



The Principal College of Agricultural and Environmental Sciences to present the following for the Conferment of the **Degree of Doctor of Philosophy**

ABODA Caroline (Ms)

**An assessment of the social-economic vulnerability to resettlement due to land acquisition for petroleum development activities in Hoima, Uganda**

Ms. ABODA Caroline studied the social-economic vulnerability of households resettled due to land acquisition for petroleum development activities in Hoima, Uganda. The study indicated that resettled households were exposed to several negative consequences such as landlessness, joblessness, food insecurity, health insecurity leading to impoverishments and higher levels of vulnerability. The cash compensated and host community households were more exposed and vulnerable to the risks of resettlement than households formally resettled through land compensation. Livelihood outcomes after resettlement had generally deteriorated mainly due to a drop in access to productive assets, particularly land access. A policy that promotes equity in compulsory land acquisition and resettlement ought to be formulated with a focus on reducing impoverishment and socio-economic vulnerability. The study was funded by the PELIBIGO project under the Energy and Petroleum Programme of NORAD and was supervised by Associate Professor Frank Mugaga, Dr. Patrick Byakagaba and Associate Professor Goretti Nabanoga.

Conferment of the **Degree of Doctor of Philosophy**

AGANYIRA Kellen (Ms)

**Community participation in payment for environmental services projects in Uganda: Implications for REDD+**

Ms. AGANYIRA Kellen examined community participation in payment for payment for environmental services projects in forestry, and its implications for REDD+ implementation in Uganda. Her study focused on determinants of community participation, community perceptions on project outcomes and preferences in benefit distribution. She found that individuals' characteristics, project design and stakeholder relations determine participation, but with variations across public and private forests. Overall, communities perceive carbon projects as beneficial, but are concerned that projects limit access to forest resources especially firewood, they diminish land for farming, and receive insufficient technical support. On benefit distribution, communities prefer to be involved in decision making for equity. Therefore, payment-based mechanisms in forestry, such as the now budding REDD+, should identify and address context specific conditions likely to affect effective community participation. The study was funded by NORAD through the REDD-EA project, and supervised by Assoc. Prof. Robert Kabumbuli and Prof. Douglas Sheil.

Conferment of the **Degree of Doctor of Philosophy**

AKATWIJUKA Rogers

**The Genetics of Farmer Preferred Sorghum Traits in Southwestern Highlands of Uganda**

Mr. AKATWIJUKA Rogers studied the genetics of farmer preferred traits in highland sorghum landraces grown in Southwestern Uganda. Rogers' study identified culinary traits for making good quality local beverages, high yield, early maturity

and medium height as most farmer preferred selection traits. The study further identified genetic potential to breed high yielding sorghum varieties by high quantitative trait variability, additive gene action for yield and strong yield contributing trait associations. These findings could enhance development of high yielding, farmer-preferred sorghum varieties and accelerate their adoption by the farmers. This study was in part funded by Carnegie of New York and EU-Supported Outreach Project (FED/2009/217080) through Regional Universities Forum for Capacity Building in Agriculture (RUFORUM) and was supervised by Prof. Patrick. R. Rubaihayo and Dr. Thomas L. Odong.

Conferment of the **Degree of Doctor of Philosophy**

BABIRYE Damalie Magala(Ms)

**Evaluation of formation and management processes of multi-actor networks: A case of CAFÉ Africa Coffee Innovation Platforms in Uganda**

Ms. MAGALA Babirye Damalie analyzed the formation and management processes of multi-actor networks in the coffee innovation platforms (IPs) of Uganda using a qualitative multiple case study research design. The study found the IP approach relevant while the failure of the innovation broker to conform to the ideal principles of forming multi-stakeholder processes compromised actor participation, buy-in, and ownership of coffee IP interventions. The development of effective governance structures, financing arrangements, and nurturing of leaders as critical elements for successful implementation of IP activities were excluded in the formation process. The study also found that the criterion for leadership selection and engagement, dis-

tributed roles and structures, were identified as some of the missing critical leadership facets required to foster interactions and relationships in multi-actor networks. The level of cohesion among coffee platform actors was less than 10% which affected the IP connectivity. The study recommends an integrated IP management framework to establish and manage viable agricultural innovation platforms. The findings have the potential to inform the policy of institutional change for sustainable development and partnerships in agricultural innovation systems. This study was funded by World Bank-NARO-ATAAS project and supervised by Associate Professor Margaret Najjingo Mangheni and Dr. Richard Fred Miiro.

#### Conferment of the **Degree of Doctor of Philosophy**

BADJI Arfang

#### **Genomics of Multiple-Insect Resistance in Maize**

Mr. BADJI Arfang identified and functionally characterized maize genomic regions and genes associated with single and multiple insect resistance through both mapping and candidate gene prioritization methods. He also determined the best strategies for increasing the accuracy of predicting resistance traits through genetic markers as a potential alternative to conventional phenotypic selection. The study was funded by the Carnegie Cooperation of New York through RUFORUM, the Intra-ACP CSAA Academic mobility project, the Integrated Genotyping Service and Support program, and the USAID Feed-the-Future program, and supervised by Prof. Patrick Rubaihayo, Prof. Samuel Kyamanywa, and Dr. Michael Otim.

#### Conferment of the **Degree of Doctor of Philosophy**

BALAMAZE Joseph

#### **Jackfruit (Artocarpus Heterophyllus) a potential source of pectin**

Mr. BALAMAZE Joseph determined the types, production, utilization statistics and chemical properties of jackfruit (*Artocarpus Heterophyllus*) produced in Jinja, Kamuli, Kayunga, Mityana and Luuka districts of Uganda. He explored the yield, physicochemical and functional properties of jackfruit pectin, a polysaccharide mainly composed of galacturonic acid. Pectin from parts of different jackfruit categories was compared with respect to physicochemical and functional properties. The annual jackfruit production in the study districts was estimated at 1.526 million tons. The farmers categorized jackfruits based on flake color and texture. Different categories differed in fruit maturation duration, pectin yield, flake total soluble solids, ascorbic acid and carotenoids. The pectin yield was in the order white flaked > Yellow flaked > orange flaked jackfruit. Pectin properties including; the degree of esterification (DE), equivalent weight, ash content and solubility varied with fruit parts and category. Based on the low ash content, equivalent weight and degree of esterification, it was concluded that jackfruit pectin is suitable for application as a stabilizer in dairy products and low caloric foods. The study demonstrated that jackfruit parts currently wasted or used to feed animals, can be used for production of pectin, a valuable industrial ingredient. This study was funded by AFDB HEST Project and the Presidential Science Initiative and was supervised by Prof. J.H Muyonga and Assoc.Prof Y.B Byaruhanga

