



# MZUMBE UNIVERSITY

## CONVOCAATION NEWSLETTER, 2022

**(Celebrating Kiswahili, Empowering the Next Generation  
Alumni Connections, Social Justice and Innovation)**



*"Tujifunze Kwa Maendeleo ya Watu"*

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Dear Esteemed Readers, Convocation Members, and Stakeholders.

Greetings from Mzumbe University! It is with the greatest pleasure that I welcome you to this edition of our Convocation Newsletter, which I promise will be a thrilling read. At Mzumbe University (MU), we pride ourselves on our unwavering commitment to academic excellence, as reflected in our Fifth Corporate Strategic Plan for 2021/22 - 2025/26. This Plan prioritizes state-of-the-art teaching and learning infrastructure, cutting-edge academic programs, and staff capability to enhance access and the quality of education offered at our prestigious University. As we continue to advance our mission, the Convocation plays an integral role in its realization. Our academic and administrative staff have worked tirelessly to support the Convocation's vision, which contributes to our overall goals and our response to emerging socio-economic changes globally. Thus, we have tailored our academic, research, consultancy, and outreach programs to reflect and adopt to the needs of the market and the society. Furthermore, we have been increasingly expanding our institutional collaborations, at national, regional, and global levels. These collaborations have enabled us to access a wider range of resources and expertise, as well as to

promote cross-cultural exchange and understanding. We believe that nurturing strong collaborations will simultaneously strengthen our position as a renowned higher learning institution in Tanzania, Africa and beyond.

The Convocation's priorities are closely linked to Mzumbe University's strategic plans, specifically its Fifth Corporate Strategic Plan for 2021/22 - 2025/26. These priorities align with the national and international development agenda such as Tanzania Development Vision 2025, the Third Five-Year Development Plan (FYDP III), Sustainable Development Goals (SDGs), and Agenda 2063 the Africa we Want. Mzumbe University is committed to playing its part in achieving these goals through initiatives such as the Higher Education for Economic Transformation (HEET) Project, which aims to increase access and improve the quality of higher education in Tanzania. This initiative aims to increase student enrolment in higher education institutions (HEIs), improve the quality and labour market relevancy of degree programs in priority disciplines in public universities, and expand access to higher education for underserved populations. The initiative is funded by the World Bank through the Ministry of Education, Science and Technology. This initiative will fund projects worth of USD 21 million at Mzumbe University. It is our expectation that a renewed and state-of-the-art Mzumbe University will be created in the next five years. By focusing on these shared priorities, the Convocation and the University can work together towards creating a better future for Tanzania, Africa, and the world at large.

We are delighted to see a steady increase in the number of our graduates, resulting in a growing number of alumni globally. With the presence of a strategy that enables our alumni to engage with their alma mater in advancing key strategic functions of the University, we look forward to fruitful engagement with our alumni. Together, let us walk our University Motto:  
***Tujifunze kwa Maendeleo ya Watu.***

With utmost gratitude, I humbly offer my profound appreciation to the dynamic Sixth Phase Government of the United Republic of Tanzania, helmed by none other than our esteemed and triumphant alumna, Her Excellency **Dr. Samia Suluhu Hassan**, who has always advocated for education excellence through training for employability. Her resolute dedication to promoting educational excellence and vocational training for employment readiness is a source of great admiration and inspiration. I hope that our current and future graduates will reflect on Her Excellency Samia's journey of achievement and dedicate their efforts to the development of this country and its people. We also look forward to receiving their contributions to society and seeing the positive impact they will make in the future.

We hope that you will enjoy reading this Convocation Newsletter, and we value your feedback as it helps us to continually improve our communication with our readers.

Best Regards,  
**Prof. William Mwegoha**  
*Ag. Vice Chancellor Mzumbe University*

## Convocation President's Address: Celebrating Achievements and Looking to the Future



Greetings to the MU Alumni and the wider public.

The 2022 convocation ceremony was an absolutely breath-taking spectacle! Our alumni, hailing from all corners of the globe, united to make this event truly unforgettable. The presence of some of our most distinguished alumni, including the illustrious His Excellency Hemed Suleiman Abdalla, Second Vice President of Zanzibar, and the incredibly talented Ms. Chistina Mndeme (Regional Commissioner, Shinyanga), Ms. Halima Okash (District Commissioner, Bagamoyo), and Advocate Albert Msando (District Commissioner Handeni), added to the excitement and elevated the event to new heights of grandeur.

But hold on to your hats, because we have some electrifying updates to share about our alumni community! At the 22<sup>nd</sup> Mzumbe University Convocation Ceremony's Annual General Meeting (AGM), we reached a momentous milestone: members not only approved the establishment of the Mzumbe University Alumni Scholarship Fund for Vulnerable Students, but they also pledged seed money to kick-start the fund. This historic decision underscores our unwavering commitment to empowering and supporting the next generation of students at our beloved alma mater.

Thanks to the enthusiastic support of our members, we can now provide much needed assistance to deserving students who might otherwise struggle to access the education they deserve.

In addition, we are thrilled to report that we have made significant strides in strengthening alumni engagement with the University's various development initiatives. The Mzumbe University Alumni Constitution and the Mzumbe University Alumni Engagement Strategy have been adopted for the first time since the inception of Convocation meetings at the University. These vital documents are instrumental in increasing alumni engagement and commitment to our University's growth and progress.

As members of the Mzumbe University alumni community, we implore you to join us in our efforts to promote the development and success of our cherished institution. Your unwavering support and commitment are essential to the continued success of our beloved alma mater. Let us continue to foster the strong bonds of community that we have developed throughout our time at Mzumbe University.

On behalf of the Convocation, we extend our sincerest gratitude to everyone who has joined our alumni group and to those who will join in the future. Our newest graduates are cordially invited to join our thriving community. We anxiously anticipate your future successes and accomplishments, and we look forward to seeing you at upcoming events.

Thank you for your unwavering support of Mzumbe University, and once again, congratulations to our graduates.

Warmest regards,

**CPA. Ludovick S. L. Utouh**  
*President of Mzumbe University  
Convocation Controller and Auditor  
General (R), and Executive  
Director of WAJIBU - Institute of  
Accountability*



Distinguished alumni of Mzumbe University,

I am delighted to share with you all a momentous announcement that Mzumbe University Alumni Scholarship Fund (MUASF) was launched in 2022.

The MUASF's primary objective is to eliminate the financial barriers that may prevent students from pursuing higher education. This fund ensures that financial obstacles will no longer prevent deserving individuals from pursuing a quality education by providing scholarships to students from disadvantaged backgrounds. Through your assistance and contributions, the MUASF will enable our students to devote themselves wholly to their studies, attain academic excellence, and realize their limitless potential.

In addition, the MUASF will play a crucial role in promoting academic excellence and cultivating the educational aspirations of Mzumbe University students. The scholarship programme will recognize and reward students with outstanding academic records, nurturing a culture of excellence that encourages students to pursue academic excellence. In addition to providing financial assistance, the MUASF will foster a sense of community and belonging among its recipients. As they become members of the MUASF family, our students will have the opportunity to network with alumni and peers who share comparable experiences and objectives. This invaluable network will provide mentorship, guidance, and numerous opportunities for professional and personal development.

Your liberal donations and fundraising efforts will aid in establishing a solid foundation for the organization's operations. Your commitment to giving back and investing in the next generation of scholars will strengthen the connection between alumni and their alma mater, instilling a profound sense of pride and involvement. Together, we can foster a culture of philanthropy that encourages others to contribute and positively impacts the lives of deserving students.

Let's work together to empower dreams, construct futures, and create a better tomorrow for everyone. Your support and dedication will be essential to creating a lasting difference in our students' lives.

With deep appreciation and pride,

**Dr. Eliza Mwakasangula**

*Ag. Deputy Vice Chancellor – Academic, Research and Consultancy  
(Secretary, Mzumbe University Convocation)  
Mzumbe University*

Dear our esteemed readers!

