

Curriculum Vitae Gregory Tweheyo

Personalia

Full Name: Gregory Tweheyo (PhD)
Nationality: Ugandan
Date of Birth: 14th August 1980
Email: tweheyo.gregory@gmail.com
Phone: +256702980271
Profession: Economist

Profile summary

Technical: Strategic Planning and Management; Performance Management; Curriculum design and development; Research Analysis and Reporting; Policy Analysis and Engagement; Project Planning and Management; Revenue Mobilisation; Design and Implementation of Monitoring and Evaluation Systems; Development and Application of Qualitative and Quantitative Indicators and Targets; Communication and Stakeholder Engagement

Statistical: Study and Questionnaire Design, Data collection and Data analysis using SPSS, E-Views, Excel, and Report writing

Administration: Work Plan and Budget Management; Strategic Reporting; Performance Management, Financial Management; Human Resource Management; Change Management; Multi-sectoral Coordination; Building and Maintaining Partnerships; Training and mentoring.

Thematic areas: Strategic Planning; Leadership; Governance; Development Economics; Change Management; Policy Management; Vulnerability Risk and Resilience

Education and qualifications

- **PhD in Management (Strategic Management)**, (November 2024), University of Central Nicaragua, Nicaragua. *Thesis: Commercialisation of Research Outputs and Innovations in Uganda's Institutions of Higher Learning*
- **Master of Arts in Economic Policy and Planning**, (October 2009), Makerere University, Uganda
- **Bachelor of Science (Hons) in Quantitative Economics**, (July 2005), Makerere University, Uganda.
- **Certificate in Negotiation for Financial Transactions (Online)**, United Nations Institute of Training and Research (UNITAR)/UNDP, October 30-December 9, 2011
- **Certificate in Intensive Negotiation Skills**, Vaxjö University and Mbarara University of Science and Technology, August 2009
- **Certificate in International Players in Public Finance and Debt Management (Online)**, United Nations Institute of Training and Research (UNITAR), October 20-November 21, 2008

Professional Membership

International Association for Strategy Professionals-Canada (**Membership ID:66255589**)

Professional Experience

University Secretary and Accounting Officer -Busitema University, Uganda
July 2026 – Current.

Spearhead the strategic planning and implementation, budgeting and execution, policy formulation and implementation, human resources (HR), and overall administration of the University. Additionally, manages key operational areas, including procurement, facilities and asset management, security, and information technology (IT), ensuring full compliance with Government of Uganda regulations.

Specific Responsibilities include:

- 1. Governance and Administration:**
 - Charged with the general administration and institutional development of the University.
- 2. Budget Oversight, Resource Mobilisation and Financial Efficiency:**
 - Oversee University budgets, ensuring economy, efficiency, and effectiveness in achieving desired outputs.
 - Provided strategic oversight in the development of the University Resource Mobilisation Strategy
- 3. Strategic Planning and Program Development:**
 - Coordinate planning in the university and guide strategic and operational decision-making
 - Manage the delivery of government and development partner projects, ensuring alignment with strategic priorities.
- 4. Policy, Monitoring, and Evaluation:**
 - Lead the policy formulation, as well as policy direction, implementation and decision-making.
 - Represent the University in the National Technical Working and stakeholder dialogues on government policy formulation and implementation.
 - Provide coordination, technical advice, and training for staff on regulatory frameworks and Monitoring, Evaluation, and Learning (MEL) activities.
 - Coordinate the University's assessment framework to ensure timely achievement of results.
- 5. Stakeholder Engagement and Events Coordination:**
 - Convene, coordinate, and facilitate Stakeholders Advisory Group meetings and biannual and annual learning events.
- 6. Performance and Capacity Development:**
 - Coordinate the performance management of academic and non-academic sections of the University.
 - Supervise and mentor Heads of Departments and Deans to foster collaboration and achieve University objectives.
 - Oversee the development and implementation of staff capacity development plans.
- 7. Reporting and Analysis:**
 - Supervise the production of quarterly and annual reports, ensuring dissemination to key stakeholders.
 - Lead research efforts to analyse key performance indicators and develop strategies for improvement.