#### Conferment of the **Degree of Doctor of Philosophy**

BALIKOOWA Keneth

#### **Gender, Vulnerability and Climate Change Adaptation Choices in Eastern Uganda**

Mr. Kenneth Balikoowa investigated the narrative linking climate change vulnerability and adaptation behaviour to gender at the household level as a contribution to climate change vulnerability assessment and adaptation planning in Uganda. He used a gender vulnerability index to determine the nature of vulnerability and compare gender-disaggregated households and found that female-headed households were more vulnerable than male-headed ones and that disparity in adaptive capacity accounted for most of the vulnerability differences. Findings also revealed that single male-headed households were the most vulnerable. On household adaptation choices, his study found no gender-related constraints to climate change adaptation in Eastern Uganda. The study concludes that the adaptation capacity of female-headed households needs to be improved but single male-headed households require the most attention. The study was generously funded by CAPSNAC-NORHED and supervised by Assoc. Prof Gorettie Nabanoga and Assoc. Prof David Tumusiime of CAES.

#### Conferment of the **Degree of Doctor of Philosophy**

BARARYENYA Astere

#### **Genetics of Continuous Storage Root Formation and Bulking in Sweetpotato.**

Mr. BARARYENYA Astere studied the genetics of continuous storage root formation and bulking in sweetpotato (CSRFAB) which is an

important trait for many small scale farmer's piecemeal harvesting. The research results contributed to the understanding of the genetics of CSRFAB traits in sweetpotato and identified suitable genotypes from within the Ugandan germplasm collection. The study determined the genetic markers and putative functional genes for CSRFAB traits and the mode of gene action in the sweetpotato germplasm collection in Uganda and suggested appropriate breeding methods for the trait. The study was supported by the International Potato Center and the African Bioscience Challenge Funder the supervision of Professor Phinehas Tukamuhaba and Dr Robert M.O. Mwangi.

#### Conferment of the **Degree of Doctor of Philosophy**

BIGIRIMANA Celestin

#### **Uses and management of indigenous fruit trees in the Lake Victoria Basin Districts of Rwanda and Uganda**

Mr. BIGIRIMANA Celestin explored farmers' knowledge on the use and management of selected indigenous fruit trees (IFTs) in the Lake Victoria Basin Districts (LVBDs) of Rwanda and Uganda. Out of the reported 23 IFTs, *Garcinia buchananii*, *Myrianthus holstii* and *Ximenia caffra* were the most preferred IFTs in Rwanda while *Canarium schweinfurthii*, *Tamarindus indica*, *Garcinia buchananii*, *Saba comorensis*, and *Vangueria apiculata* were the most preferred IFTs in Uganda. Absence of elaborated management plans to guide sustainable use and management of IFTs contributed to the decline in their abundance. Existence of cooperatives and other organizations involved in promoting fruit tree growing could be an opportunity for sustainable use and management of IFTs. Incorporation of preferred IFTs

in the various agroforestry practices, can promote on-farm production of IFTs in LVBDs. This study was funded by Inter-University Council of East Africa and supervised by Assoc. Prof John Bosco Lamoris Okullo and Dr. Prossy Isubikalu.

#### Conferment of the **Degree of Doctor of Philosophy**

GETACHEW Shambel Endris

Mr. GETACHEW Shambel Endris used an ethnographic case study to investigate how the national Productive Safety Net Program (PSNP) in Ethiopia fitted and integrates the indigenous social capital-based adaptation strategies to enhance household resilience to livelihood shocks. The study was conducted in Babile district of Eastern Ethiopia. The study revealed that indigenous social capital mechanisms were central to building inclusive community resilience to livelihood shocks and yet this was not taken into account in the design and implementation of the program. Even with inequitable targeting that excluded the female headed households, the beneficiaries of the program shared their supplies with the excluded but vulnerable households in the community. Existing indigenous social networks are pervasive and permeate all categories of households. Inherently the indigenous social networks are founded on reciprocity, shared risk management arrangements are sensitive to household needs. Harnessing the existing indigenous social capital mechanisms can inform better targeting and implementation of the PSNP for inclusive and sustainable resilience of the community to livelihood shocks. Achievement of the intention of the PSNP was limited by inadequate attention indigenous social capital mechanisms within the target communities. Strengthening the indigenous social capital systems is the

core foundation for building resilient communities that can appropriately respond to shocks on a sustainable basis. The study was funded by the SHARE INTRA-ACP academic mobility program, and supervised by Professor Paul Kibwika and Dr. Obaa. B. Bernard

#### Conferment of the **Degree of Doctor of Philosophy**

IBANDA Pembele Angele (Ms)

#### **Genetic Resistance to Groundnut Leaf miner (*Aproaerema modicella*) in Soybean**

Ms. IBANDA PEMBELE Angele studied the Genetic Resistance to Groundnut Leaf miner (*Aproaerema modicella*) in Soybean. Findings revealed that resistance of soybean to Groundnut leaf miner was mostly controlled by additive gene effects suggesting that resistance to Groundnut leaf miner in soybean could be improved through early selection. To confirm stability, resistant soybean genotypes should be tested in different environments in time and space. Resistant genotypes V1046160 and V1046167 could be used as stable donor parents in breeding for resistance to groundnut leaf miner pest in Uganda. Total free tannins, carbohydrates, flavonoids and reducing sugars content, which were shown to be associated with resistance in soybean genotypes to Groundnut leaf miner, could be used for marker assisted selection. This study was funded by the Inter-University Cooperation to Train Scientists for African Agriculture (CSAA), an Intra-ACP mobility project. Carnegie Corporation of New York provided a partial research fund to the project through the Regional Universities Forum for Capacity Building in Agriculture (RUFORUM) and supervised by Prof. Patrick R. Rubaihayo and Assoc. Prof. Jeninah Karungi.

### Conferment of the Degree of Doctor of Philosophy

KAMATARA Kanifa (Ms)

#### **Effect of finishing system and post-mortem treatment on carcass and meat quality of selected cattle genotypes in Uganda.**

Ms. KAMATARA Kanifa evaluated the effects of genotype, finishing system and post-mortem treatment on quality of beef from selected cattle genotypes in Uganda. The study revealed that hanging carcasses of mature Ankole bulls (>5years) by the pelvic bone and ageing in a chiller for 48hrs resulted into a 30% improvement of meat tenderness (101N to 69N) indicating special inherent meat quality attributes in the breed. The optimum periods for steers finished by supplementing grazing animals or in a feedlot were 107 days (range 105-111 days) for pure Ankole and 101 days (range 98-105 days) for the crossbreds to produce beef of desired quality. Post-mortem ageing of carcasses further improved meat tenderness of finished steers to acceptable levels (<55N). From the study, it is recommended that Ugandan steers should be finished in a feedlot or by supplementing grazing for a period of at least 4 months for the Ankole genotype and 3 months for their crossbreds with Boran, Friesian and Bonsmara. For tender meat, carcasses from steers should be aged for a minimum of 48hrs before consumption. The study was funded by DANIDA - IGMAFU-Meat II project and supervised by Assoc. Prof. Denis Mpairwe and Assoc. Prof. David Mutetikka of Makerere University; and Assoc. Prof. Mette Christensen of Carometec A/S Denmark.