I am thrilled to share to you the latest edition of our Convocation Newsletter 2022. In this edition, we highlight several areas of importance to our community related to Mzumbe University's commitment to innovation, entrepreneurship, community development, and social justice. Thus, as we celebrate our alumni and advance the University's mission, we invite you to join us on this journey of discovery and exploration. The content in this Convocation Newsletter is presented in five sections: Richness of Kiswahili; Empowering the Next Generation; Alumni and Global Connections; Social Justice and Economic Transformation; and Innovation and Entrepreneurship. These sections are briefly explained below:

### **Section 1: The Richness of Kiswahili**

In this section, we celebrate the cultural and economic significance of Kiswahili, exploring its contribution to African literature and culture. We feature an article on "Swahili Language and Literature Today: Mwalimu Nyerere's Richest Present and Testament to the World" and explore into how Kiswahili can be used to promote business in East Africa through Kiswahili Kinavyochochea Biashara Afrika Mashariki. Additionally, we share some congratulatory poems for PhD graduates. Some of these poems are in Kiswahili in order to celebrate the beauty and artistic richness of the language.

### **Section 2: Empowering the Next Generation**

In this section, we showcase Mzumbe University's commitment to empowering the next generation through various initiatives. We share experiences from our "Experiencing Internship Programme at Mzumbe University 2021/2022" and highlight the "Higher Education for Economic Transformation (HEET) Project". We also feature highlights from our "2022 Entrepreneurship Camp" that aims to empower the next generation of global entrepreneurs.

### **Section 3: Alumni and Global Connections**

In this section, we explore the power of alumni networks and global connections. We share our breakthrough in unleashing the power of global connections at Mzumbe University and how alumni networks can be a valuable resource for students and the University as a whole.

### **Section 4: Social Justice and Economic Transformation**

In this section, we highlight Mzumbe University's commitment to social justice and economic transformation. We explore a social justice approach to counter stigma and discrimination for people living with HIV/AIDS and how "Informality and Social Protection (ISP)" has positively impacted informal sector workers. We also discuss the politicization of public service in Tanzania and what Mzumbe University can do to address this issue.

### **Section 5: Innovation and Entrepreneurship**

In this section, we focus on Mzumbe University's innovation and entrepreneurship initiatives. We introduce "The Innovation, Entrepreneurship, and Industrial Linkages Unit" at Mzumbe University and share how the University provides support to community-based organizations (CBOs) for rural entrepreneurship growth.

We hope you find this Convocation Newsletter informative and inspiring. As always, we welcome your feedback and suggestions.

*Chief Editor - Mzumbe University  
Convocation Newsletter, 2022*

## Section 1: THE RICHNESS OF KISWAHILI

### Swahili Language and Literature Today: Mwalimu Nyerere's Richest Present and Testament to the World

By Felix U. Kaputu, PhD

Professor at Bard College at Simon's Rock, United States of America



Mzumbe University has played a key role in promoting the legacy of President Julius Kambarage Nyerere in Swahili language and literature. While many scholars focus on President Julius Kambarage Nyerere's political career as the head of the United Republic of Tanzania from 1964 to 1985, they often overlook his significant contribution to the world in promoting Swahili language and literature. They lead their readers to an academic research selection and a global society discussion assessing the success and failures of Ujamaa in terms of the theorized African socialism in the postcolonial era. Such studies oppose the capitalist oppression experienced all along the colonial period to local attempts to insert local people in global socio-economic perspectives that claim national independence while, at the same time, encouraging worldwide predatory and conquering organizations submitting emerging nations to the verdict of wealthy leading and ideologically authoritative countries. The process idealizes a quasi-unreachable local liberation imprisoned in superpowers' rhetorical and pointless discourses. President Nyerere of Tanzania (like President Kenneth Kaunda in Zambia) would stand for these strategists whose life work of social humanism was condemned to failure from its birth, for it would not help their developing countries to move quickly and share global capitalist benefits of new technologies, ideologies focusing on money and global richness circulation in a network of international financial institutions.

Such a minimalist presentation passes by the most humanistic victory bequeathed to the world as one of its most prosperous present and testament, attracting worldwide attention: "Swahili Language and Literature" is today at the center of communications, cultural exchanges, and education. Swahili has become a globalization cosmopolitan motivator, a creolization space claiming over two hundred million users from different cultures. Swahili's global radiance is an outcome of President Nyerere's office-term educational achievements, contrary to the colonials who focused much on teaching English to members of one hundred twenty different local tribes and cultural backgrounds. Swahili's evolution was possible thanks to President Nyerere's incentive on education in a local language as the primary communication

space for a sizeable African language. The once figured out as only a local vernacular language for simple communication purposes has transformed into a linguistic vehicle that leads the readers to discover how Swahili writers address local and global issues.

It is time to end scholars' analyses focusing only on a few aspects of President Nyerere's political career. Such analyses leave out the most crucial work that the President achieved. He reinforced Swahili as an education language, thus launching it on a progressive line that has taken responsibility in different academic/ scientific fields. Today, Swahili is taught in many regional and international institutions including Mzumbe University, which has contributed significantly to its evolution. Swahili language courses prepare scholars to undertake research projects in a part of the world where communication in the local language offers the best chance to share local realities and understand them without the shadow of foreign ideologies. Mzumbe University's role in promoting Swahili language and literature is a testament to Nyerere's legacy as a champion of social humanism and education.

The evolution of Swahili has not been easy or peaceful. It has gone through different issues. One of the biggest challenges is still the quick insertion of other languages, especially the colonial languages President Nyerere wanted to put apart from many local uses. On the contrary, these languages are increasingly present in spoken Swahili. The organization of church services in Swahili while using the Bible, also translated into this same language, has permitted users to keep its influence on the original spoken language alive. Finally, scholars continue to give contributions that regularly raise questions regarding distinctive linguistic features and their literary and cultural components that enrich the language and make it an unavoidable communication instrument. Thus, from what had looked like a simple local decision about education language that all local schools had to use, Swahili has reached today a global dimension that opens spaces to global studies in competitive dimensions with European languages.

Mzumbe University's role in promoting Swahili language and literature is an embodiment of Nyerere's vision for education and social humanism, which continues to have a lasting impact on East Africa and the world at large.

Na Mr. Bahati Barakunze,  
Bujumbura



Kadiri utandawazi unavyoendelea kuleta ulimwengu karibu zaidi, mawasiliano bora kati ya watu wa tamaduni na asili tofauti yanazidi kuwa sehemu muhimu katika shughuli zako, ikiwamo biashara. Katika Afrika Mashariki, lugha moja ambayo inazidi kutumika katika mawasiliano katika shughuli za kibiashara ni lugha ya Kiswahili. Kama mfanya-biashara mwanamke anayefanya biashara kati ya miji ya Dar es Salaam Tanzania na Burundi, hususani Bujumbura nimejionea jinsi lugha ya Kiswahili inavyoweza kurahisisha mawasiliano na kusaidia kujenga mahusiano ya mahusiano ya kibiashara yenye mafanikio. Vyuu vikuu (kikiwepo Chuo Kikuu Mzumbe) vinavyofundisha Kiswahili vinaweza kuchochea biashara katika eneo la Afrika Mashariki. Kutumia Kiswahili katika biashara kunaweza kuwa ishara ya kuheshimu utamaduni wa eneo hilo lenye urithi tajiri wa kitamaduni. Kwa kujifunza na kutumia Kiswahili, wafanya-biashara wanaweza kuonyesha kwamba wanapendezwa na kuheshimu utamaduni wa wenyeji, hii inaweza kusaidia kujenga nia njema na kujenga sifa nzuri katika jamii. Hivyo basi, vyuu vikuu vinaweza kuchangia katika kueneza Kiswahili kwa kutoa elimu bora na kuzalisha wahitimu wenye ujuzi katika lugha hii ya kisasa. Hii itasaidia kukuza biashara katika eneo la Afrika Mashariki na kuchochea maendeleo ya kiuchumi.

Ikiwa kama moja ya lugha ya Kibantu, lugha ya Kiswahili ndiyo lugha inayozungumzwa katika eneo na wakazi wengi zaidi katika Afrika Mashariki na kati. Ni lugha rasmi ya Tanzania na Kenya, na pia inazungumzwa zaidi nchini Uganda, Rwanda, Burundi, na Jamhuri ya Kidemokrasia ya Kongo. Moja ya faida muhimu zaidi inayosemwa zaidi miongoni mwa wafanyabiashara ni matumizi na uwezo wa kuongea lugha. Matumizi ya lugha ya Kiswahili katika biashara yameonekana kusaidia kuanzisha uaminifu na kujenga uhusiano na wateja na kurahisisha majadiliano ya kibiashara na washirika. Unapozungumza na mtu kwa lugha yake ya asili, inaonyesha kuwa unaheshimu utamaduni wao na unapenda kujenga muunganisho wa kweli. Hii inaweza kusaidia sana katika kuanzisha uhusiano wa muda mrefu wa biashara.

