

**Vote**

**Dr. Baluka Agnes  
Masajja**  
(PhD) AKA DR. BAM

**As Administrative  
Staff Representative  
to Busitema University Council**

**2024-2028**

*Unearthing The Unearthed*

**For TICKS**

- T - Transparency & Team Work**
- I - Inclusiveness**
- C - Effective Communication**
- K - Knowledge Sharing**
- S - Support for each other**





# Outline

- 1. Introduction**
- 2. Governance**
- 3. Roles**
- 4. Why I am best candidate**
- 5. Strategic interventions**
- 6. Summary**

# **1. Introduction**

**Esteemed colleagues,**

**My name is Baluka Agnes Masajja (PhD), AKA Dr. BAM.**

**I hold a PhD in Gender and Sports (MAK), A Masters' degree in Education Planning, Curriculum Studies, Administration and Management (MEPA, NDU),**

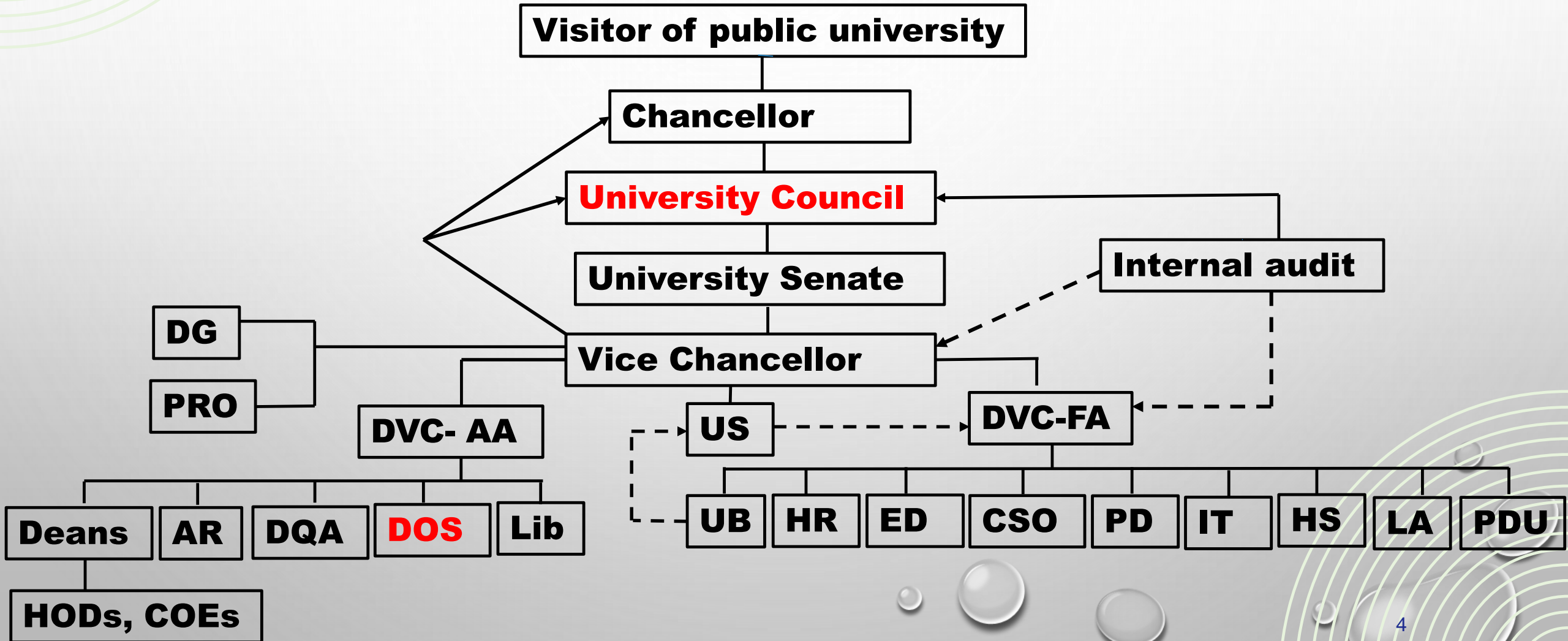
**A Masters of Sports Science (NDU),**

**A bachelors of Sports Science (MAK)**

**Mentored in sports leadership at the UCONN, USA.**

# 2. Governance of public university

## Universities and Other Tertiary Institutions Act 2001



## **3. Roles**

- i) Sports Administration and management (Deputy Chief – Sports)**
- ii) Resource mobilization for sports activities**