### Conferment of the Degree of Doctor of Philosophy

KHALID Elsidig Mohammed Musaad

#### **Groundnuts (*Arachis hypogaea*) Seed Yield and Resistance to Late Leaf Spot and Rosette Diseases Under Induced Soil Moisture Stress**

Mr. KHALID Elsidig tested a total of thirty eight groundnut genotypes for late leaf spot and groundnut rosette diseases resistance and tolerance to soil moisture stress under open fields and controlled conditions. The results of the studies investigated a total of eight resistant genotypes to late leaf spot, groundnut rosette diseases and tolerant to the soil moisture stress, this combined with high seed yield potential. Biochemical analysis revealed that an increase in chlorophylls, tannins and phenolic contents increase resistance to diseases and soil moisture stress tolerance. The combining ability studies revealed significant general combining ability and specific combining ability effects for late leaf spot and groundnut rosette diseases resistance and tolerance to soil moisture stress and seed yield. The study was funded by the Share Intra ACP, Carnegie Corporation of New through RUFORUM and supervised by Prof. Patrick Rubaihayo and Dr. Olupot Giregon.

### Conferment of the Degree of Doctor of Philosophy

KUMAKECH Alfred

#### **Strategies for improving screening and management of Black Sigatoka disease of banana**

Mr. KUMAKECH Alfred investigated the effect of duration of mycelia fragmentation and concentration on virulence of Black Sigatoka pathogen and disease development in banana genotypes. Results of the

study revealed that severity varied with time of mycelia fragmentation and concentration, thus providing a dose-dependent development of symptoms. The fragmented mycelia based infection system classified banana genotypes into resistant and susceptible clones, making it a reliable and efficient infection technique. Its use in pathogenesis testing and screening for Black Sigatoka resistance will improve the experimental efficacy of *M. fijiensis-banana* pathosystem. Alfred further investigated the efficacy of botanical extracts for management of Black Sigatoka in banana and their mechanism of action. The study revealed that *Azadirachta indica* and *Capsicum annum* can significantly reduce Black Sigatoka development. Direct inhibitory effects of *A. indica* and *C. annum* extracts were observed through their fungistatic effects on Black Sigatoka pathogen growth. This observation indicated that protection was due to direct effect rather than systemic action. This study is very critical in guiding formulation of integrated disease management strategy of Black Sigatoka in banana. The study was funded by DANIDA and NARO, and was supervised by Dr. Richard Edema, Prof. Hans Jørgen Lyngs Jørgensen and Prof. Patrick Okori.

### Conferment of the Degree of Doctor of Philosophy

MBEYAGALA Emmanuel

#### **Identification of Cowpea Viruses and Sources of Resistance among Cowpea Germplasm in Uganda**

Mr. MBEYAGALA K Emmanuel discovered that cowpea virus infections cause low grain yields and also produce grain with reduced protein content. However, the identity of viruses infecting the crop in Uganda is not fully known which makes it difficult to develop reliable assays for

detection and to design appropriate breeding programmes. Additionally, cowpea varieties with good sources of virus resistance are lacking. Using next-generation sequencing techniques, four viruses; Cowpea aphid-borne mosaic virus (CABMV), Peanut mottle virus (PeMoV), Sugarcane mosaic virus (SCMV) and Maize chlorotic mottle virus (MCMV) were identified in symptomatic plants. With the exception of CABMV, the other viruses had hitherto not been reported to infect cowpea. A detection assay that uses RT-PCR was optimized for detection of CABMV and its strains; and will help scientists, seed producers, and crop inspectors in epidemiological studies, provision of virus-free planting material, and implementation of certification measures. Furthermore, five cowpea varieties namely WC48, MU19, WC33, WC18 and NE43 with good levels of field virus resistance to natural infection were identified. These varieties are potential donors of virus resistance for improvement of susceptible varieties. The study supervised by Assoc. Prof. Settumba Mukasa and Prof. Phinehas Tukamuhabwa.

#### Conferment of the **Degree of Doctor of Philosophy**

MULUGO Lucy (Ms)

#### **Socio-cultural factors influencing farmer use of tissue culture banana seed in Central Uganda**

Ms. MULUGO Lucy investigated how the biotechnology generated Tissue Culture (TC) banana seedlings introduced to control the banana bacterial wilt disease (BXW) fits in the socio-cultural context of central Uganda. In central Uganda and the Baganda culture, banana serves three main functions; as food, cultural artefact and medicine. Specific varieties of banana are associated with these functions.

However, the range of varieties supplied through TC technology are largely the commercial ones and do not meet the diverse socio-cultural functions. The TC seedlings are perceived to be genetically modified and considered not fit for medicinal and cultural practices. Involvement of community opinion leaders and faith-based leaders was found crucial in influencing farmer perceptions to adopt TC banana. A comprehensive information package for the TC banana is likely to enhance uptake of TC seedlings. The study was funded by Bioversity International and supervised by Dr. Florence Kyazze and Professor Paul Kibwika.

#### Conferment of the **Degree of Doctor of Philosophy**

MUZIRA Robert

#### **Influence of improved access to markets on investment in soil fertility management and conservation in Uganda**

Mr. MUZIRA Robert studied how enhancing farmers' knowledge in soil fertility management and conservation along with linking them to urban markets could lead to increased investments in soil fertility management and conservation. The study found that, farmers who were empowered with skills in soil fertility management and conservation, adopted array of combinations of soil fertility management and conservations innovations. Nonetheless, enhancing farmers' knowledge and access to urban markets did not deter soil nutrient mining more especially soil nitrogen and phosphorus. This was because investing in soil fertility management and conservation was not among top household priorities. There is need to intensify farmers' knowledge and market enhancement to further catalyze investments in innovations

that reduce soil nutrient mining. This study was funded by The Belgium Technical Cooperation (BTC), International Center for Tropical Agriculture (CIAT), and National Agricultural Research Organization (NARO), and supervised by Assoc. Prof. John Steven Tenywa, Assoc. Prof. Twaha Basamba and Dr. Gracious M. Diiro.