Faida nyingine ya kutumia Kiswahili katika biashara ni uwezo wa lugha katika kusaidia kuepusha kutoelewana na kusaidia kukamilika mzunguko wa uwekezaji.

Unapofanya biashara katika lugha ya kigeni, ni rahisi kutafsiri vibaya kile ambacho mtu mwingine anasema au kutumia maneno yasiyofaa. Hata hivyo, pande zote mbili zinapozungumza Kiswahili, ni rahisi kuwasiliana kwa uwazi na kwa ufanisi. Hii inathibitishwa na Sara Buguruza, anasema "lugha ya Kiswahili pia kinaweza kuwa na manufaa katika kujadili mikataba. Wakati pande zote mbili zanaelewa lugha inayotumiwa, ni rahisi kujadili masharti ya makubaliano na kuhakikisha kuwa kila mtu yuko kwenye ukurasa mmoja. Hii inaweza kusaidia kuzuia mabishano yoyote yanayoweza kutokea au kutoelewana chini ya mstari"

Hatimaye, kutumia Kiswahili katika biashara kunaweza kuwa ishara ya kuheshimu utamaduni wa eneo hilo na pia kukuza jina la Taasisi za elimu afrika mashariki, ikiwepo Chuo Kikuu Mzumbe. Afrika Mashariki ina urithi tajiri wa kitamaduni, na kwa kujifunza na kutumia Kiswahili, wafanyabiashara wanaweza kuonyesha kwamba wanapendezwa na kuheshimu utamaduni wa wenyeji. Hii inaweza kusaidia kujenga nia njema na kujenga sifa nzuri katika jamii ambayo ni muhimu kwa Chuo Kikuu Mzumbe katika kuenyeleza nafasi yake kama kitovu cha kikanda kwa elimu na utafiti.

Eneo la Afrika Mashariki linapofikia watu karibu milioni 500, linaongeza mvuto na maingiliano katika shughuli mbalimbali, zikiwemo zile za ustawi wa watu kupitia biashara na uchumi. Mawasiliano miongoni mwa watu katika shughuli za kiuchumi ni upanga wenye pande mbili. Watu wanahitaji lugha inayowaunganisha ili wafanye biashara kwa upande mmoja na biashara inahitaji watu wanaoweza kuwasiliana na kujenga mahusiano. Kwa pande zote, upo uhusiano wenye msukumo. Hivyo, umuhimu wa lugha ya Kiswahili katika mawasiliano ya kibiashara ya Afrika Mashariki hauwezi kupingwa. Iwe ni kujadili mikataba, kufahamu mahitaji wa soko na wateja, kuwasiliana na wateja na uwekezaji, au kuonyesha tu heshima kwa utamaduni wa wenyeji, Kiswahili kinaendelea kuwa chombo muhimu sana katika shughuli zangu za kibiashara. Kwa yeyote anayefanya biashara Afrika Mashariki, kujifunza na kutumia Kiswahili kama njia ya mawasiliano ni lazima. Ukiwa na Kiswahili, unaweza kujenga uhusiano thabiti, kuepuka kutoelewana, kujadiliana kwa ufanisi zaidi, na kuonyesha heshima kwa utamaduni wa wenyeji. Kwa hivyo, chukua muda wa kujifunza Kiswahili kwa Maendeleo binafsi na maeneleo ya watu, na kutumia vyema uhusiano wako wa kibiashara katika Afrika Mashariki.



## Congratulatory Poems for PhD Graduates in 2022



### Dr. Issaya Lupogo

Lecturer - Department of Languages and Communication Studies, FSS  
Coordinator- Outreach Services and Community Engagement, DPS

### A Poem for Masoud Komunte

*Masoud Komunte (FST) defended successfully his PhD at Nelson Mandela African Institute of Science and Technology (NM-AIST) on 21<sup>st</sup> September, 2022*

#### DR. KOMUNTE, THE CERTIFIED MATHEMATICIAN NOW

Dr. Komunte, a mathematician,  
Dr. Komunte, arithmetician,  
Dr. Komunte, a man of equation,  
Dr. Komunte, a man of calculation,  
**DR. KOMUNTE, THE CERTIFIED MATHEMATICIAN NOW!**

He had an idea of PhD,  
He thought very hard,  
Where to pursue a PhD,  
To Mandela he headed,  
**DR. KOMUNTE, THE CERTIFIED MATHEMATICIAN NOW!**

The Journey was tough,  
The road was rough,  
The time wasn't enough,  
But he made it enough,  
**DR. KOMUNTE, THE CERTIFIED MATHEMATICIAN NOW!**

PhD is always indefinable,  
It makes people uncomfortable,  
It is not easily achievable,  
Sometime, it's impossible,  
**DR. KOMUNTE, THE CERTIFIED MATHEMATICIAN NOW!**

No more pain,  
No more supervision,  
Bro, congratulations,  
Wait for the graduation,  
**DR. KOMUNTE, THE CERTIFIED MATHEMATICIAN NOW!**

The game is over,  
The storm is over,  
You a doctor forever,  
Whenever and wherever,  
**DR. KOMUNTE, THE CERTIFIED MATHEMATICIAN NOW!**

### A Poem for Anosisye Kesale

*Mr. Anosisye Kisale from SoPAM defended successfully his PhD at Sokoine University of Agriculture on 17<sup>th</sup> November, 2022*

#### KESALE THE GREAT MAN IS FINALLY FINE

Anosisye Kesale is his name,  
The effective man from SoPAM,  
Peter, his friend well knows him,  
Doing good things is often his norm,  
**KESALE THE GREAT MAN IS FINALLY FINE.**

He thought of PhD,  
He chased a PhD,  
He went SUA for PhD,  
He has got the PhD,  
**KESALE THE GREAT MAN IS FINALLY FINE.**

This is the local government man,  
You want to see his dissertation?  
Health facilities seem to be down,  
By his research, they will be fine,  
**KESALE THE GREAT MAN IS FINALLY FINE.**

The new bright Doctor!  
The new vibrant Doctor!  
The new young Doctor!  
The new Local Government Doctor!  
**KESALE THE GREAT MAN IS FINALLY FINE.**

Dr. Kesale, congratulations!  
Receive our appreciations,  
Almighty God loves you always,  
Welcome back to MU for your usual works,  
**KESALE THE GREAT MAN IS FINALLY FINE.**

### A Poem for Rosemary Mukama

*Ms. Rose Mukama from FoL defended successfully her PhD on 12th of October 2022 at Mzumbe University*

#### HOW DO I CONGRATULATE DOCTOR ADVOCATE ROSEMARY MUKAMA?

Her name is Rosemary Mukama!  
She is a respectful Mama,  
She has defended her PhD "salama"  
Now, she is free from "homa"  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

Lawyers are bright!  
Lawyers are smart!  
Lawyers are straight!  
Lawyers are perfect!  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

How do I start?  
Will I be right?  
When to make it?  
Day or night?  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

Which Act should I use?  
Which mode do I propose?  
Which language do I choose?  
English, Swahili or Chinese?  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

Yes, she has nailed!  
Okay, she has defended!  
Right, it has been made!  
Nice, she already has a PhD!  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

Let me reorganise myself!  
Let have time to rehearsal myself!  
Let me remind myself!  
Let me reassess myself!  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

I am afraid of being prosecuted!  
I am afraid of being sued!  
I am afraid of being summoned!  
I am afraid of being impeached!  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

Though it is hard,  
Let force my head,  
To congratulate this PhD,  
Rosemary, big up for working hard!  
IT IS TOO TOUGH TO CONGRATULATE DR. ADV. ROSEMARY!

People in SACCOS!  
I have some news!  
Tell Rosemary your issues!  
Her PhD book has some answers!  
CONGRATULATIONS DR. ROSEMARY FOR MAKING IT!

### A Poem for Lukiko Lukiko

*Mr. Lukiko Lukiko from FoL defended successfully his PhD on 02nd November, 2022 at the University of Western Cape, South Africa*

#### LUKIKO NI KIBOKO, KUFELI KWAKO MWIKO

Jina la kwanza Lukiko, jina la pili Lukiko,  
Yaani Lukiko Lukiko,  
huyu kaka ni kiboko,  
Salamu huko uliko,  
we umeshashinda biko,  
LUKIKO (PHD) WEWE KIBOKO, KUFELI KWAKO MWIKO!