## **4. Why I am best candidate**

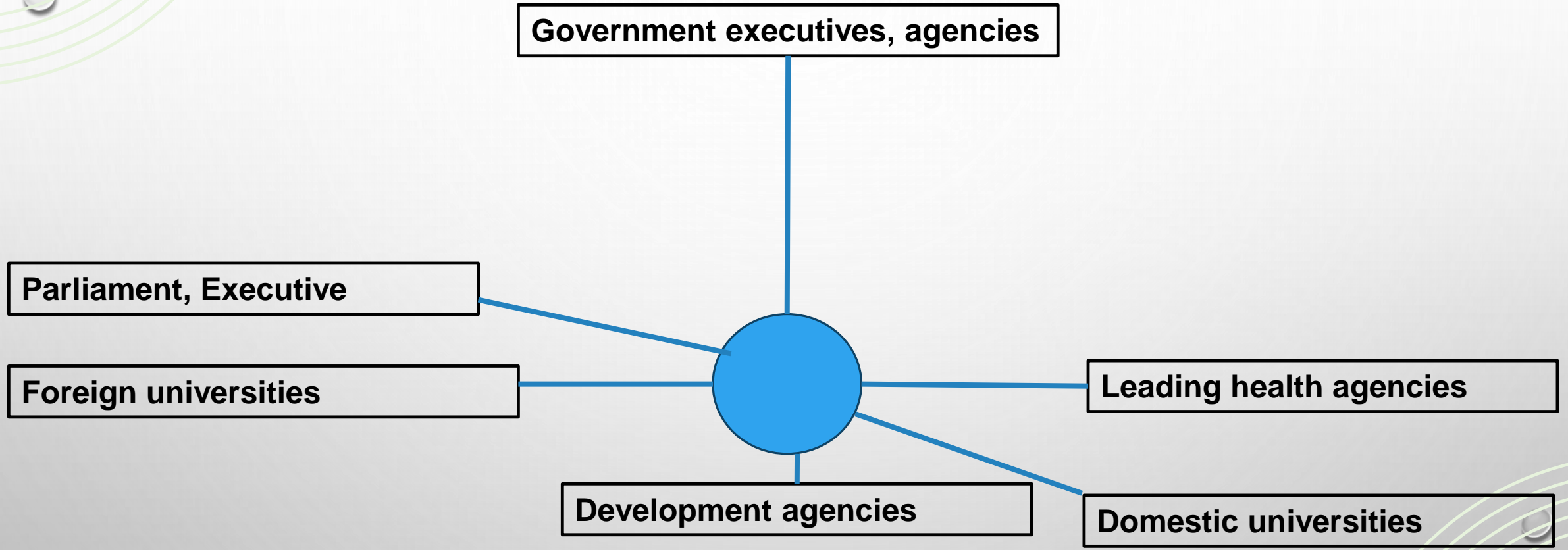
## **a) Have necessary academic preparation & exposure to world class university systems**

<b>Degree</b>	<b>Institution</b>	<b>Year of completion</b>
<b>PhD (Gender and Sports)</b>	<b>Makerere University</b>	<b>2018/2023</b>
<b>Sports Mentorship</b>	<b>UCONN, USA</b>	<b>2017</b>
<b>Master of Science in Sports Science, MSSS</b>	<b>Ndejje University</b>	<b>2012/2014</b>
<b>Master of Education (MEPA)</b>	<b>Ndejje University</b>	<b>2009/2011</b>
<b>Bachelor of Science Sports Science</b>	<b>Makerere University</b>	<b>2004/2007</b>

## **b) Tremendous professional and academic leadership experience**

<b>Period</b>	<b>Position</b>
<b>2023 to date</b>	<b>VP Finance and Administration FEAUS</b>
<b>2018 to 2023</b>	<b>Representative to the staff tribunal</b>
<b>2008 to 2018</b>	<b>Lecturer, Ndejje University</b>

# C) Several strategic interpersonal & institutional networks



## **d) Strong personal attributes**

### **Possess essential intangibles**

- i) Inclusive, empathetic, progressive leadership style**
- ii) Keen, continuous learner**
- iii) Top notch writing, presentation and listening skills**
- iv) High intellectual talent**
- v) Strong human values- transparency, honesty, integrity, compassion, humility, respectful**
- vi) Enforcer of policy implementation**
- vii) Analytical problem solving and decision making skills**
- viii) Diligent time manager**

