

Curriculum Vitae: MUSENZE IBRAHIM ABAASI, PhD.

Title: Senior Lecturer

Current Employer: Busitema University, Uganda.

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Contact:

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Experience (Summary)

Currently:

1. Dean, Faculty of Management Sciences (FMS), Busitema University, June 2020 to date
2. Member, Management committee, Busitema University.
3. Senior Lecturer and examiner – Strategic Management, HRM, entrepreneurship, business plan writing, research methods and other business courses; with Fifteen (15) years' experience.
4. Chairperson Social Justice program, Busitema University, 2022 to date.
5. Member, Library and Academic Board Affairs Committee, Busitema University
6. Member, Graduate Board, Busitema University
7. Chairperson, Faculty Higher Degrees Committee, FMS, Busitema University
6. Research coordinator at the MUBS Jinja Campus and FMS, Busitema University.
8. External examiner in business related courses (UTAMU and Morogoro University, Tanzania).
9. Board Member, Iganga Comprehensive Senior Secondary School (ICOS).
10. Chair, Finance Committee, Busitema University.
11. Council Member, Lubega School of Nursing and Midwifery.
12. Chair, Appointments Board, Lubega School of Nursing and Midwifery.
13. Member, Training and research committee of the FMS, Busitema

University.

14. Patron, Strategic Management Association of Busitema University, Faculty of Management Sciences.

15. Patron, HRM Association of Faculty of Management Sciences, Busitema University.

Personal qualities

- *Professionalism* - ability to maintain a high standard of work output, conscientious in fulfilling duties and paying attention to details, ability to put in extra time as the job requires, persistent when faced with difficult challenges.
- *Teamwork* - good interpersonal skills, ability to work in a multi-cultural and multi-ethnic environment showing sensitivity and respect for diversity.
- *Communication* - ability to speak and write clearly and effectively, analytical and good listening skills
- *Planning and organizing* - ability to work under the pressure of tight deadlines often in difficult and demanding conditions, ability to perform under minimum supervision.

Education Background

- PhD, Makerere University, Kampala. 2016
Thesis – *Co-ordination, Communication, Total Quality Management and Quality Service Delivery in LGs in Uganda*
- Masters of Arts in Public Administration and Management, Makerere University, Kampala. 2003 – 2005
- Post Graduate Diploma in Public Administration and Management, IUIU, Kampala. 2005 – 2006
- Certificate in Administrative Law, Law development Center, Kampala, 2006
- Bachelor of Public Administration (BPA – HRM), IUIU. 1997 – 1999
- UACE, Kiira College Butiki, Jinja. 1993- 1996
- UCE, Sir Tito Winyi Senior Secondary School, Masindi. 1990- 1993
- PLE, Iganga Town Council Primary School, Iganga. 1982- 1989

Employment background

Employer: Busitema University, Tororo

- 1) Dean – June 2020 to date
- 2) Senior Lecturer – April 2019 to date
- 3) Lecturer – Makerere University Business School- April 2013-2018.
- 4) Lecturer - October 2008 to March 2013.
- 5) Principal Human Resource Officer, Mayuge District LG- 2006-2019
- 6) Senior Human Resource Officer, 2004- 2006
- 7) Personnel officer, Mayuge District LG, 2002-2003
- 8) Senior Assistant Secretary/Sub County Chief – 2000- 2002.

General responsibilities

- Lecturing and assessing at undergraduate, graduate and doctoral levels
- Supervising undergraduate and graduate students' academic research projects.
- Providing counselling and mentorship to students in their career endeavors
- Participating in program/course reviews to ensure that they are up to-date with market needs.
- Undertaking academic and consultancy research in accounting and finance disciplines.
- Participating in services to the university such as student collaborations, competitions, etc.
- Performing any other duties assigned as may be assigned from time to time.

Areas of expertise

- Human Resource Management, Operations Management, Strategic Management, Public Administration, Research methods, Project Management, Project Feasibility Study & Analysis, Business plan writing and Business management.

Other academic responsibilities

1. Head of Quality Assurance Unit – Faculty of Management Sciences, Busitema, June 2020 to date.

2. Research supervision and guidance

a. Those supervised and graduated [2009-2022]

- Thirty-two (32) masters students
- Eight (8) Post graduate diplomas

b. Those still under supervision

- Six (6) PhD students
- Over ten (5) master students

c. Internal examination [thesis and dissertations]

- Two (2) PhD Proposals
- Thirty (30) masters' dissertations

d. Reviewed PhD synopses and proposals

- Ten (10) synopses

e. External examined [thesis and dissertations]

- Over twenty (20) masters' dissertations

Research and Publications

Articles in Internationally refereed journals

6.1 Musenze I.A, Ntayi. J.M and Munene J.C (2013) The mediating role of total Quality Management on Co-ordination mechanisms in Quality Service Delivery in Uganda's

Local Governments, *Journal of Public Administration and Policy Research* Vol.5 (5) , pp.124-132

6.2 Lubega Muhamadi, Musenze Ibrahim, Fred Wabwire-Mangen, Stefan Peterson, Steven J Reynolds(2013) Perceived medical benefit, peer/partner influence and safety and cost to access the service: client motivators for voluntary seeking of medical male circumcision in Iganga District Eastern Uganda, a qualitative study, *The Pan African Medical Journal*. Vol 15 (11).