Ukiona kaandika,  
hoja zake patashika,  
Sio wa kubabaika,  
huyu mweledi hakika  
Hajui kukasirika,  
Muda wote anacheka  
LUKIKO (PHD) WEWE KIBOKO, KUFELI KWAKO MWIKO!

Mapema tulishajua,  
shule kwako itanywea,  
Mikono imeniua,  
Shahada umenyakua,  
Ilitaka kusumbua,  
kidole 'kainyoshea!  
LUKIKO (PHD) WEWE KIBOKO, KUFELI KWAKO MWIKO!

Hongera sana Lukiko!  
Pongezi kwako Lukiko!  
Heko Daktari Lukiko!  
"Kizazi sana" Lukiko!  
"Shapiga mwingi Lukiko!  
Umeshaua Lukiko!  
LUKIKO (PHD) WEWE KIBOKO, KUFELI KWAKO MWIKO!

### A Poem for Amani Paul

*Paul Amani (SoPAM) defended successfully his PhD at Umea University, India on 09/06/2022*

#### AMANI KASHAPATA AMANI KWA AMANI

Leo siku ya amani,  
Kwa sababu ya Amani,  
Aliisaka amani,  
No vita ni kwa amani,  
Ameshapata amani,  
Kongole sana Amani,  
AMANI ANA AMANI, KAIPATA KWA AMANI.

Furaha toka moyoni,  
Furaha i akilini,  
Furaha hapa Chuoni,  
Furaha huko nyumbani,  
Furaha i mtaani,  
Furaha for you Amani,  
AMANI ANA AMANI, KAIPATA KWA AMANI.

Karibu sana nchini,  
Huku ni full amani,  
Karibu sana chuoni,  
Huku sote tu kazini,  
Mwegoha yu ofisini,  
Mushi ye yuko makini,  
AMANI ANA AMANI, KAIPATA KWA AMANI.

Kama ilivyosikika,  
Sauti ya Kusiluka,  
Hakuna kupoa kaka,  
Yaani funua funika,  
Wewe njoo tiririka,  
Sisi tutaburudika,  
AMANI ANA AMANI, KAIPATA KWA AMANI.

Pihedi kama foleni,  
Hujui shida ni nini,  
Utakwenda muda gani,  
Mbele nyuma hauoni,  
Upo kwenye usukani,  
Haitembezi foleni,  
AMANI ANA AMANI, KAIPATA KWA AMANI.

Kongole Dokta Amani,  
Pongezi Dokta Amani,  
Big up Dokta Amani,  
Heko kwa Dokta Amani,  
Heshima Dokta Amani,  
Saluti Dokta Amani,  
AMANI ANA AMANI, KAIPATA KWA AMANI.

### A Poem for Martina Duwe

*Ms. Martina Duwe from FSS defended successfully her PhD at University of Dodoma on 22nd September 2022*

#### VITA WAMEPIGANA, KASHINDA DOKTA MARTINA

Martina toka vitani,  
Martina toka motoni,  
Vita angani, majini,  
Uwanjani na porini,  
Amevishinda angani,  
Wanjani hadi porini,  
HUJUI NINACHONENA! MWULIZE DOKTA MARTINA.

Kwa mguu kutembea,  
Basikeli safiria,  
Kwa Boda kuning'inia,  
Daladala shikilia,  
Na Konda kukufokea,  
Kisa anadai mia,  
HUJUI NINACHONENA! MWULIZE DOKTA MARTINA.

Vita 'siyoelezeka,  
Vita isiyopimika,  
Vita 'siyotabirika,  
Vita 'siyovumilika,  
Vita 'siyojadilika,  
HUJUI NINACHONENA! MWULIZE DOKTA MARTINA.

Vita ya mtu mmoja,  
Wasimamizi wangoja,  
Unapambana kwa hoja,  
Kila siku ni vihoja,  
Hakuna hata faraja,  
Maswali kama miamoja,  
HUJUI NINACHONENA! MWULIZE DOKTA MARTINA.

Leo ni raha jamani,  
Kama Mandonga- ngumini,  
Kama ahera- Mbinguni,  
Mchezo - ni mpirani,  
Simba, Yanga - Uwanjani,  
HUJUI NINACHONENA! MWULIZE DOKTA MARTINA.

Vita imetamatika,  
Vema umeimarika,  
Tayari kwa kutumika,  
Mzumbe juu itafika,  
Mungu asante hakika,  
Kwa nyingi zako baraka,  
HONGERA DOKTA MARTINA, HATIMAYE UMEPONA.

**A Poem for Elizabeth Landa**

*Ms. Elizabeth Landa from SoPAM defended successfully her PhD at VUB University, Belgium on 08th December 2022*

**FROM VUB UNIVERSITY, BELGIUM; DR. ELIZABETH IS BORN**

I present to you Dr. Landa Elizabeth,  
This a 4SITE programme product,  
We thank this effective Project,  
Mzumbeans do much appreciate,  
**CONGRATULATIONS DR. ELIZABETH, THE TEACHING AND LEARNING TECHNOLOGIST.**

To Belgium, the journey started!  
PhD was well processed!  
The final presentation well performed!  
PhD defense, amazingly passed!  
**CONGRATULATIONS DR. ELIZABETH, THE HYBRID OF ICT AND MANAGEMENT.**

It is well known always,  
PhD is the journey of pains,  
You couldn't sleep some times,  
Under our God's blessings,  
You have scored sufficient goals.  
**CONGRATULATIONS DR. ELIZABETH, THE "TEHAMALISED" MANAGER AND ADMINISTRATOR.**

Musabila, Sesabo and other project leaders,  
We strongly appreciate your energy and efforts,  
Before 4SITE programme, there was VLIR-UOS,  
Your projects have produced many PhDs,  
**CONGRATULATIONS DR. ELIZABETH, THE LADY OF INNOVATIVE TEACHING AND LEARNING TECHNOLOGIES.**

Fly safely from Belgium our new Doctor,  
You are missed at Mzumbe our new Doctor,  
SoPAM is at the airport to receive our new Doctor,  
I am waiting to sing this poem for our new Doctor,  
**CONGRATULATIONS DR. ELIZABETH, THE EFFECTIVE 4SITE PROJECT PRODUCT IN 2022.**

## Section 2: EMPOWERING THE NEXT GENERATION

### Experiencing the Internship Programme at Mzumbe University 2021/2022

By *Nashtwat Hassan*



*Mzumbe University academic staff with seven interns in one of the academic trainings*

Nashtwat Hassan Hamis graduated Bachelor of Business Administration in Entrepreneurship of Mzumbe University in 2020. She has had an opportunity to engage in internship training in the School of Business (SoB), Mzumbe University in the academic year 2021/2022. During this period, she has been exposed to different experiences relating to handling academic matters in higher learning institutions. These matters include but not limited to teaching, designing, conducting short courses and consultancy.

Mzumbe University in collaboration with Tanzania Employment Services Agency (TaESA) has created an excellent opportunity for graduates to obtain job experience. TaESA is an Executive Agency under the Prime Minister's Office Labour, Employment, Youth and People with Disability established under the Executive Agency's Act, Cap. 245 R.E. 2002. The purpose of establishing the internship programme is to improve the delivery of public services, creating conducive environment for efficient and effective management. Importantly, it intended to improve the quality of civil services.

A graduate connects himself or herself to TaESA by registering in the TaESA job portal which is an interactive platform between Tanzania's jobseekers and employers. The platform is for local labor market and the rest of the world. This forum matches job-seekers' skills and employers' skills needs. So, TaESA acts as a bridge between graduates and employers. Graduates who register with TaESA job Portal can access a number of services. The services include the following:

01. Being connected to employers in Tanzania through Internship;
02. Being connected to employers abroad for internships or for job opportunities;
03. Opportunity to attend job search training offered by the Employment Services Unit to enhance their labor market competitiveness;
04. Getting an opportunity to attend interviews and get selected for job and internship opportunities; and
05. Have access to opportunities, career and vocational guidance, and employment counseling services to enhance their labor market competitiveness.

As far as the above description is concerned, in the year 2021/2022, Mzumbe University received a number of graduates from TaESA. The graduates were from different parts of the country. They attended a one-year internship training. The graduates joined all three campuses of Mzumbe University (Main Campus, DCC and MCC). In view of this, the graduates had an avenue to receive training from different positions and/or sections of the organisation structure. As it is, some were trained as academicians (Tutorial Assistants), and others in administrative positions, finance, procurement, building and estate, and Mzumbe Health Centre.