#### Conferment of the **Degree of Doctor of Philosophy**

NANSIKOMBI Nulu (Ms)

#### **Fruit composition, storage stability, optimal drying conditions and flour characteristics for selected pumpkin varieties**

Ms. NANSIKOMBI Nulu determined the antioxidant activity, bioactives content and storage stability of three pumpkin varieties (*C. maxima* duchesne subsp *maxima*, *C. pepo* L var. *fastigata* and *C. moschata* decne), established optimal drying conditions for maximum retention of bioactivity of the pumpkin flesh and seeds and explored the functional characteristics of their flours. *C. pepo* L var. *fastigata* was found to have the best storage stability. However, the flesh and seeds of *C. moschata* decne showed the highest total antioxidant activity. *C. moschata* decne had the highest bioactives namely ascorbic acid and alpha tocotrienol in the flesh and total carotenoids and beta tocopherol in the seeds. Optimal drying conditions were found to be 57°C for 6.9 hours for flesh and 60°C for 3.15 hours for seeds. Based on its high swelling power, final viscosity and water absorption capacity, *C. pepo* L var. *fastigata* was recommended for industrial production of flours from the flesh. This study was funded by German Academic Exchange Service (DAAD), and supervised by Prof. John Muyonga and Assoc. Prof Yusuf Byaruhanga.

### Conferment of the Degree of Doctor of Philosophy

NYAMUKURU Antonia (Ms)

#### Land use systems, carbon stocks and biodiversity linkages in a tropical savanna ecosystem

Ms. NYAMUKURU Antonia investigated the relationships between land use, carbon storage and biodiversity at the unfenced boundary of Lake Mburo National Park and adjacent ranchlands. The study revealed a difference in the composition of herbs and mammals between the two land uses and observed higher wild mammal abundance in ranchlands than in LMNP suggesting such borders to be viable wildlife management options with ecological benefits. Higher wild mammal abundance in ranchlands compared to Lake Mburo National Park indicates compatibility and connectivity between the two land uses. Findings further demonstrated the importance of both land uses in carbon storage in savanna ecosystems. Antonia further computed carbon stocks in different pools observing relationships in above and below-ground biomass carbon while aboveground biomass carbon and soil organic carbon do not show any relationship. In her efforts to estimate carbon specifically above ground carbon, she developed species-specific and multispecies allometric biomass models for estimations of above ground biomass. This study is very critical in guiding formulation of biodiversity conservation and climate change mitigation strategies for frontier zones of protected areas. Antonia's study was funded by NORAD and was supervised by Prof. John R.S Tabuti and Prof. Ørjan Totland.

### Conferment of the Degree of Doctor of Philosophy

OKII Denis

#### Towards Effective Gene Pyramiding for Disease Resistance and Trait Selection in Common bean (*Phaseolus vulgaris* L.)

Mr. OKII Dennis determined the genetic linkage among major diseases (Anthracnose, *Pythium ultimum* root rot, Angular leaf spot and Bean common mosaic virus) resistance genes in common beans. Gene pair Co-5/"P.ult" and Co-42/Phg-2 had stronger linkage in F2s than in BC3F6, suggesting that each gene needs to be tagged with a specific marker. Dennis further, evaluated the agronomic qualities of pyramided bean lines and determined trait response to selection. Gene pyramiding improved the number(s) of pods and seeds per plant and weight of 100 seeds (100SW). Narrow sense heritability was high for 100SW (0.62) and bean common mosaic virus (0.52), thus these traits are easy to improve. Response was positive for days to flowering and diseases and negative for number of pods per plant and 100SW. In conclusion, molecular markers helped to reduce the time for gene pyramiding. The study was critical for reducing the population size and cycles during bean breeding. Dennis's study was funded by the Centre for International Tropical Agriculture (CIAT), NARO and Kirkhouse Trust (UK), and was supervised by Prof. Phinehas Tukamuhabwa and Dr. Clare Mukankusi Mugisha.

### Conferment of the Degree of Doctor of Philosophy

YIKII Fred

#### Institutional Development of Wetland Policy, Climate Change and Household Food Insecurity in Wetland Adjacent Areas in Uganda

Mr. YIKII Fred investigated the institutional development of wetland policy and climate change with the purpose of identifying the determinants of household food insecurity in the wetland adjacent areas. This follows a growing concern over the contribution of food insecurity to wetland farming and degradation. The study found that the shift in wetland policy from supporting traditional use of wetlands towards the wealth creation approach exposes households to food insecurity. Commercialisation of wetland resources, social capital and off-farm employment are negative determinants of household food insecurity. Cultivation of wetlands and commercialisation of wetland resources reduced household diet diversity. This study can be used to develop initiatives for reducing household food insecurity as a strategy for sustainable management of wetlands in Uganda. The study was funded by the IDRC, DAAD and Makerere University Council; and supervised by Professor Bernard Bashaasha and Professor Nelson Turyahabwe.

### The Principal College of Education and External Studies to present the following for the Conferment of the Degree of Doctor of Philosophy

ATUGONZA Rose (Ms)

#### Predictors of Stress among Academic Staff of Makerere University in Uganda.

Ms. ATUGONZA Rose examined the predictive influence of intra and extra-organisational factors and the moderating influence of personal factors on the relationship between intra and extra organisational factors and stress among academic staff. Her findings revealed that there was a significant relationship between workload, responsibility for people, socio-economic status and stress among academic staff.

She recommended that the university should expand on the establishment so that more academic staff can be recruited to reduce on the workload; That the Ministry of Education and Sports, the Ministry of Public Service and, Makerere University Council, should improve the economic status of academic staff by implementing salary pro-rata immediately and also involving all academic staff in income generating projects. A policy should be developed with immediate effect on emotional intelligence training to handle emotional stress. This should be done by the University Council through the School of Psychology and the Counselling and Guidance Centre to develop a manual on emotional intelligence. The study was funded by Makerere University and NORAD, supervised by Prof. Peter Baguma and Dr Tom Darlington Balojja.

#### Conferment of the **Degree of Doctor of Philosophy**

BAGAYA Jerry

#### **Secondary school inspection practices in Western Uganda: Implications on pedagogy**

Mr. BAGAYA Jerry examined inspection practices in secondary schools in Western Uganda and how they influence lesson planning and instruction. The study found that inspection practices were ineffective and did not influence lesson planning. However, inspection had a moderate influence on instruction, albeit with some unintended negative effects. Despite the value attached to school inspection in the theoretical, political, institutional and policy debates, inspection has only contributed minimally to improving pedagogical practices in secondary schools. Training of inspectors in modern inspection approaches should be undertaken,

and inspection resources should be spent on schools that are failing to make substantial improvement while involvement of stakeholders in inspection process is stepped up. This study was funded by Building Stronger Universities (BSU) III Project of Gulu University, and was supervised by Assoc. Prof. Dr. Betty Akullu Ezati and Dr. Wycliffe Scot Wafula.