**University Secretary and Accounting Officer -Mountains of the Moon University, Uganda
August 2023 – June 2026.**

Spearhead the strategic planning and implementation, budgeting and execution, policy formulation and implementation, human resources (HR), and overall administration of the University. Additionally, manages key operational areas, including procurement, facilities and asset management, security, and information technology (IT), ensuring full compliance with Government of Uganda regulations.

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 - Lead research efforts to analyse key performance indicators and develop strategies for improvement.

**Manager Research & Consultancy, National Curriculum Development Centre, Uganda
May 2022 – August 2023**

Responsibilities include:

1. **Governance, Administration and Coordination:**
 - Coordinate and facilitate governance and multi-sector dialogues among curriculum implementers
 - Organise learning exchanges between curriculum-implementing partners.
2. **Policy, Research, Evaluation, and Reporting:**
 - Lead and oversee research and consultancy initiatives to evaluate and enhance the operational efficiency, economic viability, effectiveness, and inclusivity of educational curricula
 - Represent NCDC at National Technical Working and stakeholder dialogues on government policy formulation and implementation.

- Lead national evaluations and assessments of curriculum implementation at both primary and secondary levels.
 - Develop policy briefs focused on proposed adjustments to curricula
 - Prepare monthly research, learning, and evaluation reports.
 - Develop best practices to enhance research and consultancy efficiency and effectiveness.
 - Ensure research and consultancy panels are in place and functioning effectively.
- 3. Capacity Building and Needs Assessment:**
- Coordinate teachers' capacity needs assessments for secondary curriculum implementation.
 - Develop strong, innovative concepts to support Competence-Based Learning initiatives.
- 4. Monitoring and Budgeting:**
- Monitor the performance of research contracts to ensure timely, cost-effective results.
 - Control and monitor the research and consultancy budget, ensuring accountability and adherence to prescribed limits.
- 5. Partnerships and Dissemination:**
- Develop and maintain contacts with relevant organisations for capacity development and information exchange.
 - Design effective strategies for disseminating research findings.
- 6. Resource Mobilisation and Collaboration:**
- Mobilise resources and explore collaborative opportunities for cost-effective research and consultancy services.
- 7. Leadership and Supervision:**
- Supervise, mentor, motivate, and evaluate departmental staff in alignment with organisational goals and policies.
 - Maintain a comprehensive research data bank.
- 8. Strategic Reporting:**
- Prepare monthly and quarterly departmental reports to guide management decision-making.

Deputy Director of Planning and Institutional Development– Busitema University, Uganda, September 2019-May 2022

Responsibilities include:

- 1. Strategic Planning and Advisory:**
 - Identify strategic issues, challenges, and opportunities for Busitema University and its faculties.
 - Led the development of the University Resource Mobilisation Strategy
 - Provide high-level strategic actions and policy advice to Top Management and the University Council.
 - Develop, direct, and control strategic and operational planning frameworks for short, medium, and long-term objectives.
- 2. Policy Management, Research, Monitoring, and Evaluation:**
 - Identify policy gaps, initiate research, studies, and surveys in priority programme areas and develop policies aligned with the findings and the University's strategic direction.