As such, the interns accrued a number of benefits from the Internship Programme which colleagues and I gained. Some of the benefits are shown under:

01. Interns had an opportunity to be trained at a reputable University which improved their skills;
02. Trainees had an opportunity to network and create different connections for future employment;
03. Trainees were allowed to attend different workshops and training conducted at Mzumbe University. For example, training on effective teaching in Higher Learning Institutions under VLIR-OUS project; and
04. Trainees were able to gain working experience which was one of the requirements most employers look for from job seekers.

There is no doubt that Mzumbe University has played a great role in society's development as it does not just let graduates stay idle, instead, it invites those who are interested to attend internship training to create a better society.



**Ms. Nashtwat Hassan**

*Tutorial Assistant Mzumbe University  
Graduate/Alumnae  
Bachelor of Business Administration in  
Entrepreneurship 2017-2020*

By *Hawa Petro Tundui*



### **Dr. Hawa Petro Tundui**

*Senior Lecturer – School of Business  
Deputy Coordinator for HEET Project  
at Mzumbe University*

In October 2019, Mzumbe University (MU) was invited by the Ministry of Education, Science, and Technology (MOEST) to attend an information meeting at Sokoine University of Agriculture (SUA); the meeting was conducted on 1st November 2019. The main agenda for the meeting was to share information about the HEET project. We were informed that the Government of Tanzania through MOEST has applied for a loan from the World Bank (WB) to finance the HEET project. The WB accepted the application; however, the MOEST was required to submit a project proposal. Thus, each public university was required to submit a five-page concept note by 11th November 2019. In this regard, the Mzumbe University formed a team to write the concept note and it managed to submit the same by the deadline, and a full project proposal by 18th May 2020. In June 2020, the University received a letter from the MOEST informing that the WB had approved the project proposals from all Public Universities.

*The overall vision for the HEET-Project in Tanzania is to have increased participation, and contribution to the economy and to attain a middle-income economy, and to have quality graduates with relevant skills needed in the labor markets. The overall project objective is to increase enrolment of students in Higher Education Institutions (HEIs) and to provide labor market relevant degree programmes in priority disciplines in all public universities. In addition, it aims at improving the Management of Higher Education Systems.*

The HEET project has a total value of USD 21 million. The Project is expected to finance seven (7) strategic areas, namely construction and improvement of infrastructure in terms of quantity and quality; capacity building in online and Open and Distance Learning (ODL). Further, ensure availability of resources pedagogy and other related multi-media equipment. Moreover, the project covers on updating curriculum and introducing innovative pedagogical

methodologies; promoting applied research and innovation capacity; building functional linkages with private sector/ industry. It also deals with promoting digital skills and customizing suitable Moodle-based learning platforms; establishing and upgrading state-of-the-art ICT infrastructure, equipment and services; and capacity building of academic staff and University leadership. Area number one of the projects (i.e. building and improving infrastructure covers almost 80% of the total project value, and the remaining 20% covers other project components.

Mzumbe University plans to finance the following infrastructure through the project:

1. Lecture theatre and Classrooms building with capacity to accommodate 3,129 students
2. Directorate of ICT Complex and Innovation Centre to accommodate 200 people
3. One (1) cafeteria with a carrying capacity of 900 people
4. Academic Complex with 100 staff offices, classrooms, and lecture theatres with carrying capacity of 1,000 students
5. Construction of Waste Water Treatment Plants and Sanitation System
6. Construction of Solid waste dumping site
7. Construction of external works (local distributor and access roads, pedestrian pavements and parking spaces)
8. Construction of water reservoir tanks and rehabilitation of the same existing supply system

Mzumbe University was directed by the MOEST to establish a new campus in Tanga region. In collaboration with Tanga Region Commissioner's office MU managed to secure a land at Mkinga District (300hectares); and we have a title deed already. The new campus will offer Science and Technology programmes.

The agreement between the World Bank and the Government of Tanzania was signed on 13th September, 2021. The project implementation started after the signing of grant agreement between the institutions and the MOEST, which happened on 19th June 2022.

## Empowering the Next Generation of Global Entrepreneurs: Highlights from Mzumbe University's 2022 Entrepreneurship Camp

By *Lwako David Lubida*



An Entrepreneur presenting her products during Mzumbe day and Entrepreneurship Camp 2022

Over the past four decades, the world has witnessed a surge in entrepreneurial activities, with young entrepreneurs being described as catalysts for changing the business world. The critical role of entrepreneurship in creating new jobs and providing economic relief to marginalized groups has become increasingly apparent in global development. As such, engaging in entrepreneurship creates employment opportunities not only for the entrepreneurs themselves but also for others.

Recognizing the importance of entrepreneurship, Mzumbe University introduced Mzumbe Day and Entrepreneurship Camps. The 2022 Mzumbe Day and Entrepreneurship Camp offered students from all Mzumbe University campuses the opportunity to understand the value of free market enterprise and develop an enterprising mindset. The event primarily created a platform for idea generation, promoting economic growth, and prosperity.

The event invited students from all its Campuses (Mbeya Campus, Dar es Salaam campus and the Main campus in Morogoro) and exposed students to numerous benefits of entrepreneurship, including business idea germination, development of thinking skills, and promotion of self-esteem. Furthermore, the students had the opportunity to think globally, develop confidence, build relationships, network, and develop analytical skills. The event also exposed students to multidimensional knowledge from higher education experts and participants, a multicultural experience, and entrepreneurial development.

Finally, the students were exposed to business opportunities. Generally, the event was successfully implemented well and offered the desired range of opportunities for anyone who attended the event. Moreover, the event was result oriented as majority of attendees gained the desired knowledge which helped them to become successful as well as more competitive in a business environment.

One major lesson learned is that entrepreneurship can be a powerful tool for economic development and job creation. It is critical to provide young people with the knowledge and skills necessary to become successful entrepreneurs. By creating events like Mzumbe Day and Entrepreneurship Camp, universities can inspire and motivate students to embrace entrepreneurship, become future business leaders, and drive economic growth.

A way forward would be for universities like Mzumbe University and other institutions to continue organizing events that promote entrepreneurship and equip students with the necessary skills to become successful entrepreneurs. Governments and policymakers should also create policies and programs that support and encourage entrepreneurship, especially among marginalized groups. By doing so, entrepreneurship can continue to play a crucial role in creating jobs and promoting economic growth, contributing to the development of a sustainable and prosperous global economy.



**Lwako David Lubida**

Tutorial Assistant (Entrepreneurship),  
Mzumbe Alumni

By Faisal H. Issa

Mzumbe University, Dar es Salaam Campus College (MU-DCC), hosted a participatory workshop to solicit final inputs from the association of people living with disabilities known in Kiswahili as Shirikisho la Vyama Vya Watu Wenye Ulemavu Tanzania (SHIVYAWATA). The University's involvement in developing the strategic plan for SHIVYAWATA is in line with the university's corporate objectives, which promote practical education at the university level and encourage community engagement and support.

The workshop was held on July 28th, 2022 at the MU-DCC Upanga premises. A good number of leaders and members of SHIVYAWATA Ubungu attended the workshop. Dr. Coretha Komba, who at that time was the Acting Principal of MU-DCC officiated the workshop, and lauded the efforts of the students and emphasized the importance of the university's collaboration with SHIVYAWATA. The Chairperson of SHIVYAWATA Ubungu represented the association members in officiating and in coordinating the workshop.

Students at MU-DCC pursuing Master's degree in Leadership Management developed the strategic plan for the association. The students developed the strategic plan as a learning process in the course, PUB 570 Strategic Management, a course taught in the first semester of the academic year. The purpose was to support SHIVYAWATA Ubungu in developing its first ever five year strategic plan for 2022-2026, in order to achieve its goals and overcome institutional challenges.

With proper guidance, the students in groups managed to set in motion the appropriate processes for developing the strategic plan. In a participatory manner, including formal visits to the premises of the disabled association and meetings held with the SHIVYAWATA members, appropriate information was gathered and the necessary analysis undertaken that culminated in a draft strategic plan.

The workshop was held to share the final draft of the strategic plan after the inputs from the earlier draft was incorporated. In order to consolidate the students' involvement, they were made to facilitate the workshop. Mr. Jerome Kihaka and Ms. Lilian Ndumbaro were tasked to represent their fellow students. The students performed a remarkable work.