## **e) Strategic interventions**

- i. Strengthening strategic and operational planning, implementation**
- ii. Strengthen corporate governance ... training, benchmarking**
- iii. Maximize staff productivity and accountability**
- iv. Investments in doctoral and experiential training of staff and graduate fellows**
- v. Enhance sports competitiveness and invest in quality sports facilities**
- vi. Official cars for Unit heads?**
- vii. Strengthen BUADSA**

## **f) Strategic interventions cont'd**

**viii. Safeguarding integrity of HR**

**ix. Encourage staff regular promotions**

**x. Promote inclusive, participatory, bottom-up budgeting**

**xi. Alternative revenue streams such as farming, campus supermarkets, souvenir shop, dairy products**

## **g) Strategic interventions cont'd**

**I pledge to advocate tirelessly for Administrative staff, amplifying our collective voice and addressing shared concerns. I am someone who is passionate about change and making sure that everyone has the best possible time as a staff at the university. That involves listening to staff desires, giving feedback and seek input from staff voices.**

**The qualities I have is that I am good listener to constructive ideas, I rubbish negativity and distractive ideas or advise. I am honest and thoughtful. I aim to advocate for the needs and interests of all staff within Busitema university.**

## **h) Strategic interventions cont'd**

**My primary goal is to foster a supportive and inclusive environment where staff's voices are heard and valued.**

**I will strive to enhance job excellence by promoting effective communication between staff and the University council, ensuring that concerns are addressed promptly and equitably.**

**Transparency and accountability will be the cornerstones. I strive to maintain open channels of communication, providing regular updates on staff affairs and seeking feedback from staff to inform decision-making processes. Moreover, I am dedicated to refining a vivacious and elevating staff experience.**

## **i) Strategic interventions cont'd**

**I will work to maintain the training workshops availability and effectiveness. In collaboration with the University stakeholders, I will advocate for resources and opportunities that empower staff to thrive academically, socially, and professionally through a culture that celebrates diversity, fosters innovation, and supports the holistic development of every administrative staff.**

**If I am elected to be the administrative staff Representative to the gallant Busitema University Council, I will first continue working on lobbying for staff promotions so that staff earn what they are entitled to earn in terms of salary scales with fairness and honesty.**

## **j) Strategic interventions cont'd**

**Filling up the positions within the staff establishment. I will ensure that the university makes future decisions that are in our best interests as staff.**

**In regards health insurance, I will advocate for support to our spouses and children as per the human resource manual.**

**The University has struggled to enhance our salaries so we are able to eat well and cloth to our best. We applaud and appreciate our bosses for the wonderful work.**

**However, staff accommodation is still a challenge to us. We sleep in very bad state staff houses. An employer is supposed to care about the health of their staff which include eating well, dressing well and sleeping well. University staff are high profile staff who should live very decent lives.**

## **k) Strategic interventions cont'd**

**I want to advocate for decent staff accommodation on campus.**

**I cannot forget to talk about sports being my speciality. The state of sports infrastructure in this university makes me cry in my bed on daily basis. The cartoon sports budget that no one seems to care about. The un understandable budget cuts that no one ever explains even when you bang tables due to poor communication makes me want to understand and identify where the problem is.**

**Is it the 'eating'!?. I hope I will understand when I go to Council because I have not got answers for the past ten (10) years I have worked in Busitema University.**

## **I) Strategic interventions cont'd**

**I do not understand this university's finances. I therefore seek to go to council and understand these finances and communicate back from time to time to staff who have the same questions like I do.**

**Last but not least, I would like to continue to understand your needs, listening to your ideas, and address any challenges that we may face as staff of Busitema University for a healthy working environment worth of a University Don. So please support me by voting Baluka Agnes Masajja AKA Dr. BAM to be your Administrative Staff Representative to the University Council.**

# Summary

In summary, my vision for this role centers on five pillars (**TICKS**): Transparency, Inclusivity Communication, Knowledge sharing and Support.

Transparency and Team work in governance is essential for trust and accountability. I'll advocate for transparency in policies, procedures, and budget allocations, fostering a culture of team work and openness. Transparency and accountability form the bedrock of effective leadership. If entrusted with this role, I will operate with utmost transparency, keeping staff informed about my actions, decisions, and progress. Moreover, I will uphold the highest standards of accountability, regularly seeking feedback, and remaining responsive to the needs and concerns of my constituents.

## TICKS 2 & 3

**Inclusivity:** I'm dedicated to fostering an inclusive and diverse university community. I'll amplify underrepresented voices, advocate for diversity in hiring and promotion, and support inclusive policies.