- Represent the University at National Technical Working and stakeholder dialogues on government policy formulation and implementation.
 - Lead in identifying policy gaps and guide on the Policy Development, Implementation, Monitoring, and Evaluation systems.
 - Produce policy briefs and research papers addressing key issues of higher education and present them to the Education Sector Working Group.
 - Assist Top University Management in executing approved corporate strategies, linking them to human resources, annual appraisals, and budgets.
 - Prepare monitoring reports on emerging macroeconomic issues to inform policy actions.
 - Coordinate project appraisals, implementation, and evaluations to ensure strategic alignment.
3. **Performance and Capacity Development:**
 - Guide, mentor, and coach staff in performance management.
 - Supervise middle management staff involved in capacity building initiatives.
 4. **Innovation and Research:**
 - Support the University's incubation centre to enhance innovation and knowledge commercialisation.
 - Participate in the University Research and Innovation Committee to drive impactful research.
 5. **Stakeholder Engagement:**
 - Liaise with government authorities and agencies on development issues and investment projects.
 - Support thematic areas such as open data and data revolution initiatives.
 6. **Operational Coordination:**
 - Programme Coordinator, the African Development Bank- Higher Education, Science and Technology Programme
 - Oversee the preparation of consolidated annual work plans, ensuring synergy across sectors and faculties.
 - Identify and appraise investment projects to support the University's financial sustainability.

University Secretary and Accounting Officer (Secondment) -Soroti University, Uganda, January 2020 – November 2020

Oversees the planning, finance, human resources (HR), and overall administration of the University. Additionally, manages key operational areas, including procurement, facilities and asset management, security, and information technology (IT), ensuring full compliance with Government of Uganda regulations.

Specific Responsibilities include:

1. **Budget Oversight and Financial Efficiency:**
 - Oversee the University budgets, ensuring economy, efficiency, and effectiveness in achieving desired outputs.
2. **Strategic Planning and Program Development:**
 - Spearhead the development, review and implementation of the strategic plan
 - Provide data-driven insights for the formulation of development strategies and programs.
 - Identify opportunities for policy impact and facilitate analysis and action on key areas.
3. **Project Management and Coordination:**
 - Manage the delivery of government and development partner projects, ensuring alignment with strategic priorities.
 - Convene, coordinate, and facilitate the National Advisory Group and biannual and annual learning events with implementing partners.

4. Policy, Monitoring, and Evaluation:

- Provide technical advice and training on regulatory policy frameworks and Monitoring, Evaluation, and Learning (MEL) activities.
- Represent the University at National Technical Working and stakeholder dialogues on government policy formulation and implementation.
- Coordinate the University's policy framework to ensure compliance and timely achievement of results.

5. Performance Management and Leadership:

- Coordinate the performance management of academic and non-academic sections of the University.
- Supervise and mentor heads of departments and deans to promote collaboration and achieve University objectives.

6. Reporting and Communication:

- Supervise the production of quarterly and annual reports, ensuring dissemination to key stakeholders.
- Submit quarterly reports to the Minister of Education, Sports, Science, and Technology as required by law.

7. Process Improvement and Capacity Building:

- Design and implement process improvement initiatives to enhance operational efficiency.
- Coordinate the development of staff capacity development plans to strengthen institutional capabilities.

8. Research and Innovation:

- Lead research and analysis of key performance indicators to develop strategies for improvement.
- Support community-based engagements to commercialise research and innovation outputs

Senior Planner– Busitema University, Uganda, April 2013 – September 2019**Responsibilities include:****Key Responsibilities****1. Budget Oversight and Financial Efficiency:**

- Oversee the University budgets, ensuring economy, efficiency, and effectiveness in achieving desired outputs.

2. Strategic Planning and Program Development:

- Spearhead the development, review and implementation of the strategic plan
- Provide data-driven insights for the formulation of development strategies and programs.
- Identify opportunities for policy impact and facilitate analysis and action on key areas.

3. Project Management and Coordination:

- Manage the delivery of government and development partner projects, ensuring alignment with strategic priorities.
- Convene, coordinate, and facilitate the National Advisory Group and biannual and annual learning events with implementing partners.

7. Policy Management, Research, Monitoring, and Evaluation:

- Identify policy gaps and initiate research, studies, and surveys in priority programme areas and develop policies in line with the findings.
- Produce policy briefs and research papers addressing key issues of higher education and present them to the Education Sector Working Group.
- Prepare monitoring reports on emerging macroeconomic issues to inform policy actions.
- Coordinate project appraisals, implementation, and evaluations to ensure strategic alignment.