Group photo of Mzumbe University Dar es Salaam Campus College (MU-DCC) staff and students together with SHIVYAWATA Members

In the officiating event, the Acting Principal lauded the efforts and also indicated that developing the strategic plan for the association of people living with disabilities is in line with Mzumbe Universities corporate objectives that promote practical education at university level and encourage community engagement and support. On the part of the beneficiary association, SHIVYAWATA-Ubungu, the Acting Principal made the following observations:

*"Matarajio yetu makubwa kwa upande wa SHIVYAWATA mtaweza kupanga na kutekeleza majukumu yenu kwa kuzingatia mpango mkakati wenu tuliowasaidia kuandaa. Nimefurahi pia kwamba huu ni muendelezo wa ushirikiano kwani hapo awali, mwaka 2020 Chuo kiliwapatia mafunzo ya uongozi, maandiko ya miradi na usimamizi wa fedha. Chuo Kikuu mzumbe kipo tayari kuendelea kushirikiana nanyi katika kuimarisha Jumuiya yenu."*

**My translation:** *We expect the SHIVYAWATA leadership to plan and implement the association's objectives based on the new strategic plan that has been developed with the support from Mzumbe University staff and students. I am delighted to let you know that this is a continued effort from our collaboration that started in 2020. As the University had earlier provided you training on leadership, financial management and project write-ups. As it is, the University is willing to continue to work with you so as to make our community stronger."*



**Faisal H. Issa (PhD)**

Senior Lecturer and Researcher- DCC  
Head of Department of Short Courses,  
Outreach and Consultancy Services - DCC



### Unleashing the Power of Global Connections: Mzumbe University's Breakthrough

By Lucy Willy Massoi



**Lucy Massoi (PhD)**

Senior Lecturer in Public Administration -  
Mzumbe University  
Ag. Director - Internationalization and  
Convocation - Mzumbe University

A new baby by the name Directorate of Internationalisation and Convocation (DIC) is born at Mzumbe University (MU) to oversee internationalisation and convocation activities. The newly created directorate is responsible for providing strategic advice, developing the necessary institutional infrastructure for our international students to have a pleasant and successful educational experience, and facilitating the university's mutual interaction, networking, and partnerships with our local, regional, and international partners, alumni, and friends. Universities around the globe, including MU, have witnessed an increasing need for internationalisation of the higher education sector in recent years. To remain relevant, a number of academic institutions are incorporating international components into education. In a world in which the global higher education (HE) sector is expanding, global demand for higher education is increasing, and trends are shifting as a greater number of courses and institutions become virtually accessible to a greater number of students, it is essential to forge global and international partnerships to ensure a sustainable academic future.

Mzumbe University is like other universities around the world. It does not undervalue its strategic role as a centre of excellence in

leading the change in crossing borders to unlock opportunities for collaboration, knowledge sharing, and innovation that are simply not possible from a local or national perspective. In order to realise the university motto, learning for people development *"Tujifunze kwa Maendeleo ya Watu,"* and the dream of becoming a centre of excellence in offering academic, administrative, and social consulting to international students, scholars, partners, alumni, and friends by 2025; the DICU has been established. In general, MU current global collaborations are rich in research collaboration activities and student mobility programmes, and we look forward to strengthening staff mobility programmes. Nonetheless, the aforementioned programmes have proven advantageous for both students and staff, and it would be an understatement to say that the majority of us (across all academic units) look forward to participating in several programmes.

As a University, we are happy to collaborate with numerous major global colleges and organisations in a variety of ways. In the past five years, our researchers have collaborated with over fifteen institutions worldwide, including the European Union (EU), the Centres for Disease Control and Prevention of the United States Department of Health and Human Services, the DANIDA Fellowship Centre, the German Development Research Foundation, the Bonn International Centre for Conflict Studies (BICC), and the Kuehne Foundation to mention a few. Additionally, the University collaborates with universities from around the world, including the University of Bonn, the University of California, Berkeley, and the University of Pretoria to mention but a few. This alliance has resulted in the implementation of a number of collaborative research initiatives, which has led to an increase in the number of our publications involving international cooperation. Recently, the University has initiated the process of establishing partnerships with universities in the Republic of Malawi

in order to participate in research and enhance the Swahili language in Malawi through an educational programme. The University also provides training and knowledge exchange with foreign governments and industries, notably the German Federal Ministry of Education and Research. The benefits of these collaborations are extensive. Collaborations facilitate programmes such as semesters abroad, visiting students, summer schools, summer research experiences, and certificate programmes, for instance, under the student mobility programmes. These collaborations and partnerships have also assisted in maintaining our University curriculum in line with national, regional, and international norms.

As stated by Bryan Garvey (Vice President of Human Resources, Virginia Tech, US): *"higher education is a fairly insular world that needs to be transformed"* therefore, the academic community envisions a future in which universities perform their responsibilities without walls, these are institutions that are open and connected to society while maintaining their core values. Existing global linkages are without a doubt of great significance to the university. This is because they have ensured that we have made an influence in academics across a wide range of subjects not only in the national public sector, but also in the regional and global public sectors. More people are likely to benefit from a variety of these collaborations and have more opportunities for networking in the near future, increasing their enthusiasm for research and higher education. It is heartening to see Mzumbe University growing global, as such international ties are critical in today's world. As a result, instructors and students equally grow to international standing personalities.

## The Power of Alumni Networks

### By Michael Onesimo



#### Mr. Michael Onesimo

*The Institute of Development Management, Mzumbe University Graduate/Alumnus  
Advanced Diploma in Public Administration  
(1994-1997)*

One would ask: after graduation in 1997 at the Institute of Development Management, now Mzumbe University, what was in my mind? Probably, full of memories from 'nutty' professors, strange holiday schedules, funny college-mates names and a complex academic coding. Like many others, I might have not realised the power emanating from social interaction and the environment that I have lived in. Even without being aware of network power or network effects, personal and career path have benefited significantly. Back then, thoughts of leveraging on social-power, retrofitting it to both personal life and career was non existence.

As it was to me and like many other graduates, have no clue as how social-power will help us navigate in an 'after graduation' life circle set up. I wish to have known that building strong networks before graduation was an important element of personal and professional life. I am realising this fact many years after facing difficulties to navigate into different corridors of life, career or power sometimes without a helping hand from colleagues. In several instances, I realized too that alumni effects offered a deeper and stronger backstopping in the decision making process, benchmarking, associating or otherwise. It was, for example easy to purchase stocks since a schoolmates owned shares too in the said company.

In a group chat with past colleagues from Mzumbe, re-connecting remained the single most important chance for learning, counseling, benchmarking and support. Most re-connecting efforts, however remain informal and unguided with minimal network benefits. In other words, there is obvious mismatch between current offer with its would be value.

Decades of research have shown that the myopic focus and effects of network is misguided. The quality (not quantity) of your social connections is a strong predictor of your cognitive functioning, work resilience and work engagement.

In my own experience, strong alumni networks continue to provide access to a wealth of relevant information that leads to career advancement, reaching out and convenient point of engagement. Networks, for example have personal impact reaching out, investing and harvest resources. I sometimes ask how I would have managed to do some engagement without handholding. This is sanctioned with King (2021) on Social Chemistry who questions how can we live for ourselves alone. Our lives are connected by a thousands invisible threads and along these sympathetic fibers, our actions run as causes and return to us as results. In life circles, flows remain strong and fast through social networks vessels. Alumni networks panache is therefore not new in our social lives, even when invisible to ourselves.

In our career and the environment in which we live or work today, it is rapidly changing, increasing instances of ourselves aligning with alumni networks as a source of learning, assessing and re-setting our alliances, on our priorities, inclinations or situations at hand. Stanford University study examining how people got their jobs in the city found out that more than 56% reported to have found their jobs through their social networks. Subsequently, work place studies have aligned alumni networks with a source of reliable driver for adaptation, decision making and discipline. In a corporate world, Alumni networks have been aligned with ease of doing business, source of market information, industry best practices, head hunting and industry regulation.

Alumni networks have superseded the benefits of social networks, as alumni network merits are much aligned with high levels of network qualities predictor of your personal and career progress. Out of the storm, Alumni networks provide a reliable and convenient mitigations. Under this environment, high instances of alternatives are not seeking to replace significance of Alumni networks, but rather an opportunity to harness benefits. Advancement of technology, digitalization and career diversity, for example, should add to its relevance than decimating it. Mzumbe Alumni network in many ways should leverage from current fraternity of informal social networks, attract fresh thinking that makes it more relevant to a completely new environment. Investing in alumni network for example would results into improved curricular, low cost of program marketing among others. Active engagement in the alumni networks to university have operational and strategic goals and long term benefits.