#### Conferment of the **Degree of Doctor of Philosophy**

BAGONZA Godfrey

#### **Internal Efficiency and the Quality of University Education in Uganda**

Mr. BAGONZA Godfrey investigated the relationship between internal efficiency and the quality of university education in Uganda. Relying on responses from 400 University Students, 12 Heads of Academic Departments, 6 Quality Assurance Directors, and 6 Human Resource Managers of selected employers the study revealed the following. The study found a positive and statistically significant relationship between the competence of university lecturers and the quality of university education. Secondly, the study found a strong relationship between university facilities and the quality of university education. Finally, the findings suggest a strong relationship between the type of study programme and students' labour market expectations. The study recommends that universities should enhance staff development programmes to improve the capacity of their staff, government should improve resources available for universities to improve university faculties and universities should review their programmes to include those aspects which have high demand in the labour market. From the employers' point of view, the study recommends that universities

should engage with the employer when they are developing or reviewing their academic programmes to meet the expectations of employers. The study was supervised by Prof Muwagga Mugagga Anthony and Dr. Nicholas Itaaga and funded by Kyambogo University.

#### Conferment of the **Degree of Doctor of Philosophy**

BULUMA Alfred

#### **Teacher Education Pedagogical Practices and the Development of 21st Century Competences among Teacher Trainees in Uganda: A Case Study of Kyambogo University.**

Mr. Buluma Alfred studied the role of teacher education pedagogical practices in nurturing the development of 21st century competences among teacher trainees in Uganda. Using a representative case study of Kyambogo University, he found out that the utilized instructional and assessment practices in teacher education pedagogy in Uganda to a less extent develops 21st century competences among teacher trainees. He therefore, recommends the need for concerted effort among teacher educators to effectively utilize learner centred pedagogy and reflective assessment practices in order to model and scaffold appropriate 21st century competences among teacher trainees. The study was co-funded by Self, Makerere University - Directorate of Human Resources (Staff Development Scheme), Directorate of Research and Graduate Training as well as DELP project. Assoc. Prof. Betty Ezati and Dr. Rovincer Najjuma were his supervisors.

#### Conferment of the **Degree of Doctor of Philosophy**

HIIRE Geoffrey Boaz

### **Antecedents of Academic Staff Research Productivity in Chartered Private Universities in Uganda**

Mr. HIIRE Geoffrey Boaz investigated the antecedents of research productivity among academic staff in chartered private universities in Uganda. His study was instigated by reportedly persistent decline in the research productivity of academic staff in those institutions. With the use of a descriptive cross-sectional survey design, the study results showed; among others, that certain organizational factors - especially technological progress and computer skills were strong positive predictors of academic staff research productivity - unlike research funding and human resource factors. He therefore recommended that the management of chartered private universities in Uganda should embrace a research management model, which he proposed, that encourages the use of more technologies and computer skills among their academic staff in order to enhance their research productivity. The study was self-sponsored and was supervised by Dr. Robert Kyaligonza, Associate Professor Joseph Oonyu (RIP), and Dr. David Onen.

### **Conferment of the Degree of Doctor of Philosophy**

KAKEETO David

### **Utilizing a Social Constructivist approach to cultivate Teacher-educators' and trainees' Digital competence at Makerere University**

Mr. KAKEETO David studied the utilization of Social Constructivist approach to cultivate Teacher-educators' and trainees' Digital competence at Makerere University, taking School of Education as a case. By using Kurt Lewin's Interpretive Design as an intervention, he found out that: social constructivism greatly

improves teacher educators' and trainees' technology knowledge and skills necessary for the 21st Century teaching. For pedagogical purposes, he recommends that; teacher trainers and trainees should engage in team teaching and learning as a way of sharing ICT integration knowledge and skills, but also make teaching and learning action-oriented. The study was self sponsored. Kakeeto was supervised by Prof. Anthony Muwagga Mugagga and Assoc. Prof. Ronald Bisaso.

### **Conferment of the Degree of Doctor of Philosophy**

KATEGAYA Rogers

### **Internal Efficiency of Private USE schools under the Public-Private partnership (PPP) Framework in Central Uganda**

Mr. KATEGAYA Rogers studied the internal efficiency of private Universal Secondary Education (USE) schools under the public-private partnership framework in Central Uganda. Using a representative sample of Private USE schools from Wakiso, Mpigi and Mukono Districts, he found out that Private USE schools have impressively increased equitable access to secondary education especially with regard to gender equity. He established that more students are graduating from Private USE schools although with dismissal learning achievements. He further found numerous internal efficiency challenges the most serious ones being; financial, managerial, and manpower challenges that hinder USE implementation in private schools. Mr. Kategaya recommends that; government should increase capitation grant in phases, strengthen school inspection and enforce quality assurance standards by linking its funding to the fulfillment of these standards. The study

was co-funded by Self, Makerere University and supervised by Prof. Anthony Mugagga Muwagga and Dr. Badru Musisi.

### **Conferment of the Degree of Doctor of Philosophy**

KIMANJE Enoch

### **Perception of Performance Appraisal of Academic Staff of a Chartered Private University in Uganda**

Rev. KIMANJE Enoch explored the perception of performance appraisal held by the academic staff of a chartered private university in Uganda. His study was instigated by the persistent complaints by the University's employees over how their work performances were appraised. With the use of qualitative approach and phenomenological research design, the study findings revealed; among others, that the academic staff of the University investigated differently perceived how their performances were appraised; that is, while a few participants were satisfied with their appraisals, the majority perceived the University's PA system to be unfair, inaccurate and an inconsistent measure of their performances. Therefore, Rev. Kimanje recommended that the University managers should not only train their academic staff in how to engage in PA, but also design an appraisal program, which he proposed, that befits its Christian belief. The study was self-sponsored and supervised by Dr. David Onen and Dr. Twine Hannington Bananuka.