- Lead research and analysis of key performance indicators to develop strategies for improvement.
 - Support community-based engagements to commercialise research and innovation outputs.
4. **Performance Management and Leadership:**
 - Coordinate the performance management of academic and non-academic sections of the University.
 - Supervise and mentor heads of departments and deans to promote collaboration and achieve University objectives.
 5. **Reporting and Communication:**
 - Supervise the production of quarterly and annual reports, ensuring dissemination to key stakeholders.
 - Submit quarterly reports to the Minister of Education, Sports, Science, and Technology as required by law.
 6. **Process Improvement and Capacity Building:**
 - Design and implement process improvement initiatives to enhance operational efficiency.
 - Coordinate the development of staff capacity development plans to strengthen institutional capabilities.

Senior Planner– Busitema University, Uganda, April 2013 – September 2019

Responsibilities include

1. **Research and Data Analysis:**
 - Conduct research on the thematic areas of the municipality.
 - Collect and analyse data on key municipal issues to inform decision-making.
2. **Planning and Evaluation:**
 - Coordinate the development, implementation, and evaluation of the Municipality’s Strategic Plan.
 - Evaluate and monitor the implementation of work plans, budgets, policies, and projects.
 - Prepare development plans, integrated work plans, and budgets for the Municipality.
3. **Policy and Program Development:**
 - Initiate data-driven analysis to prioritise and scale up policy initiatives.
 - Produce policy briefs and research papers addressing key issues of the University
 - Analyze community needs and develop programs aligned with established policies and available resources.
4. **Stakeholder Coordination and Reporting:**
 - Coordinate Development Partners for both budgeted and off-budget support.
 - Provide technical advice on planning, budgeting, and risk management to the Municipal Council.
 - Prepare and coordinate quarterly and annual performance reports for government and donors.
5. **Administrative Roles:**
 - Served as Secretary to the Municipality Technical Planning Committee.
 - Functioned as Secretary to the Budget Desk, overseeing revenue mobilisation and budget performance.
6. **Project and Financial Management:**
 - Design and implement study work plans and supervise stakeholders involved in studies.
 - Plan and manage project finances, ensure accountability and efficiency.
 - Organize data analysis workshops and supervise data collection and cleaning.

Associate Consultant (Part-time)-Uganda Management Institute (UMI), Uganda, December 2011 – December 2016

1. Teaching and Curriculum Development:

- Plan and deliver lectures on Monitoring and Evaluation, Project Management, and Economic Management.
- Participate in developing new academic programs and reviewing existing ones to align with national and international human resource needs.

2. Student Development and Mentorship:

- Organise events to enhance students' skills, including mentoring and coaching initiatives.

3. Stakeholder Engagement, Policy and Advocacy:

- Support UMI engagements with government, development partners, NGOs, and other stakeholders in policy advocacy and dialogue across various development areas.

Lecturer (Part-time)-Bishop Stuart University, Uganda, January 2008 – December 2012

1. Teaching and Academic Guidance:

- Deliver lectures and guide students in Econometrics, Project Time Management, Development Economics, Project Monitoring and Evaluation, and Macroeconomics.

2. Research and Policy Development:

- Collaborate with the department head to conduct empirical research on economic issues.
- Formulate pragmatic policy recommendations based on research findings.
- Provide technical expertise and assistance in economic modelling.

District Statistician-Mbarara District Local Government, Uganda, July 2008-January 2012

Responsibilities included:

1. Data Management and Analysis:

- Led the production of district annual statistical abstracts and quarterly profiles to promote evidence-based decision-making across all levels in Mbarara District.
- Support and manage planning-related data analysis activities.
- Integrated and coordinated data collection systems to minimise duplication.

