

Makerere lecturers dodge classes, says report

By Betty Amamuklrori

A section of lecturers at Makerere University spend weeks without stepping into lecture rooms, the Makerere University probe report has revealed.

The report, which was unveiled last week, stated that when the probe team carried out a review of the teaching load analysis report at the university, it discovered that 471 permanent academic staff spend either under 10 hours in lecture rooms or weeks without teaching.

The analysis report reviewed was for academic year 2016/2017, Semester 1, for all the colleges at the university. The report was compiled by the university's directorate of human resource.

Makerere University Human Resource Manual, 2009, prescribes the minimum and maximum teaching load as 10 and 12 contact hours per week.

It also defines contact hour as equivalent to one hour of lectures or two hours of practical learning.

The visitation committee constituted by the President in 2016 to make a situation analysis of the root causes of problems in the institution, noted that that semester, the university lost a total of 2,116 hours of teaching.

It stated that the hours lost translated into an annual financial loss of sh3,597b paid to part-timers at a rate of sh50,000 per hour to cover the teaching gap.

"It should be noted that the time that is not spent on teaching by academic staff is not necessarily spent on research as an audit noted that almost half of the research published by the university comes from only two colleges, that is, College of Health Sciences and College of Agriculture and Environmental Sciences," reads part of the report.

It noted that according to the university's annual reports for the previous three years (2013, 2014 and 2015), the university had a total of 1,543 research publications, of which 603 were from the two colleges, leaving 740



President Yoweri Museveni with the education minister and First Lady, Janet Museveni, receiving the committee report from Lady Justice Ketrah Katunguka shortly after the meeting with the Makerere University Visitation Committee at the President's country home in Rwakitura last month

BETWEEN THE LINES:

The report also revealed that 58% of the students interviewed were discontented with lecturers' absenteeism and it accounted for 15% cause of strikes at the university.

publications to be shared by the remaining colleges.

"Teaching less than 10 hours a week with little research output for the majority of the colleges implies that the university is not attaining full value for the money spent on salaries and allowances paid to some of its academic staff," the report further stated.

It added that though the measurement for contact hours for lectures is straightforward, there is no clear formula for measurement of effort in preparing course outlines, student supervision, guidance and counselling, participation in governance committee meetings and leadership.

The report also revealed that 58% of the students interviewed were discontented with lecturers' absenteeism and it accounted for 15% of the cause of strikes at the university.



Makerere University's Main Building. The university has been asked to review and monitor all timetables to ensure that staff all have the minimum teaching hours

Non-staff occupying staff houses

The report also revealed that 36 houses are occupied by former staff that are currently not rendering services to the university due to retirement, resignation or death. Some

have so far spent over five years in the houses since their retirement.

"The university management explained that their continued occupancy of the houses was due to the fact that the university had not yet cleared their terminal benefits amounting to sh636.2m. As such, they could not leave the houses before their outstanding benefits are paid," reads the report.

However, the team noted that their continued occupancy of the houses could potentially lead to a financial loss of sh166.9m to the university in form of uncollected rent over the years.

Recommendation

The 11-member team recommended that the

university reviews and monitors all timetables to ensure that all staff have the minimum teaching hours and this should become part of the performance appraisal process.

They stated that there is need for a minimum requirement for all academic staff in terms of research output. A system for measuring research outputs should be instituted and made part of the performance appraisal process to ensure that the university does not pay for no services rendered.

"Lecturers who cannot attain the required research output due to constraints in financing should have their minimum load revised upwards, so as to reduce the expenditure on part-time lecturers," they said. They also recommended that the university pays the outstanding amounts owed to the former staff and should also deduct the rent arrears from the terminal benefits to be paid.

In 2016, President Yoweri Museveni appointed an eleven-member visitation committee to visit, study, make a situation analysis on the causes of endemic strikes, assess progress on the implementation of previous reports, conduct an appraisal of the integrity of finance management and establish the student and staff numbers.

The team was led by the late Dr. Abel Rwendeire, the then deputy chairperson of the National Planning Authority.

Others on the team are High Court judge Ketrah Katunguka, Auditor General John Muwanga, former MP Timothy Lwanga, deputy managing director Gerald Lumu, the Rev. Dr. Florence Isabirye Muranga, Dr. Akisophel Kisolo, Dr. Proscovia Namubiru Ssentamu, Paul Isaac Musasizi, Jolly Uzamukunda Karabaya and Laban Mbulamuko.



ADDENDUM

INVITATION TO PRE-QUALIFY FOR SUPPLY AND DELIVERY OF LITERATURE IN ENGLISH AND KISWAHILI SET BOOKS; NOVELS, PLAYS AND POETRY FOR A' LEVEL
Procurement Reference Number: NCDC/Sups/ 17-18/00042

- Following the bid notice for the above captioned procurement which ran in "The New Vision" of Thursday December 07th 2017 at Page 39.
- The cost of the bidding document is Ug.shs. 100, 000/=. Bidders should submit 3 copies of each title with receipted non-refundable fee of Ug. Shs 1,200,000/= (Uganda Shillings one million two Hundred thousand only) for each title applied for before the closing date. The method of payment will be direct deposit to NCDC Royalty A/C in Stanbic Bank Kyambogo Branch; Account Number 9030005961431. No liability will be accepted for loss or late delivery. Bidders should also note that no liability shall be accepted by NCDC for non inclusion of any or all their titles submitted on the list of set books to be used in Ugandan Secondary Schools Curriculum during the five Academic years (2019-2024) of pre-qualification.
- The pre-qualification documents must be delivered at or before 03:00pm on February 06th, 2018. Late bids shall be rejected.

ACCOUNTING OFFICER

VACANCY

A leading provider for diagnostic services in an upcountry location is seeking services of a Radiologist.

The person:

- Holder of at least a Diploma in Radiology from a recognizable institution
- Willingness to work in a duty station outside Kampala
- Self driven
- Ability to be part of a leadership team
- The person should be registered with Allied Health

Interested candidates should send their applications clearly indicating a day time telephone contact and email address with copies of relevant qualifications to info@nafophanu.org by 19th January 2018 or hand deliver them to NAFOPHANU, Plot 213 Sentema Road, P.O Box 20733 Kampala.