### **Conferment of the Degree of Doctor of Philosophy**

KASASA Henry

### **Denominational Philosophy, School Leadership and School Performance in Uganda: A Case Study of Kampala Archdiocese**



Rev. Fr. KASASA Henry examined the Servant and Sustainable Leadership theories, Henry Kasasa studied the role played by denominational philosophy and school Leadership in enhancing school performance in Uganda. His study was carried out in the Metropolitan Roman Catholic Archdiocese of Kampala as a case study. The study was guided by three specific objectives: establish the implication of denominational philosophy on school performance in Uganda, establish how school leadership impacts on the adherence to the denominational philosophy and establish how school leadership plus the adherence to the denominational philosophy affect the school's performance. Salient among the findings: It was found out that though the relationship between the school leadership, denominational philosophy and school performance is inseparable, many school stakeholders seem not to fully understand let alone know this philosophy, though they practice it in their day today in and out of school/class activities. The study was privately sponsored and was supervised by Prof. Muwagga Mugagga Anthony, Rev. Fr. Dr. Ssempala, Cornelli and Dr. Rovincer Najjuma

#### Conferment of the Degree of Doctor of Philosophy

KISIGE Abdu

#### Teacher Preparation by Universities: Internal Stakeholders Perception of Teacher Education Curriculum in Makerere and Kyambogo Universities

Mr. KISIGE Abdu investigated Teacher Preparation by Universities: Internal Stakeholders Perception of Teacher Education Curriculum in Makerere and Kyambogo Universities. He sought to explore the perceptions of the academic staff and

student teachers about the teacher education curriculum in Makerere and Kyambogo Universities. The study was conducted through a qualitative, multiple case study design that was anchored in the interpretivist paradigm and directed by the social constructivism thinking. The findings of the study revealed that teacher education curriculum was positively perceived as enabling teacher trainees to be equipped with specialized teaching skills essentially directed towards teaching profession. He recommends for a continuous teacher education curriculum review in order to weed out outdated content as well as conducting pedagogical courses for teacher educators through continuous staff development. The study was self sponsored and supervised by Assoc. Prof. Betty Akullu Ezati and Prof. Alice Merab Tagwana Kagoda.

#### Conferment of the Degree of Doctor of Philosophy

KYASANKU Charles

#### School - Based Teacher Professional Development of Teacher Competences in Public Primary Schools: A Case of Mpigi District, Uganda

Mr. KYASANKU Charles studied the role of School-Based Teacher Professional development in enhancing teacher competences. Using a case study of Mpigi District, he found out several practices for school based teacher professional development that enhanced teacher competence in the areas of knowledge, skills, values and attitudes and professional ethics. However, these practices were sporadic and not uniformly implemented across public primary schools. He, therefore, recommends the need for an improvement of the teacher professional development policy to incorporate school-based teacher professional development

practices with an implementation framework that supports uniform implementation for the development of TC. In addition, there is a need for training institutions to emphasize aspects of school-based teacher professional development practices into the curriculum and follow up on their implementation during internship. The study was self-sponsored and co-funded by Makerere University; and was supervised by Professor. Connie Ssebunga Masembe and Professor. Christopher Byalusago Mugimu.

#### Conferment of the Degree of Doctor of Philosophy

KYOSHABA Martha (Ms)

#### Examining student satisfaction in universities in Uganda using the European Customer Satisfaction Index model

Ms. KYOSHABA Martha examined student satisfaction in universities in Uganda, anchored on the European Customer Satisfaction Index (ECSI) model. The ECSI suggests that student satisfaction is predicted by; image of a university, expectations of a student, quality of infrastructure, quality of staff and service delivery and value of investment and that the consequent of student satisfaction is student loyalty. Using linear regression models, the study revealed that except for the quality of infrastructure, student satisfaction depended on image of a university, expectations of a student, quality of staff and service delivery. It also revealed that student satisfaction enhanced student loyalty. Thus, the study supported the ECSI model in explaining student satisfaction. It was recommended that in order to enhance student satisfaction in universities in Uganda; university authorities should allocate resources to improve the predictors of student satisfaction which

in turn enhance student loyalty. The study was sponsored by SIDA and was supervised by Professors; F. E. K. Bakkabulindi and C. B. Mugimu.

### Conferment of the Degree of Doctor of Philosophy

LUDIGO Harriet (Ms)

#### **Pedagogical Strategies and Academic Achievement of Students at Kyambogo and Makerere Universities**

Ms. LUDIGO Harriet's study analysed the relationship between student-centred, teacher-centred and teacher-student pedagogical strategies with academic achievement of students. The study adopted the positivist and interpretive paradigms. The study used the cross-sectional and correlational designs utilising a questionnaire and an interview guide. The main findings of the study revealed that student-centred strategy had a positive and significant influence on academic achievement of students as opposed to teacher-centred and teacher-student interaction strategies. It was concluded that the student-centred pedagogical strategy is essential for academic achievement of students. Indeed, the teacher-centred and teacher-student pedagogical strategies were found to be less affective teaching strategies for enhancing academic achievement of students. Therefore, it was recommended that lecturers in the universities should embrace the student-centred pedagogical strategy when teaching students and should also give less attention to either the teacher-centred pedagogical strategy or teacher-student pedagogical strategy. The study was self-sponsored and supervised by Prof Mugagga Anthony and Prof Mugimu Christopher.

### Conferment of the Degree of Doctor of Philosophy

MBULANKENDE Julius Shopi

#### **The role of pre-service teacher training on the integration of ICT in pedagogy by trainees of National Teachers' College-Kaliro**

Mr. MBULANKENDE Julius Shopi studied why new teachers found difficulty to integrate ICT in pedagogy despite the intensive training undertaken during the teacher training program. Using a case study of National Teachers College-Kaliro, he found out that the ICT training offered to pre-service teachers greatly met their expectations to use ICT in pedagogy. He also reveals that trainees developed advanced skills to use various ICT tools and services after the training. He further discovered that mentor / senior teachers highly influenced trainees to use ICT in pedagogy. However, it was discovered that the school teaching and learning environment was yet to support effective ICT integration in pedagogy. He therefore proposed adoption of Bring Your Own Device (BYOD) model by both teachers and students so as to increase ICT access in schools, and hence cultivate effective ICT integration in pedagogy. The study was co-funded by Makerere University and DAAD-In country program. Prof Christopher B. Mugimu & Ass Prof Paul B. Muyinda were the supervisors.

### Conferment of the Degree of Doctor of Philosophy

NABIRYO Nancy Rosemary (Ms)

#### **The value of classroom cultures in writing instruction among lower secondary school learners**

Ms. NABIRYO Nancy Rosemary studied the worth of classroom cultures in writing instruction among lower secondary school learners.

Following a qualitative multiple case study design, she selected three schools using the purposive sampling method. The findings revealed that most of the aspects of the physical classroom environment were beyond the control of the participants. Findings also revealed that the value of the learner-learner interaction and teacher learner interaction largely depended on the available time and the attitude of the participants. She also found out that the value of instructional materials depended on their availability and how the teachers used them to improve writing instruction. She recommended that teachers should modify the classroom cultures to suit writing instruction. The study was funded by Makerere University and supervised by Dr. Samuel Sekiziyivu and Dr. Robinah Kyeyune.