6.3 Musenze, I.A., Mayende S. T., Buteme S., Lubega M. (2013)" Reward Management and Organizational Performance: An Empirical Study of Private Universities In Uganda", *International journal of Innovative Research and development.*, Vol 2 (8), 90-96

6.4 Musenze, I.A., Munene, J.C., Ntayi, M.J., Balunywa, W (2014) "Communication and Quality Service Delivery in Uganda's Local government: the mediating influence of TQM", *African Journal of Science, Technology, Innovation and Development*, Vol 8 pp 1-11 (**ROUTLEDGE, FRANCIS & TAYLOR GROUP**)

6.5 Musenze, I.A., Munene, J.C., Ntayi, M.J (2013)" Communication Practices and Quality Service Delivery Tradition: Uganda's Local Government Perspective", *International Journal of Innovation and Applied Studies*, Vol. 4; 2, pp. 413-423.

6.6 Musenze, I.A., Mayende S. T., Lubega. M (2014)" Delegation and Job Satisfaction: An Evaluation of the Relationship within Uganda's Primary Education Sector", *Global*

Journal of HUMAN-SOCIAL SCIENCE, Vol. 14(1) pp. 124-132 (GLOBAL JOURNALS INC. (USA))

6.7 Mayende S. T., Musenze, I.A. (2014) "Personality Dimensions and Job Turnover Intentions: Findings from a University Context", *Int. J. Manag. Bus. Res.*, Vol 4 (2), 153-164

6.8 Musenze, I.A., Munene, J.C., Ntayi, M.J (2014) "Measurement Model of Coordination Mechanisms in Uganda's Local Governments", *Public Policy & Administration Research*, Vol. 4; 12.

6.9 Musenze, I.A. (2016). "Psychometric Evaluation of Job Satisfaction Scale in Uganda's Teacher Population Sample". *Global Journal of Human-Social Science: Linguistics & Education*, Vol. 16:6.

6.10 Musenze, I.A., & Mayende, T.S. (2018). Ethical leadership and staff retention in Uganda's health care sector: The mediating effect of job resources. *Cogent Psychology*, 5: 1466634
<https://doi.org/10.1080/23311908.2018.1466634>

6.11 Mayende, T.S. & Musenze, I.A. (2018). Ethical leadership and staff retention: The moderating role of job resources in Uganda's healthcare sector. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 44(0), a1531. <https://doi.org/10.4102/sajip.v44i0.1531>

6.12 Musenze, I.A., & Mayende, T.S. (2019): Coordination and Quality Service Delivery in Service Organizations: Qualitative Investigation, *Journal of African Business*, DOI: 10.1080/15228916.2019.1699758
(Routledge, Taylor & Francis)

6.13 Musenze, I.A., & Mayende, T.S. (2020). A psychometric evaluation of the 17-itemed Utrecht Work Engagement Scale in Uganda. *African Journal of Psychological Assessment*, 2(0), a8. <https://doi.org/10.4102/ajopa.v2i0.8>

- 6.14 Musenze, I.A., & Mayende, T.S. (2020) Development and validation of a total quality management model for Uganda's local governments, *Cogent Business & Management*, 7:1, <https://doi.org/10.1080/23311975.2020.1767996> (Francis & Taylor)
- 6.15 Musenze, I.A., Mayende, T.S., Wampande, A.J., Kasango. J., Emojong, O.R. (2020). Mechanism between perceived organizational support and work engagement: explanatory role of self-efficacy. *Journal of Economic and Administrative Sciences*, DOI [10.1108/JEAS-02-2020-0016](https://doi.org/10.1108/JEAS-02-2020-0016) (Emerald Publishing Limited)
- 6.16 Musenze, I.A., Mayende, T.S., Kalenzi, A. and Namono, R. (2021), "Perceived organizational support, self-efficacy and work engagement: testing for the interaction effects", *Journal of Economic and Administrative Sciences*, Vol. ahead-of-print No. <https://doi.org/10.1108/JEAS-08-2020-0141> (Emerald Publishing Limited)
- 6.17 Namono, R., Musenze, I.A., & Mayende, T.S. (2022). Activating creative behaviour of academic knowledge workers in selected public universities in Uganda: The role of hope. *Journal of New Ideas in Psychology*, 65 (2), pp.1-7, doi:[10.1016/j.newideapsych.2021.100930](https://doi.org/10.1016/j.newideapsych.2021.100930) (Elsevier Publishers)
- 6.18 Musenze, I.A., & Mayende, T.S. (2022). Ethical Leadership and Innovative Work Behaviour (IWB) in Public Universities: Examining the moderating role of Perceived Organizational Support. *Journal of Management Research Review*, Accepted for Publication on 8th July 2022, Manuscript No. (MRR-12-2021-0858.R3), (EMERALD Publishers)

ONGOING RESEARCH

- a) Dimensionality of the HEXACO personality scale.

