

HANDOVER REPORT
FROM
DR KIKOOMA JULIUS
OUTGOING HEAD
TO
DR MATAGI LEONSIO
INCOMING HEAD

Department of Educational, Social and Organizational Psychology

Copy To

Deputy Vice Chancellor Academic Affairs
The University Bursar
Director Human Resources
Principal CHUSS
Dean School of Psychology



MAY 25, 2015

Introduction

This report is for the period I have been Chair/Head of the Department of Educational, Organizational and Social Psychology from 1st March 2012 to 30th April 2015.

Organization of the Department

The department is made up a merger of the former two departments namely:

- Department of Social and Organizational Psychology (in the former Institute of Psychology)
- Department of Educational Psychology (former School of Education)

Members of the Department are housed in two Blocks – Block A and Block B.

Vision

A Market oriented department with international outlook, academics and professional excellence.

Mission

To attract and develop students into market resilient professionals/scholars and to conduct research and provide outreach services of impact to community.

Core Values

The Department holds the following values which we also inculcate in our graduates of the program:

- Professionalism & Excellency
- Integrity
- Service Orientation
- Team Work
- Research Mindset
- Intellectual Autonomy
- Market Resiliency

Strategic Objectives

The strategic objectives of the department include:

- Develop and maintain Result Oriented Management
- Develop and maintain high performing teams.
- Enhance student employability.
- Enhance professional growth and excellence.
- Attract and maintain competent and committed staff.
- Develop outreach programs.
- Conduct and publicize research of international repute.

Academic Programs

The Department houses the following programs

Undergraduate

- Bachelor of Industrial and Organizational Psychology
- The Department is also the home of Bachelor of Arts (Social Sciences) students who major and minor in the subject of Psychology

Masters Programs

Master of Organizational Psychology

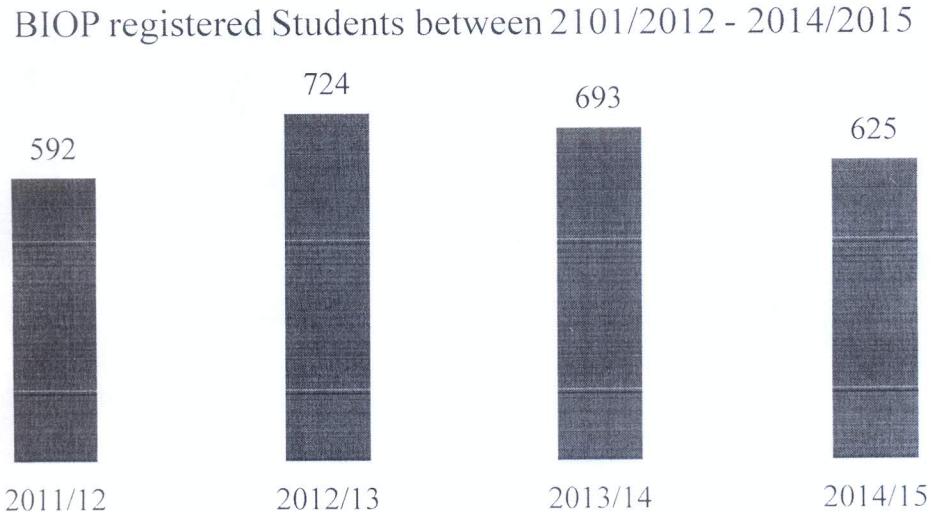
Master of Educational Psychology

PhD Program

Research based PhD in Organizational Psychology

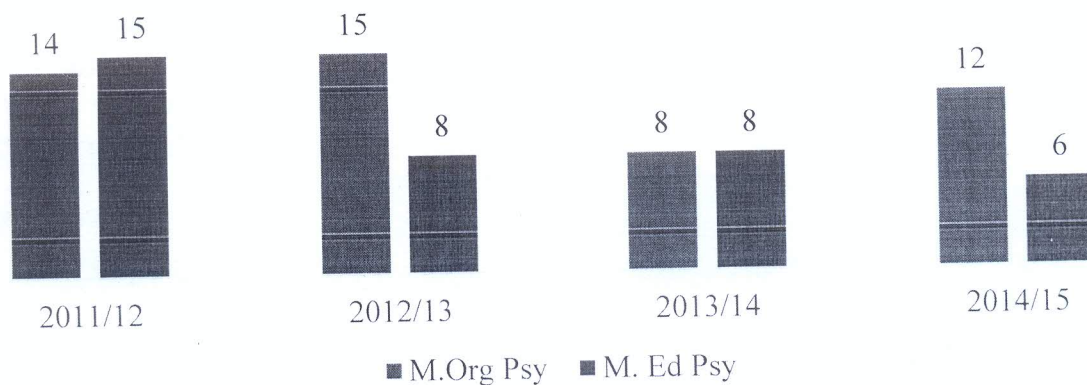
Student Enrolment

The students' enrollment on all the program in the department over the academic years 2011/2012 to 2014/2015 is shown below:



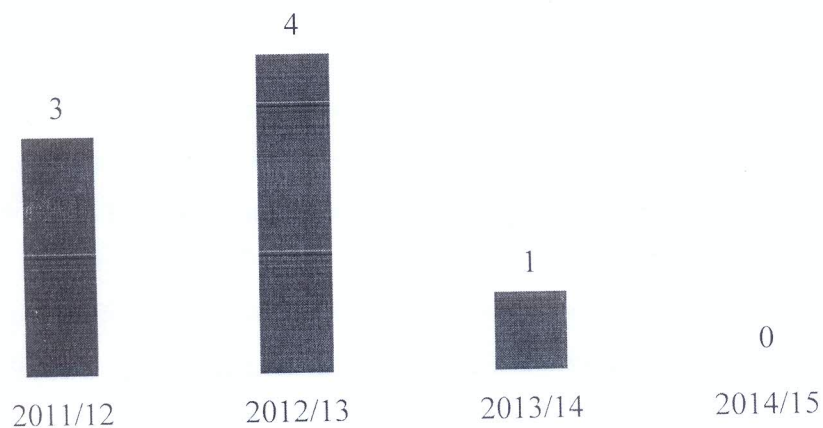
On average the bachelors program has over six hundred (600) students per academic year.

Registered Postgraduate Students between 2101/2012 - 2014/201



The numbers for Master of Organizational Psychology are between 12 -15 students per year while master of Educational Psychology students numbers have been below ten (10).

PhD registered Students between 2101/2012 - 2014/2015



Registered PhD students are below 5 per academic year.

Staffing

The current staffing of academic staff in the department is as shown below:

Post	approved establishment	filled	vacant
professor	2	1	1
associate professor	2	0	2
senior lecturer	5	3	2
lecturer	9	3	6

assistant lecturer	9	8	1
teaching assistant	5	6	-1
	32	19	12

The department has no departmental secretary. Currently Ms. Harriet Namakoye has been converted, on internal arrangements, to act as secretary for the department.

Staff development

Five of the six teaching Assistants have completed their master's program.

The following Six out of the eight Assistant Lecturers have embarked on their PhD studies

- Eboyu Francis (Makerere University)
- Kobusingye Loyce Kizza (University of Da Es Salaam)
- Wandera Robert (Makerere University)
- Baluk Martin (Muburg University, Germany)
- Amapiare Ann (Makerere University)
- Nanamba Joyce (Makerere University)

Academic conferences, workshops

2012 – The department in partnership with MUBS (Human Resources Department), Kyambogo University (Department of Psychology) and the Makerere University Psychology Students' Association (MUPSA) successfully organized a 2 two day conference that was held at the St Francis Students' Centre held on 12th and 13th of April 2012. The theme of that conference was Social-economic and Political Crises in the Great Lakes Region: Psychological Interventions. The conference was well attended and a number very good research and policy papers were presented by participants from Uganda, Tanzania and India.

2014 – Psychology week

A number of events were organized to highlight psychology and its contribution to Makerere and wider Ugandan the community.

2015 –the department organized a four-day research practices training workshop that was held at the school between 13th and 16th January 2015. The workshop equipped staff of the Department with update knowledge on a range of issues related to their role as supervisors and mentors. Some of the keys areas covered include: shared supervision and teaching;

dissemination of research, research ethics, relationships between supervisors supervisees (students); Writing Styles; Qualitative Research practices; Guidelines on Proposal and Dissertation supervision and Mentorship; Difference in structure of Bachelors, Masters and PhD Dissertations.

Finances

The department does not have a bank account. All financial matter are handled at the college level. However, the department is entitled to petty cash. The amount is determined by the college finance committee and it's released to departments as and when the college has funds transferred from the centre.

Collaborations/Partnerships

The department has a standing Memorandum of Understanding with the Federation of Uganda Employers (FUE) with the following objectives:

1. To conduct research in people management and organisational development
2. To involve employers in reviewing the curriculum and management of the internship programme for students of Organisational Psychology
3. To write and publish a journal on people management and organisational development
4. Write joint research proposals and seek funding for applied research in the areas of HR management and organization development.

*In 2013 carried
out employer the
gt award survey*

Challenges

Teaching space

Office Space

Signed Date

Kikooma Julius (PhD)

Outgoing Head

APPENDIX

ACADEMIC STAFF LIST ACADEMIC YEAR- 2015/2016

S/N	Surname	First Name	Gender	Position
1	Baguma	Kakubeire Peter	M	Professor
2	Enon	Julius Caesar	M	Senior Lecturer*
3	Kikooma	Julius Fred	M	Senior Lecturer
4	Kibanja	Grace Milly	F	Senior Lecturer
5	Tumwebaze	Callist	M	Lecturer
6	Nansubuga	Florence	F	Lecturer
7	Matagi	Leonsio	M	Lecturer
8	Nakitto	Sarah Gava	F	Assistant Lecturer
9	Eboyu	Francis	M	Assistant .Lecturer
10	Kobusingye	Loyce Kizza	F	Assistant Lecturer
11	Wandera	Roberts Otyola J.	M	Assistant Lecturer
12	Nansamba	Joyce	F	Assistant Lecturer
13	Ampaire	Anne	F	Assistant lecturer
14	Night	Grace	F	Assistant Lecturer
15	Baluku	Martin	M	Assistant Lecturer
16	Magala	Dan	M	Teaching Assistant
17	Musanje	Khamis	M	Teaching Assistant
18	Muwonge	Vincent	M	Teaching Assistant
1	Matsiko	Julius	M	Teaching Assistant
20	Balikoowa	Richard	M	Teaching Assistant
21	Mugabi	Eriphase	M	Teaching Assistant

*the current status of Dr Enon as an academic staff of the Department is not clear. I am aware he is no longer on the pay roll.