### Conferment of the Degree of Doctor of Philosophy

NABUNYA Kulthum (Ms)

#### **Professional Development Practices and Service Delivery of Academic Staff in Kampala International and Kyambogo Universities in Uganda**

Ms. NABUNYA Kulthum investigated the relationship between professional development practices and service delivery of academic staff in Kampala International and Kyambogo Universities. This followed a continued out cry of low academic staff service delivery from these two universities. The study found out that professional development practices significantly related with teaching, research and community service delivery of academic staff in Kyambogo University whereas in Kampala International University they only significantly related with community service delivery while teaching and research did not. The study can be used by the University

Councils and other stake holders of the two universities in a bid to improve academic staff service delivery. The study was privately sponsored and supervised by Dr Hilary Mukwenda Tusiime and Dr. Robert Kyaligonza.

**Conferment of the Degree of Doctor of Philosophy**

NAMAGANDA Agnes (Ms)

**Examining the Effectiveness of the Makerere University Anti Sexual Harassment Policy (2006)**

Ms. NAMAGANDA Agnes examined the effectiveness of the Makerere University anti sexual harassment policy (2006). Using qualitative data collection methods, the study established that sexual harassment was caused by unequal gender relations and the asymmetrical power relations between faculty and students. It further revealed that the anti-sexual harassment policy distributed burdens to female students and diminished attention to the problem. Ms. Namaganda recommends that the anti-sexual harassment policy making process be an ongoing communication practice that acknowledges the evolutionary and complex nature of the problem. University management should also pursue both vertical and lateral processes in tackling the vice. This study was privately funded and was supervised by Assoc. Prof. Sarah Ssali and Assoc. Prof. Ronald Bisaso.

**Conferment of the Degree of Doctor of Philosophy**

NASAMO Elizabeth Juliet Mukisa(Ms)

**Practices of managing students' diversity in Makerere University**

Ms. Nasamo Elizabeth Juliet Mukisa explored the Practices of managing students' diversity in Makerere

University with a view of enabling students of diverse statuses, realise their educational goals owing to persistent reports of poor practices of managing of students' diversity. Drawing on the use of cross-sectional and comparative phenomenological designs, she found out that the existing practices were insufficient in managing students' diversity as those for managing a traditional type of students prevailed, making it uneasy for all the diversity of residential, nationality, marital and socio-economic statuses to flow in their education journey. The study recommended for the revisitation of the existing management policies and practices to embrace new ones that are supportive of students' diversity by the Makerere University's Governing Councils. This study was self-sponsored and supervised by Assoc. Prof. Joseph Kimoga and Dr. Gyaviira Genza Musoke.

**Conferment of the Degree of Doctor of Philosophy**

OKONGO Wilberforce

**Decision-making Approaches of Academic Deans and Departmental Heads and Performance of Academic Staff in Public Universities in Uganda**

Mr. OKONGO Wilberforce examined the effects of the decision-making approaches of academic Deans and Heads of Departments on the work performance of academic staff in public universities in Uganda. His study was motivated by complaints about the quality of academic staff's teaching, research, and community engagement despite the availability of academic deans and HoDs—who are mandated to make decisions that enable the staff to perform these functions. The study revealed, among others, that democratic decision-making approaches affected the performance of academic staff

more than did delegated and autocratic decision-making approaches. He, therefore, recommends that academic deans and departmental heads opt for the frequent use of democratic decision-making. The study was self-funded and supervised by Dr. David Onen and Assoc. Prof. Jude Ssempebwa.

**Conferment of the Degree of Doctor of Philosophy**

SSEGGIRIINYA Fredrick

**The Influence of Police Training Programmes on Police officers Participation in Social Transformation in Uganda.**

Mr. SSEGGIRIINYA Fredrick investigated the influence of police training programmes on police officers participation in the social transformation in Uganda. The investigation was provoked by the reportedly deteriorating performance of police officers in areas of social transformation despite of government's effort to transform Uganda to a middle income country by 2040. The specific areas studied were their participation in prevention of gender based violence, creating awareness on environmental sustainability and promotion of good police-community relations in Uganda. The study findings showed a strong positive relationship between training programmes and participation in the studied areas. Thus police management should increase funding to training for its standardization purposes. The study was supervised by Ass. Prof. Ezati. Betty Akullu and Dr Wafula Wycliff Scot. This investigation was partly funded by the Uganda Police Force.

**Conferment of the Degree of Doctor of Philosophy**

SSEMULYA Rex Regis

### **The Philosophical and Pedagogical Implications of Sacred Art: A Case Study of Kampala Arch Diocese**

Mr. SSEMULYA Rex Regis studied the Philosophical and Pedagogical Implications of the use of Sacred Art by Roman Catholics in the Kampala Archdiocese. The study examined the rationale, knowledge, beliefs and value implications of use of sacred in the Catholic founded education institutions. It was underpinned by the Interpretive, Constructivism paradigms, as well as the Art appreciation method. It was revealed that contemporary Christian Sacred Art, is infused with ideas from the Catholic church's tradition, Christian history and the Greco-Romano ideas and beliefs. From documentary review and art appreciation it is revealed that It plays multifaceted pedagogical and spiritual roles. It is used by religious education teachers as well as enforcers of the Catholic School philosophy and identity to enhance the Roman Catholic values and beliefs in their respective schools and respective communities. It also acts as visible teaching aids to those who may not understand the intricate ideas of the divine as given in the bible or in spiritual books. The study was self-sponsored and supervised by Assoc. Prof. Betty Ezati

### **Conferment of the Degree of Doctor of Philosophy**

TUMWESIGYE Godfrey

### **Human Resource Management Practices and Turnover Intentions of University Employees in Uganda**

Mr TUMWESIGYE Godfrey examined the link between human resource management (HRM) practices and the turnover intentions of university employees in Uganda. His study was instigated by the reported persistent high rates of employee turnover in universi-

ties in the country. With the use of cross-sectional survey design, the study findings showed that certain HRM practices - especially promotional opportunities, information sharing, employee rewards, and job security - positively influenced job satisfaction and organisational commitment which, in turn, had a significant negative impact on turnover intentions. The findings imply that to reduce turnover intentions and enhance retention, university managers should pay attention to employee perceptions of the HRM practices. The study was partly sponsored by Uganda Management Institute and supervised by Prof. J.C.S. Musaaizi and Assoc. Prof. Joseph Oonyu (RIP).

