



Sharing Experiences on the Staff Mobility Programme of IUCEA

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INTRODUCTION

- Greetings & Appreciation for the opportunity to share
- The Staff Mobility Programme entails a residential tour to another university (could sometimes be an online engagement) for a period of up to four (4) months.
- IUCEA oversees the process and provides a travel ticket, monthly stipend according to rank and some other allowances.
- Kabale University (KAB) has participated in the IUCEA Staff Mobility Programme since 2018
- Up to fifteen (15) exchanges have taken place
- I will first show a summary of the statistics before the analysis

Table 1: KAB Staff who have visited other Universities

S/N	NAME	RANK	DISCIPLINE	HOST INSTITUTION	DURATION
1	Constance Tukwasiibwe, Ph.D	Senior Lecturer	Linguistics/English Language Studies	Kibabii University, Kenya	15th June to 15 th October 2022
2	Siraje Kaaya, Ph.D	Professor	Business/Management	University of Technology & Arts, Byumba, Rwanda	10 th February to 17 th June 2022
3.	David Majariwa, Ph.D	Lecturer	Linguistics/Kiswahili	Southeastern Kenya University	1 st March to 20 th June 2023
4.	Mesharch Katusiimeh, Ph.D	Associate Professor	Governance	University of Dar es Salaam Mukwawa Campus (MUCE) Iringa, Tanzania	22 nd November 2022 to 30 th February 2023
5.	Julius Chama, Ph.D	Lecturer	Governance	University of Technology & Arts, Byumba, Rwanda	1 st May to 30 th August 2022
6.	Phelix Businge Mbabazi, Ph.D	Associate Professor	Information Technology	University of Technology & Arts, Byumba, Rwanda	7 th February to 6 th June 2022 ONLINE
7.	Charlotte Kabaseke, Ph.D.	Lecturer	Law	Ruaha Catholic University (RUCU) Iringa, Tanzania	1 st November 2023 to 28 th February 2024
8.	Edward Bantu, Ph.D	Associate Professor	Psychology	Kenya Methodist University	14 th January to 14 th May 2024

Table 2: Staff Hosted by Kabale University

S/N	NAME OF SCHOLAR	RANK	DISCIPLINE/ACADEMIC UNIT	HOME INSTITUTION	DURATION
1.	Dr Newton Mukolwe	Lecturer	Education	Masai Mara University, Kenya	2018
2.	Dr. Eliezer Niyonzima	Senior Lecturer	Education	University of Technology & Arts, Byumba, Rwanda	1 st February 2022 to 30 th May 2022
3	Dr Jonathan Mbaazi	Lecturer	Economics/Business Studies	University of Technology & Arts, Byumba, Rwanda	1 st September 2022 – 24 th January 2024
4.	Dr Hilaire Nknzimana	Senior Lecturer	Computing/Information Technology	University of Burundi	6 th March 2022 to 6 th July 2022
5.	Dr. Chacha Mwita	Professor	Language Studies – Kiswahili	Kenyatta University, Kenya	August to November 2019
6.	Dr. Egara Kibaji	Professor	Dept. of English Studies/ Literature and Communication	Masinde Muliro University of Science and Technology, Kenya	January 15 th , 2022 to May 15 th , 2022
7.	Dr Neema Julius Luhwago	Lecturer	Language Studies/Kiswahili Literature	University of Dodoma, Tanzania	20 th January to 29 th May 2024

What do we summarise from the tables?

- Kabale University has sent out its staff and hosted staff from other institutions in the same measure – balanced.
- Apart from UTAB – the nearest external neighbor, there is diversity - across EAC - Rwanda, Tanzania, Burundi, and Kenya.
- The disciplines vary – with a slight dominance of language studies
- Participants cut across ranks – Lecturer to Professor
- Annual consistency – except 2021 (COVID-19) effect

Highlights of tasks that have been undertaken by staff at host institutions

1. General teaching/Learning

Specific course units (average 2) either taught individually or co-taught with colleague - up to examination and assessment

2. Supervision of Students – mainly at postgraduate level

Some continue even after departure.