This means that university programming will have an instrument to re-engineer a paradigm shift in content, models and roles that auger well with demands of the market, graduate's career aspirations and industry needs. Apart from personal and university goals and industry has a unnoticeable power. An article on Power of Alumni Networks by [Lauren Cohen](#) and [Christopher Malloys](#), both Professors at Harvard Business School (HBR, October 2010) linked up policy change with power of alumni networks.

Decades of experience suggests that alumni-networks offer an in-road to academia-industry collaboration, career upgrading and more important, shape our professional ecosystem. Alumni networks therefore have to be nurtured to be an effective point of engagement, steering, references and fulfillments. Despite advantages, Alumni networks, as it is the case of any other groupings, faces similar wave, intensity and diverse of challenges. I am of strong opinion that these challenges do not eliminate ultimate significance of alumni network, but a high call to shift to a different higher alumni network offer, since the merits of alumni networks out number the demerits. The attempt is not to replace tools used by networks, but leverage them.

In this case, Mzumbe Alumni platform remains relevant and should continue to create opportunities to uphold, adopt and align with its constituent expectations. For example, to University, Alumni network provides a convenient in-road to circular re-set, areas of continuous academic researches and assessment of employability of its graduates. Furthermore, it is the best opportunity for example to understand programs marketability, packaging and benchmarking. It is an opportunity for the industry too to drawn down wealth of

benefits from wide expertise and experience to shape-up innovation, policy making and best practices.

Broadly, past graduates constitute an important ecosystem of academia-industry collaboration and academia-market litmus. Alumni networks, university and industry remain intertwined to each other with benefits going far from their reach and realization. This is because Alumni networks turns out to be a key driver of essential socio-economic algorithms. In this or other way, stronger alumni networks shape people, industry and economy. This should be the ultimate goal of Mzumbe University Alumni Network. Gaps in Mzumbe alumni network ecosystem and the strategy should be the reason therefore to open up a much broader engagement with any form, state and architecture of existing alumni networks. What we can give to our alumni network should not override our take from it. Again, without a clear vision and strategy, alumni network merits will rather act as rivers than bridges!

## Section 4: SOCIAL JUSTICE AND ECONOMIC TRANSFORMATION

### Social Justice Approach to Counter Stigma and Discrimination for People Living with HIV/AIDS

*By Hanifa T. Massawe*

Human health marks one of the priority themes in Tanzania's Five Year development Plan (FYDP III, 2021/2026). It also goes without saying that good health translates into sustainable socio-economic development. In an effort to maintain good health for its people, government policies have been created to reflect such a spirit, followed by relevant laws to that effect. As a means to implement the respective government's plan, Mzumbe University, through the Faculty of Law, in collaboration with the Faculty of Law at Ghent University, Belgium, developed a research project focusing on the rights of people living with HIV/AIDS (PLWHA). Through better acceptance and understanding of PLWHA needs and concerns, the project aimed at improving the way to social justice by implementing effective and sustainable advocacy mechanisms and strategies expected to counter stigma and discrimination.

It is appreciated that stigma and discrimination for PLWHA is nothing but a downplaying factor towards their socio-economic welfare and that of a nation as a whole. It does nothing but exacerbating their inability to access HIV-related services. The UNAIDS report (2021) finds elements of stigma and discrimination within both public and private workplaces. This is evident in our today societies. For many years, the Faculty of Law at Mzumbe University has offered legal aid services through the legal aid clinic conducted every Friday of the week. Members of the faculty provide free legal advice to citizens who make use of the clinic. Among the areas of attention by our legal aid clinic include those emanating from discrimination and social rights for PLWHA. Questions have been raised on the social rights of PLWHA, including the available remedies following their infringement.

This project thus sought to ensure that the need of social protection of this important group did not remain a mere hollow phrase.

The project was also part and parcel of the faculty's implementation of the Mzumbe University Fourth Corporate Strategic Plan (4CSP) for 2017/2018-2021-2022).

The 4CSP requires each Faculty and School to undertake outreach projects with high impact on community members' livelihoods. The project is thus considered a way of taking their needs on board. In a similar vein, the Faculty of Law is required to develop and implement strategies to engage with industry and establish new collaborations with international institutions as well as public and private organizations, including non-governmental organizations (NGOs). This project has been the perfect medium for comprehending this important requirement as reiterated by the CSP.

To achieve the research objective, the project developed a research-based compendium, a video, and a mobile application. This was done in close collaboration with relevant NGOs and public authorities, including but not limited to specific local government authorities, TACAIDS, NACOPHA and HACOCA to name a few. The project strategy renewed links with several transversal themes in the National strategy including amplifying the attention for equal rights especially those of the minorities. The development of the research-based compendium was a result of empirical study conducted in Dar es Salaam, Kilimanjaro, Njombe and Shinyanga. A 7-minute video offers an insight into the real time stigma and discrimination situation in Tanzania, whereas the mobile application provides a virtual base for

educating participants on the rights of PLWHA and how to overcome stigma and discrimination. While adopting a human rights (social rights) responsive approach to the project, it was revealed that self-stigma forms a base of stigma and discrimination for PLWHA in Tanzania. Invoking a human rights responsive approach, the project has significantly contributed to awareness raising, acceptance and understanding of the legal needs and concerns of people living with HIV/AIDS. This has stimulated debates and discussions on how to pave the way to social justice by implementing effective and sustainable advocacy mechanisms and strategies that will counter stigma and discrimination in the country.

Based on project timeframe, the PLWHA project officially ended in August 2022. Despite its closure, Mzumbe University still alludes to the reality of the duties endowed to us to share and contribute to the body of knowledge through different artifacts. This stimulates engagement with key stakeholders within and outside the country to encourage dialogue on this very important but overlooked legal theme for the benefit of all Tanzanians!



**Dr. Hanifa Massawe**

*Senior Lecturer – Faculty of Law  
Project Coordinator (PLWHA Project)*

By **Albert G. Msando**

*Two truths are all too often overshadowed in today's political discourse: Public service is the most honorable pursuit and so is bipartisanship.*

**Olympia Snowe**

As a student at Mzumbe University, I was lucky to be slightly exposed to the concept of politicisation of the public service, which is primarily motivated by the desire for political control of the bureaucracy charged with the duty of implementing policies. It is something that has quietly nudged me since then. And I think it deserves more academic attention.

For us at Mzumbe University, one of our specific objectives is "to produce highly educated and adequately trained experts well prepared and equipped with requisite skills for self employment and holding key positions in both public and private sectors". The 'products' from Mzumbe University are potential prey and/or victims of politicization. That is to say they may be forced to compromise professionalism under certain circumstances in undertaking their responsibilities in public service.

Therefore politicisation requires academic attention because it is understood as the substitution of political criteria for merit-based criteria. This is the objective of Mzumbe University, in selection, retention, promotion, rewards, and disciplining of members of public service. The political criteria can be ideological, with the goal of ensuring compliance with the administration policy, or based on patronage, whether electoral (rewarding loyal supporters and generous donors) or organisational (patronage used to strengthen political party organizations).

Politicisation has almost universally been seen as negative, especially in its impacts on both government's efficiency and citizen's trust in government. However, political control is considered by some as essential to democracy when it is viewed as an indispensable mechanism to limit an excessive

policy making power to career civil servants. Appointment of some of the top leaders in government agencies and other senior positions helps to strike a balance that provides adequate power to political appointees to shape the policy and public servants to implement it.

The Constitution of the United Republic of Tanzania of 1977 clothes the President with absolute powers on matters relating to the public service, especially on appointments of individuals to hold civil service posts. Article 36(2) of the Constitution is relevant to the notion of politicisation. It gives the President the authority to appoint persons to hold positions of leadership responsible for formulating policies for departments and institutions of the Government. The President also has powers to appoint the Chief Executives who are responsible for the supervision of the implementation of those departments' and institutional policies.

Therefore, it is clear that in Tanzania the nexus between politics and administration is structural. The President is empowered to appoint persons in leadership positions whose responsibilities are policy formulation and supervision of the implementation of the policies. One would pause and ask; does the Constitution provide or spell out the criteria to be observed or followed by the President in appointing these persons?

The answer is a resounding **NO**.