### **Conferment of the Degree of Doctor of Philosophy**

WAMBI Moses

### **Tutors' Competences and Implementation of Early Childhood Education Curriculum in Primary Teachers' Colleges in Eastern Uganda**

Mr. WAMBI Moses studied 'Tutors' Competences and Implementation of the Early Childhood Education Curriculum in Primary Teachers' Colleges in Eastern Uganda. The concern was on the increasing gaps impacting on learners' readiness to breakthrough to literacy in schools. It was revealed that inadequate funding and less access to practicum mired tutors' preparation of the trainees holistically. Tutors got challenged to scaffold the Head, Heart and Hand (3Hs) of the trainees. Pressure of 'pen and paper' examinations should be eluded to boost practicum. CPDs are required to cultivate a sense of humour and mentorship in PTCs. A Model ECD Centre should be established within the PTC as a Laboratory of Pedagogy for continuous hands-on engagements.

The contribution of the study is the Paradigm Shift from the traditional to a more innovative practice of contextualising the existing pedagogy for quality teacher preparation to facilitate learners' breakthrough to literacy to achieve the 21st Century education. Sponsored by Prof. Robert, B. Jarrett and Prof. Olga, S. Jarrett (USA) and was Supervised by Prof. Alice Merab Kagoda and Prof. Anthony Muwagga Mugagga.

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 LATIM Walter Robert  
 MAGOK Mathew Thon  
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 MWESIGWA Gloria Dinah(Ms)  
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 OSONY Joseph  
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 WALAKILA Deo  
 ZUBAIR Mubiru Abdulswabur

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 OKIDI Ronald  
 OKWAI-MUNGU Robert  
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 OPENDU Thomas  
 OTEMA Emmanuel  
 OUCUL Samuel Marvin  
 OYABA Emmanuel  
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 Conferment of the  
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NAMPUNGU Jesca(Ms)	NANSASI Sarah(Ms)	NKAMBO Faiswali
NAMUBIRU Immaculate(Ms)	NANSEREKO Hilda(Ms)	NKAMBO Ismail
NAMUBIRU Resty(Ms)	NANSUBUGA Stella(Ms)	NKAMWESIGA Isaac
NAMUDDU Milly(Ms)	NANSUBUGA Angella(Ms)	NNANYONYI Immaculate(Ms)
NAMUGAMBE Mastulah Matovu(Ms)	NANSUBUGA Immaculate(Ms)	NSAWA Ambrose
NAMUGANZA Violet(Ms)	NANSUBUGA Shalawah(Ms)	NSUBUGA Moses
NAMUGERA Kato	NANSUBUGA Tezira(Ms)	NSUMBA Jonathan

NTUYO Ronald	RUBANGAKENE Christopher	TUKAMUHEBWA Velerian
NURUJAN Latifa(Ms)	RUBEIHAYO Tribias(Ms)	TUKAMUSHABA Precious(Ms)
NUWABINE Geoffrey	SAJJABI Hilda(Ms)	TUKAMUSHABA Racheal(Ms)
NUWAHEREZA Athens(Ms)	SAMANYA Daphine(Ms)	TUKASHABA Collins
NUWAHEREZA Shallon(Ms)	SAMANYA Peace(Ms)	TUMUKUNDE Brian
NUWAMANYA Jonan	SAUBA Bwayiga(Ms)	TUMUSHABIRE Justine(Ms)
NYAKETCHO Sofia(Ms)	SEMUJJU Faruk Abubakar	TUMUSIIME Sharon(Ms)
NYAKIIRA Brian	SENYONYI Festo	TUMWINE Saliva
NYAMER Jolly(Ms)	SHADIA Issa(Ms)	TURIBAMWE Paul
NYAMUGISA Sarah(Ms)	SHARIFA Latif(Ms)	TURYABAMWE Elvin
NYANGOMA Rosemary(Ms)	SIIMA Tolerance Monic(Ms)	TUSIIME Evalyne(Ms)
NYAWERE Hellen(Ms)	SIMBWA Denis	TUSINGWIRWE Julian(Ms)
NZABONIMPA Robert	SSEBULIME Emmanuel	TWEHEYO Magret(Ms)
OBONG Emmanuel Oscar	SSEBUUMA Julius	TWETEISE Mary(Ms)
OBURA Boniface	SSEGUYA Kamadhani	TWINAMASIKO Ignitias
OCAN George	SSEKAMWA Solomon	TWINOMUJUNI Polyne(Ms)
OGALLE Eunice Achieng(Ms)	SSEMAKULA Peter	TWONGIRWE Shillah(Ms)
OGWANG Daniel	SSEMAKULA Robert	VUNI Akim
OJEPAN John Bosco	SSEMWEZI Saul	WAHIDA Mulindwa(Ms)
OKADI Elijah	SSENTONGO AnorId	WAIGOLO Adam
OKELLO Charles	SSENYONGA Sharifu	WAISWA Matiamulumba
OKELO Sirino	SSENYONGA Stephen	WALIMBWA Charles
OKWII Deogracious	SSERUNKUMA Vincent	WALUBYA Chris
OKWIR Faith Margret(Ms)	SSERUNKUUMA Andrew	WALUSIMBI Martin
OLWE Jimmy	SSERUWU Joel	WAMIREMBE Emily(Ms)
ONGODIA Eric Vicent	SSERWADDA Habibu	WANYAMA Benard Mangeni
OPIO Calvin	SSESANGA Frank	WASSWA Jonathan
OPUS Bena(Ms)	SSEWADDE Twaha	WASSWA Joseph
ORISHABA Donart	SSEWAYA Yasiini	WATANGWA Marrium(Ms)
OSIRE Paul	SSUUBI Mary Samner(Ms)	WAZEMBA Gloria Precious(Ms)
OSUNA Patrick	SUBAI A Maureen(Ms)	WEGOSASA Suzan Ojambo(Ms)
OTUNYO Benjamine	SUNDAY Judith(Ms)	WEGOYI Jafal
OUGA Patrick	TAKUZADDE Angella(Ms)	WENWA Joseph Kevin
OWAMAZIMA Eunice(Ms)	TANDEKA Abel	YIKIRU Christine Marjorie(Ms)
OWEMBABAZI Daphine(Ms)	TAREMWA Benard	YUNUSU Musiwa
OWOMUGISHA Mariam(Ms)	TENYWA George	ZALWANGO Gloria(Ms)
OWORI Peter Ivan	TIBESIGWA Phiona(Ms)	ZIMBE Peter
OYELLA Gloria Mercy(Ms)	TUGUMISIRIZE Esau	
OYESIGYE Shillan(Ms)	TUGUMISIRIZE Suzan(Ms)	
OYO Timothy	TUKAMUHEBWA Gift(Ms)	