3. Mentoring of students (formal and informal)

e.g. organized special talks

4. Meetings & other activities of Departments/University

5. Curriculum Review/Development

6. Reviews of Strategic Plans



Direct gains by Kabale University as an institutions

Capacity building of its staff through:

- Co-teaching
- Joint research projects
- Co-publishing
- Review of journal articles
- New perspectives to curriculum (e.g. Prof. Kibaji re: *Journalism Programme*; Dr Luhwago re: *Ph.D in Linguistics*)
- New perspectives to institutional journals, and provision of editorial services.
- Improved general quality service thru' sharing of ideas
- Signing of MOUs and other forms of collaboration

Gains by both KAB and the individual through “picked” good practices

- i. Tips on better management of E-Learning
- ii. Strategies for mainstreaming cross-cutting issues into the curriculum (HIV/AIDS); gender; and environment)
- iii. Strong separate Department focusing on support for people with disability.
- iv. Strategies to monitor student during collection of data
- v. Strict adherence to the running of regular research seminars
- vi. Clear departmentalization of Quality Assurance Units – for effectiveness and efficiency
- vii. Link between Faculties and Management through regular meetings
- viii. Strong support to teaching/tutorial assistants to build a strong academic base.

The good practices are being tried out – where applicable.

Benefits to the Individual

- i. General academic growth
- ii. General exposure - “**a child who rarely leaves his/her home believes the mother is the best cook**”!
- iii. New knowledge and skills
- iv. Better appreciation of new cultures
- v. Opportunity to visit important historical sites (e.g. Mkwawa Memorial Site in Kalenga, Bagamoyo, Zanzibar, etc).
- vi. Building networks and new friends – across families
- vii. Improved work ethics (e.g. time management, customer care, hospitality, positive competitiveness, etc).
- viii. Learning of new opportunities/horizons
- ix. Of course, **the stipend!**



What is the trigger for KAB?



- A few members of staff took the initiative once they learned about the programme.
- KAB hosted the first staff from UTAB, Rwanda in 2018, and so some staff, especially those from the host Faculty picked interest

Vice Chancellor's Spark

The major spark is from the Vice Chancellor through:

(a) Personal experience

- i. Inter University Committee for Universities overseas
- ii. The Inter University Council for East Africa – predecessor of the current IUCEA
- iii. Fulbright Fellowship and similar exchange programmes

(b) Scan of the institutional environment – of a young, rural based university, in the corner of Uganda, trying to build a strong foundation. Dire for exposure, especially for the locally “grown” academics.



Vice Chancellor's spark - continued

- c) The realization that despite the limited facilities, a solid and quality cadre of staff will help to give quality service, which will in train others.
- d) Sensitisation at varied forums of the University - the Senate, Deans' Committee and others.
- e) Consequently, staff ready to take up colleagues' tasks (academic workload) as they gain experience in other universities



Any gaps?

- Although the Scheme is run within the EAC, some participants have been inconvenienced about visas?
- The stipend is reported by some not to reach the recipient in time.
- Some participants wished for a longer stay – an academic year (my personal view is that the current equivalent of a full Semester is adequate). **Others need the chance too.**
- There is need for IUCEA to reach out to member institutions more – participants report that many learned of the programme only by seeing the visiting staff.
- Some would be happier with a larger stipend.
- **Inclusion of senior administrative staff**

Synthesis

- The IUCEA Staff Mobility Programme can be a game changer for Departments and individuals – there is evidence of that at KAB – the whole spectrum of teaching, publications, research, innovation, and mentoring.
- It builds synergies – especially for peers.
- Many **TANGIBLE** and **INTANGIBLE** benefits as outlined above.

Synthesis

- From the diversity of interaction – shown in the tables – this goes beyond the individual gains, to friendship, collaboration, appreciating each other's cultures, etc.

THIS IS A NON- POLITICAL, NON-ECONOMIC BUT SUSTAINABLE CHANNEL FOR EAST AFRICAN INTEGRATION

- ore potential participants (visitors and hosts) need to be reached
- Increased interest will mean increased funding.

Appreciation

- Executive Secretary and team for giving me this opportunity to promote this Programme
- IUCEA for raising the funds
- The staff from other universities who have selected Kabale University to be their host institution, and for their great contribution to KAB growth.
- KAB staff who have been good ambassadors in the region.
- The Governments of the EAC who sustain IUCEA

Thank you for listening!

For God and my Country!