**Communication;** Effective communication is vital for fostering collaboration within our university community. I'll establish and maintain open channels between staff, management and university council, ensuring your perspectives shape decision making. Through regular forums and digital platforms, I'll facilitate meaningful dialogue. I pledge to serve as a bridge between the administrative staff, management and the University Council, facilitating constructive dialogue, addressing concerns, and advocating for policies that promote staff excellency, inclusivity, and well-being.

# TICKS 4

**Knowledge**; Knowledge sharing for being informed and academic growth are key in an academic institution of higher learning. As University Dons, we need to grow academically with support among us and our employer. For united we stand and divided we fall. Excellence should be not just a goal but a way of life within our university. I will champion initiatives that promote academic rigor among administrative staff, innovation, and continuous improvement. By fostering a culture of excellence, I aim to inspire and empower administrative staff to reach their full potential and make meaningful contributions to their respective fields.

Dear colleagues, the journey ahead is one filled with challenges, opportunities, and endless possibilities. If elected as your Representative to the 5<sup>th</sup> Busitema University Council, I commit to serving with integrity, empathy, and unwavering dedication. Together, let us embark on this journey to elevate our administrative experience and leave a lasting impact on our beloved University.

# TICKS 5

**Support;** Lastly, comprehensive *Support* is crucial for pursuing excellence. I'll champion initiatives prioritizing well-being, development, and supportive academic growth. This includes fair workload distribution and access to resources. Let's embark on a journey of collaboration and empowerment. Thank you for considering me as your Administrative Staff Representative the 5<sup>th</sup> Busitema University Council. Your love, support and trust mean the world to me. Vote for **LEADERSHIP** not **POLITICS**.

# Summary

## LEADERSHIP

**L – Loyalty & Love for one another**

**E – Educative & Consultative**

**A - Accommodative for change**

**D – Dedicated to service without benefit & Doing the right thing**

**E - Effective management style**

**R – Reverence for Unity**

**S - Supportive Counselling**

**H – Honesty in decision making**

**I – Integrality tolerance**

**P – Professionalism and Team work**

## POLITICS

**P – Pretense**

**O – Offensive**

**L – Lair**

**I – Intrigue**

**T – Trickery**

**I – Insatiability (GREED)**

**C – Conspiracy  
(SCHEMER)**

**S – Selfish**

# Summary

**I PLEDGE TO PROVIDE A SERVICE BEYOND SELF ONCE VOTED AS YOUR REPRESENTATIVE TO COUNCIL.**

**I HAVE MASTERED THE ART OF CONVINCING (TALKING TO) MANAGEMENT TO SUPPORT STAFF INTERESTS, AND TRUST ME FRIENDS, WHEN YOU VOTE DOCTOR BAM, EVEN THE SKY WON'T BE THE LIMIT. WE SHALL HAVE A BETTER BUSITEMA. WE SHALL UNEARTH THE UNEARTHED. THERE WILL BE NO HIDDEN VITAL INFORMATION. WE SHALL NOT WAIT FOR UNIVERSITY SECRETARY TO COMMUNICATE. DR. BAM WILL COMMUNICATE. WE SHALL HAVE CIVILIZATION AT ITS TOP.**

**I WILL TRULY ABIDE BY THE BUADSA CONSTITUTION AND HAVE NO DOUBLE STANDARDS FOR SELFISH GAINS. I AM NOT A GREEDY PERSON. I AM NOT POLITICAL.**

# **DE campaigning**

**Agie is fronted by Management – you need to be friends to management to lobby better for staff.**

**Agie is so talkative – representation is talking for the voice less**

**Agie is loose – A chain is stronger than a bar**

**Agie has lugezigezi / confrontational – This is self confidence**

**Agie is big headed – This is being knowledgeable and principled**

**Agie is a dictator – This is respect for policy implementation**

**Agie can be bribed – Try her**

# TEAM WORK IMPORTANT FOR BETTER OUTPUT AND BETTER BONDING



<https://www.managementstudyguide.com/importance-of-team.htm>, [8/23/2023]

# IT'S ABOUT THE TEAM

A TEAM IS STRONGER WHEN EVERYBODY DELIVERS ON THEIR INDIVIDUAL ROLES.



## 8. Summary

- i) Together, we can build the most enjoyable and productive work environment for a university through continuous team building and ecosystem improvements at BU**
  
- ii) I have the qualifications, record, networks, character and the zeal to help BU sail big into the next chapter of its mission**

# Acknowledgments

- **Staff of BU**
- **Leadership of BU**
- **Students of BU**
- **My supporters**



**Thank You So Much.**

**PURSuing EXCELLENCE  
FOR GOD AND MY COUNTRY**