- b) Ethical Leadership (EL) and Work Engagement Practices:
Investigating a Moderated -Mediation Model

CONSULTANCY EXPERIENCE

- a) **Busoga University-Iganga (UGANDA)** – Consultancy for the formulation of the Busoga University Quality Assurance Policy (2014)
- b) **Busoga University-Iganga (UGANDA)** Consultancy on Study Programme and Content Management in the School of Graduate Studies-MBA; MPAM and MA (HRM) (2013)
- c) Developed Human Resource Management Manual for Busoga University (2013)
- d) Capacity Building Consultancy for the Uganda Law Society (2016)
- e) Scoping Study of the Evaluation of the Decentralization Policy in Uganda for the National Planning Authority (2017)
- f) Evaluation Uganda's Decentralization Policy for National Planning Authority (2019-2020)
- g) Business plan Development, Musana Community Development Organization, Iganga, 2021.
- h) Training public servants of Uganda Law Society, Kampala, 2020.

Community Services

Busitema University program internal Assessor, April 2019 to date.

- Assessment of business programs and capacities of FMS for submission for accreditation.
- Assessment of business programs of various institutions for accreditation.
- **2004** Part of the team that established Iganga Comprehensive Senior Secondary School, to provide affordable education to the low-income people within Iganga District
- **2015** Encouraged rural tree planting in Malongo Sub - County in

Mayuge District Local Government

- **2016** Participated in the formation of Busoga Development Initiative (BDI), a Community Based Organization (CBO) for fighting poverty in Busoga Sub Region, Eastern Uganda
- I have passion for orphans. I have educated 03 orphans, 1 of whom has completed a Certificate in Nursing and Midwifery

External Examiner – Business courses

- Uganda Technology and Management University, 2020 to date.
- Morogoro University of Tanzania, June 2019 to date.
- Islamic University in Uganda, 2021 to date

MEMBERSHIP TO BOARDS AND COMMITTEES (UNIVERSITY/EXTERNAL)

- a) Research and Publications Committee, Faculty of Humanities, Business and Management Busoga University (2014 -2015)
- b) Member Governing Council, Lugazi School of Nursing and Midwifery and Chairperson Human Resource and Students' Affairs Committee, Lugazi School of Nursing and Midwifery (2015 till date)
- c) Chairperson Appointments Board, Lubega School of Nursing and Midwifery, Iganga (2019 till date)
- d) Member Faculty higher degrees committee, Busitema university (2019 till date)
- e) Member Graduate Admission Board, Busitema University (2020 till date)
- f) Member Library & Academic Affairs Committee, Busitema University (2020 till date)
- g) Member, Strategic Plan Development Committee, FMS (2021 2022)
- h) Chairperson, faculty board- Faculty of Management Sciences (2020 till date)
- i) Member, Faculty curricula Development Committee (2019 till date)
- j) Member, University Senate, Busitema University (2019 till date)
- k) Member, Senior Management Committee, Busitema University (2020

to present)

- l) Member, School Examination and Irregularities Committee, MUBs and Busitema University
- m) Member Faculty Research Committee, MUBs, Jinja Campus and Busitema University (FMS)
- n) Reviewer- Journal of Health Services Management, Emerald
- o) Reviewer- Journal of Economics and Administrative sciences
- p) Member, Ad-hoc Committee on Investigation of procurement Irregularities in Busitema University, Uganda, 2021.
- q) Member, Busitema University Conference Steering Committee
- r) External Examiner, Department of Business Management, UTAMU University
- s) Consultant, Evaluation Uganda's Decentralization Policy- LG Institutional framework and systems' thematic framework for National Planning Authority (2019-2020)

ATTENDANCE TO NATIONAL WORKSHOPS, SEMINARS AND CONFERENCES

- a) *Makerere University*: **Training in Gender Audits in Organizations**, 17th April to 27th April 2010.
- b) *Makerere University*: **Workshop in Scholarly Writing and Publishing** organized under the aegis of CODESRIA.
- c) *Busitema University*: Mentoring and Training Workshop on Technology, Incubation and Commercialization organized by Technology Business & Innovations Incubation Center (TBIIC), Nov 2021
- d) *Busitema University*: First edition of East African University Women, Gender Round Table, April 2022

REFEREES

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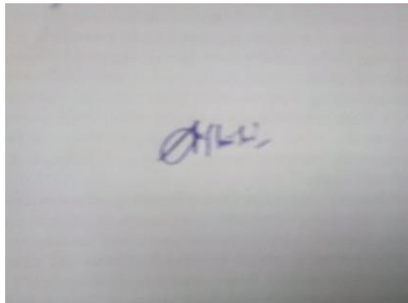
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I the undersigned hereby agree that the information provided here is true to the best of my knowledge.

A rectangular box containing a handwritten signature in blue ink. The signature is cursive and appears to read 'Ibrahim Musenze A'.

Ibrahim Musenze A (PhD)