo Tracy	F	SHS	Full	MSc Nursing - Australia	Gov't of Australia

Name	Sex	MMU School /Dept.	Form of support	Training Institution / Country	Funder
Masters and Postgraduate Diploma (PGD) (subject included with institution column)					
Mr. Ajuna Henry	M	SAST	Full	MSc Animal Sc. - Chonbuk Natl Univ., SK	Govt of SK
Sr. Katuutu Margret	F	Library	Full	MSc - Moi Univ., Kenya	MMU
Bashabire Nice	F	SHS	60% of total fees	MPH- MMU, Uganda	MMU
Margret Asimwe	F	SBMS	60% of total fees	MBA- MMU, Uganda	MMU
Nansamba Hadijjah	F	SBMS	60% of total fees	MPA- MMU, Uganda	MMU
Mawenu Robert	M	SBMS	60% of total fees	MBA- MMU, Uganda	MMU
Aheebwa Christopher	M	SBMS	60% of total fees	MBA- MMU, Uganda	MMU
Kansiime Harriet	F	HR	50% of tuition	PGDHRM - MUST, Uganda	MMU
Tumwebaze Godfrey	M	SAST	50% of tuition	MSc - UMU, Uganda	MMU
Baranga Peter	M	SAST	50% of tuition	MSc - UMU, Uganda	MMU
Katalihwa Mustapha	M	SAST	50% of tuition	MSc - UMU, Uganda	MMU
Issa Ndungo	M	SoE	50% of tuition	MSc - UMU, Uganda	MMU
Undergraduate (Bachelors and Diploma) (subject included with institution column)					
Mucunguzi Don B.	M	SAST	Full	BCS - MMU, Uganda	MMU
Birungi Allen	F	Stores	60% of total fees	BBM - MMU, Uganda	MMU
Birungi Margret	F		60% of total fees	BPAD - MMU, Uganda	MMU
Nyabongo Asa	M	DIT	60% of total fees	BIT - MMU, Uganda	MMU
Asiimwe Grace	F	Estates	60% of total fees	DPAD - MMU, Uganda	MMU
Mugisa Vincent	M	Estates	60% of total fees	DPAD - MMU, Uganda	MMU



Spotlight: MMU Radio

In its quest for innovative approaches and effective community outreach, MMU has established a university radio. Thanks to the generous support of VLIR-IUS, MMU procured a 40 ft container to house the MMU radio station. The installation work and testing of the radio were completed and MMU received the radio license in Sept. 2015. MMU radio will be programming on 107 FM.



Prof. Davey and Dr. Nisbet (1st and 2nd VC of MMU) with Chairperson of MMU Board, Hon. Justice Manyindo, and then-Minister of Education Hon. N. Bitamazire.



5th Graduation ceremony at the newly opened building of SHS (Lake Saaka Campus), with chief guest the Ambassador of the Republic of Ireland.



6th Graduation ceremony with chief guest the Ambassador of the Kingdom of Belgium