2. Policy, Planning and Budgeting:

- Prepare work plans, budgets, and policy statements for the district.
- Evaluate and monitor the implementation of district work plans, budgets, policies, and projects.
- Coordinate development partners and private sector engagement for off-budget support.
- Supported the Accounting Officer in implementing work plans, responding to queries on policy issues, and preparing reports for high-level meetings.

3. Monitoring and Evaluation:

- Conduct baseline surveys, feasibility studies, and data analysis for planning and monitoring purposes.
- Design monitoring tools and databases to enhance the management of district programs.

4. Advocacy and Relationship Management:

- Contributed to advocacy strategies and campaigns for enhanced support for Africa's development.
- Established and maintained a working relationship network with Pan-African and interregional African institutions.

Account Developer-Century Bottling Company Uganda Limited, January 2009-March 2009**Responsibilities included:**

- 1. Sales Monitoring and Analysis:**
 - Design monitoring tools and databases to track sales volume variations for Century Bottling Company.
 - Analyze industries and market segments to conduct situational and SCOT (Strengths, Challenges, Opportunities, Threats) analysis, providing actionable insights for internal teams and clients.
- 2. Strategic Planning:**
 - Develop marketing plans and ongoing strategies to address monthly volume variations.
 - Participate in product pricing and business development initiatives to support company objectives.
- 3. Business Intelligence and Competitor Analysis:**
 - Managed the business intelligence team and optimized tools to enhance partner/affiliate relationships in terms of cost and performance.
 - Conduct competitor analysis to understand new and pipeline competitors, identifying strengths, weaknesses, and areas of opportunity or threat for the client brand.
- 4. Market Research:**
 - Conducted market share surveys and provided recommendations for appropriate brand promotions to strengthen the company's competitive positioning.

(Selected) Consultancies

Date from - to	Location	Company & reference	Position	Assignment
2025	Uganda	Busoga University Prof. Lydia Emuron lemuron4@gmail.com	Lead Consultant	Development of University Strategic Plan (2025/26-2026/30)
2023	Uganda	Bunyoro University Dr. Tusiime Stephen tusiimestephen@yahoo.com	Lead Consultant	Development of University Strategic Plan (2022/23-2024/25) Developed the Result Framework for the Strategic Plan
2023	Uganda	Busoga University Prof. Lydia Emuron lemuron4@gmail.com	Lead Consultant	Development of University Strategic Plan (2022/23-2024/25) Development of the Human Resource Plan for the University
2022	Uganda	Uganda National Institute for Teacher Education (UNITE) Dr. Carol Kavuma karolina.kavuma202@gmail.com	Lead Consultant	Development of University Strategic Plan (2022/23-2024/25). Development of the Human Resource Plan for the University

Date from - to	Location	Company & reference	Position	Assignment
2022	Uganda	Mountains of the Moon University Dr. Edmond Kagambe edmondkagambe@yahoo.com	Lead Consultant	Review of six University Policies to align them with the government policy framework i) Human Resource Manual 2020 ii) Development of Council Charter iii) Application, Admission and Registration Policy 2020 iv) Examinations and Assessment Policy 2020 v) Distance Teaching and Learning (ODEL) Policy 2020 vi) Students Guild Constitution 2020
2021	Uganda	Mountains of the Moon University Dr. Edmond Kagambe edmondkagambe@yahoo.com	Lead Consultant	Development of University Strategic Plan (2020/21-2024/25). Developed the Result Framework for the Strategic Plan
2021	Uganda	Uganda National Examination Board (UNEB) Mr. Justin Murana jmuneb@gmail.com	Lead Consultant	Development of UNEB Strategic Plan (2020/21-2024/25). Developed the Human Resource Capacity Development plan aligned with the strategic plan
2021	Uganda	Medical Laboratory Training School-Jinja Mr. Lawrence Tsongo tsongolawrence@gmail.com	Lead Consultant	Development of Medical Laboratory Training School-Jinja Strategic Plan (2021/22-2024/25). Developed the Human Resource Capacity Development plan aligned with the strategic plan
October 20, 2021	Uganda	National Council for Higher Education (NCHE) Muguzi Author amuguzi@unche.or.ug	Keynote Speaker	Keynote Speaker on NCHE's first Budget Conference after attaining a Vote status
October 20, 2021	Uganda	Mountains of the Moon University Dr. Edmond Kagambe edmondkagambe@yahoo.com	Keynote Speaker	Keynote Speaker on Mountains of the Moon University Budget Conference after transiting from private to public

Date from - to	Location	Company & reference	Position	Assignment
2020	Uganda	Uganda National Examination Board (UNEB) Mr. Justin Murana jmuneb@gmail.com	Lead Consultant	Final Evaluation of UNEB Strategic Plan 2017/18-2019/20. The objectives of the assignment were; <ul style="list-style-type: none"> To assess the extent of progress made towards the achievement of the strategic plan goals, objectives and expected results; To assess the extent to which the strategic plan had been adopted in guiding the planning and budgeting processes of UNEB; To make recommendations on policy changes required to enable successful strategic plan implementation; and To inform of the finalization of the next strategic plan 2020/21 – 2024/25.
2019	Uganda	HAI Agency Uganda Ltd Mr. Justin Ojangole jojangole61@gmail.com	Lead Consultant	To develop the content for Doing Business in Uganda Magazine. The assignment involved a review of the literature and picking up the key opportunities per sector for doing business. It also highlighted what you need to know to do business in different sectors of Uganda
2019	Uganda	Gulu University Constituent College Moroto Dr. Sidonia Angom sidoniaa@yahoo.co.uk	Lead Consultant	Development of Gulu University Constituent College Moroto-Strategic Plan (2019/20-2024/25). The assignment involved facilitating stakeholders conferences and validation meetings of the strategic plan
2018	Uganda	Intra Health-Uganda Mr. Allan Agaba agabaalan14@gmail.com	Consultant/Resource Person	End of Year Three Human Resource for Health (HRH) Assessment Report: Evaluation of key result areas of Health workers absenteeism; Strengthening Performance Management Systems; HRH Planning; Recruitment and Retention; Supervision and Gender Mainstreaming. Developed the Human Resource Capacity Development plan aligned with the strategic plan
2018	Congo	Emmax Systems & Electronics Mr. Emmanuel Ndenga, CEO ndenga@emmaxsystems.com	Economist	Development of Business and Human Resource Plan for Gold Mining in Kengengo HAUT UELE-Democratic Republic of Congo.

Date from - to	Location	Company & reference	Position	Assignment
2017	Uganda	Intra Health-Uganda Mr. Allan Agaba agabaalan14@gmail.com	Consultant/ Resource Person	Documentation of Practices in the Use of Community Health Workers in HIV/AIDS Care. It focused on the assessment training gaps for the Health workforce in providing HIV/AIDS care
2017	Uganda	Uganda National Examination Board Mr. Justin Murana jmuneb@gmail.com	Technical Adviser	Development of UNEB Strategic Plan 2017/18-2019/20. The assignment involved facilitating stakeholders conferences and validation meetings of the strategic plan
2016	Rwanda	University of Rwanda	Lead Consultant	Resource Mobilisation Strategy and Implementation Plan
2016	Uganda	Intra Health-Uganda Mr. Allan Agaba agabaalan14@gmail.com	Consultant/ Resource Person	<ul style="list-style-type: none"> Effect of the National Health Workforce Recruitment Program on Service Delivery/ Health Outcomes in Districts (Health Centre III & HCIV) (2016) PEPFAR Rapid Site-Level Health Workforce Assessment: <i>Assessment of Health Workforce for 90:90:90 Target</i> (2016) <p>These were national studies and data to analyse the Human resources productivity of health workers in Uganda.</p>
June 25-26, 2014	Uganda	Isingiro District Ms. Ahabwe Irene ahabwe@yahoo.com	Lead Trainer	Capacity Building of District Officials in Local Economic Development and Ethics and Integrity
2013	Uganda	Mbarara District Local Government Ms Jackie Masaba	Lead Trainer	Capacity Building of district officials in Revenue Enhancement and Human Resource Management modules
2013-2016	Uganda	Ministry of Finance Planning and Economic Development Carol.Awachango@finance.go.ug	Member of National Resource Pool	Support and Training Local Government Staff in Output Budgeting Modules. The Government was shifting from activity budgeting to output budgeting, and the staff required to support

Selected Publications

- Gregory Tweheyo, Ernest Abaho, Anju M Verma, and Ibrahim Museze (2023), Institutional Factors and Commercialisation of University Research Outputs and Innovations in Uganda
<https://doi.org/10.46609/IJSSER.2024.v09i02.001>
- Gregory Tweheyo, Ernest Abaho, Anju M Verma, and Ibrahim Museze (2023), The Mediating Role of Transformational Leadership in the Relationship Between Institutional Pressures and Collaboration with Commercialisation of University Research Output: A Pilot Study:
<https://doi.org/10.1142/S0219877024500081>

3. Gregory Tweheyo, Myers Mumanyire, and Seezi Bogere(2023), Competencies of A-Level Graduates as Future Labor Market Participants in Uganda, *Journal of Human Resource Management* (Volume 11, Issue 3): DOI: [10.11648/j.jhrm.20231103.14](https://doi.org/10.11648/j.jhrm.20231103.14)
4. Seezi Bogere, Gregory Tweheyo, Enid Kamwine (2023), Exploring the Alternative Training Options for A Level Learners in Uganda, *International Journal of Vocational Education and Training Research*: DOI: [10.11648/j.ijvetr.20230902.12](https://doi.org/10.11648/j.ijvetr.20230902.12)
5. Gregory Tweheyo, Ernest Abaho, Anju M Verma (2022) The Commercialisation of University Research Outputs: A Review of Literature, *Texila International Journal of Management*: DOI: [10.21522/TIJMG.2015.08.02.Art012](https://doi.org/10.21522/TIJMG.2015.08.02.Art012)
6. Gregory Tweheyo and Alex Mugarura (2021), Strategic Responses To Crisis: Case Study Of Universities in Uganda During COVID-19, *International Journal of Social Science and Economic Research*, Vol 6, Issue 4: <https://doi.org/10.46609/IJSSER.2021.v06i04.009>
7. Gregory Tweheyo and Alex Mugarura (2020), Relevance of SWOT Analysis in Universal Secondary Education, *International Journal of Education and Social Science Research*, Vol 3, Issue 1: https://ijessr.com/uploads2020/ijessr_03_280.pdf
8. Alex Mugarura, Will Kaberuka, Gregory Tweheyo, Bruno Muramuzi (2021) Tax Understanding, Tax Awareness, and Tax Compliance in Nakawa Division, Kampala District, Uganda: the Moderating Role of Public Trust, *International Journal of Social Science and Economic Research Volume:06, Issue:11 "November 2021*: <https://doi.org/10.46609/IJSSER.2021.v06i11.005>

Professional Courses Attended

- 2021, Training in Quality Assessment of University Activities by Busitema University (2 days)
- 2019, Training in Gender Equity Budgeting by Makerere University under the SIDA program (5 days)
- 2016, Training in Programme-Based Budgeting by the Ministry of Finance, Planning and Economic Development (4 days)
- 2010, Data Analysis Using STATA and SPSS by Uganda Bureau of Statistics (4 weeks)

Other

Computer Skills: Microsoft Office and Excellent Excel data-analysis skills

References

Prof. Kasenene John Massa
Deputy Vice Chancellor
Mountains of Moon University
Telephone: +256(0)772601486
dvc.aa@mmu.ac.ug

Mr. Robert Mugabe
Centre Manager-Uganda Management Institute
P.O. Box 20131. Kampala, Uganda
Telephone: +256(0)782365773
kakuhanda@yahoo.com