The Constitution does not provide such a criterion. However, for persons to be appointed in lower cadres of public service, the Public Service Act and its Regulations stipulate conditions to be mandatorily observed by the appointing authority (by interpretation it does include the President). The conditions are that the person must hold specified qualifications, primacy on efficiency of service, proved merit and suitability for the post.

It must be noted that one of the three values to be observed by a public servant is Loyalty to the Government. A public servant must abide by the instructions given by the Ministers and other political leaders. The Public Service Policy, 2008 stipulates that public servants must work hard and creatively to achieve the Tanzania Development Vision, 2025, Poverty Alleviation Programmes and the CCM Election Manifesto.

It is therefore clear that public servants must implement the party's election Manifesto regardless of their political inclination or neutrality. This may make it difficult for public servants to preserve 'political neutrality' while performing their duties. The Government that is in power is of the ruling party. Who would dare to act against the ruling party's interests for the sake of professionalism and integrity in providing service to the public? The answer(s) to this question as earlier indicated can only be answered through academic research.

And this is what I am proposing. Let Mzumbe University get down to work and establish facts indicating the effects of politicisation of the public service in Tanzania. As academicians, let us bell the cat!



**Albert G. Msando**

*Mzumbe University Graduate/Alumnus  
Senior Advocate of the High Court of Tanzania  
and the High Court of Zanzibar  
Handeni District Commissioner.*

*By Godbetha Kinyondo and Aloyce Gervas*



*Dr. Kinyondo ISP Country Coordinator receiving a certificate of participation during the Youth National Week, from the representative of the Ministry of Labour*

In cognizance of Mzumbe University Strategic Plan and the goal to reach the community more widely, the university implements the Informality and Social Protection (ISP) project in Tanzania. The Mzumbe University implements the project in collaboration with Roskilde University, Denmark, and the University of Nairobi, Kenya. The project focuses on researching three informal sectors, namely construction, transportation, and petty trade. The project team is currently disseminating the research findings, and taking action to resolve some of the challenges unveiled during the research. The project seeks to understand how the organization of the three sectors may promote informal worker access to social protection while informing social protection schemes on best practices to promote social protection (SP) in informal sector workers.

In this regard, the majority of informal workers in the three sectors are not members of social protection schemes. The social protection scheme include health insurance and pension schemes. Apart from that, informal sector workers have not utilized opportunities relating to loans and training. As a consequence, they heavily rely on informal worker groups to provide social welfare.

The project research team in Tanzania led by Dr. Godbertha Kinyondo has devoted time to disseminate findings to petty traders, bodaboda and daladala workers, and informal construction workers to make them informed on opportunities available. The research team has conducted meetings, circulated brochures, leaflets, T-shirts, and reflectors that contain social protection contact information. The research dissemination team has visited more than 1,000 informal workers in various places in Dar es Salaam and Bukoba Municipality and will visit a thousand more in Dodoma and Dar-es-Salaam by the end of December 2022.



*getting rid of poverty, and managing risks and shocks*

The research benefited on information and insights on the issue under study through collaborating with a wide range of institutional stakeholders, namely VETA, NHIF, NSSF, NIT, the Ministry of Labour-Social Protection Department, LATRA, Traffic Police, Local Government, Capital Providers (Banks, SACCOs), and Trade Unions, TUCTA (COTU-T, TUICO, TORUTWU, TADU). The project has produced policy briefs, working papers, journal articles, and a book. The publications are an attempt to reach researchers and policy makers in Tanzania. To our knowledge, the information in the publications influence on policy.

Through the above publications, the government can see the potentiality of the informal sector workers. This is true because the informal sector creates employment and contributes to economy. Tremendously contributes to innovations and dynamism. In this understanding, the government may stretch its efforts to ensure that social protection is extended to informal sector workers. Without recognising the informal sector in social protection, an odd number of active citizens welfare may be compromised; thus, affecting their living standards, and resulting into social discontentment.

It is interesting to find that most of workers perceive that affordability and availability of health insurance packages donot guarantee good health services. From this perception, the workers prefer to pay cash whenever they need health services as opposed to paying regular premiums in return of poor healthy services. Further, it is learnt that informal sector workers tend to rely on their associations when they face problems related to accidents, illnesses, and death of family members. The concept of insurance is poorly understood amongst community members thus , it requires a lot of sensitisation to attract them join.

By Godbetha Kinyondo and Aloyce Gervas

In general, people in the informal economy face a greater range of risks than those in the formal economy. Formal enterprises such as construction and transportation enterprises rarely provide labour contracts that ensure the social protection coverage of their workers. As such, workers are more likely to be poor, more likely to work in risky environment, and more likely to lose substantial income when they fall sick, suffer unemployment or disabled. The research project has realised that they direly need social protection.

In respect to the above, NSSF has designed specific packages for specific worker groups, for example, the Bodaboda package. NHIF has also designed special packages considered appropriate for the informal sector that cover a wide spectrum of health services. For example, KIKOA, but, due to adverse effects, it was terminated. Currently, informal workers have to form groups of at least 100 members to be eligible for an affordable package. Thanks to the project's interaction with service providers, the number has been reduced to 50 members.

As a result of project intervention, which links workers to capital providers. Some of informal sector associations have played a critical role in supporting their members. For example, a Sinza group of construction workers is in the process of receiving a loan from CRDB, which will be used to purchase equipment. The equipment include health and safety gear for the members. Similarly, a good number of bodaboda receive loans from banks to purchase their own motorcycles. Further, two daladala associations have obtained loans to purchase their own vehicles, which are sources of income to run associations and temporary jobs for members. Leaders of petty traders, including "Machingas," have established a national "Machinga SACCOS" after the project enabled them to attend a training and learn lessons from their peers in Nairobi.



Performance in front of the Prime Minister: Youth National Week, October 8-14, 2022

The findings from this research project revealed that workers in their late 50s and early 60s are still working in the petty trade, construction, and transportation sectors. These workers are unable to retire because they lack social protection.

Formal trainings like the one offered to them under this research project are very rare to them. Almost all of the research respondents reported having acquired skills from their fellow informal workers rather than through formal training. For example, at construction sites and vijiwe, bodaboda parking points. Youth learn the informal work by temporarily replacing workers who go on meal breaks or those who fall sick. The research project has recommended appropriate training for informal workers.

Dissemination of the research project results has increased awareness on social protection needs and opportunities among informal sector workers. In the coming months, the research team will organise additional forums and workshops to build a critical mass of informal sector workers who are aware of social protection schemes. These public events have also increased the awareness of social protection providers and policymakers who have attended these events.

The research project cannot emphasise to satisfactory level on the importance of social protection for workers in the informal sector. We are thankful to Mzumbe University and all stakeholders for their support so far.



**Dr. Godbertha Kinyondo**

Senior Lecturer - Mzumbe University  
Lead of the Research Project: Informality  
and Social Protection (ISP) Project



**Mr. Aloyce Gervas**

Assistant Lecturer - Mzumbe University  
Project PhD Candidate and a Member of  
Research Project: Informality and Social  
Protection (ISP) Project

By *Nicholaus B. Tutuba*

The emerging social and economic challenges like regional disintegrations and instability, climate change, technological advancements, the growing young population, unemployment, and a more informed citizenry with higher expectations have brought new challenges towards sustainable development. Also, the increased need for inclusive growth and changing social-cultural dimensions requires new approaches to overcome such structural changes: There is a potential need of changing the ways of doing things. Innovative approaches to overcome such challenges in both private and public sectors are important. This is backed up by the argument of H.E. Dr. Samia Suluhu Hassan, the President of the United Republic of Tanzania while addressing the Ministers and Deputy Ministers in a special meeting held on January 13th, 2022: "Kuweni wabunifu, acheni kufanya kazi kwa mazoea/Be innovative, and get out of business as usual cage. This has been a constant call at all leadership levels, in both public and private sectors.

Mzumbe University as an innovative and transformative institution decided to establish a specific section to oversee all activities relating to innovation, entrepreneurship, and industrial linkages; the section is called: Innovation, Entrepreneurship, and Industrial Linkages (IEIL). The Unit is a University-wide platform founded on 15th January 2022 following the approval of the organization of Mzumbe University. The main purpose of establishing the unit is to promote creativity, innovation, and entrepreneurship among students and the community. Further, it intends to create an interlinkage towards development and industrial linkages in the innovation ecosystems. The unit is the overseer and guardian of all innovations, entrepreneurship, and industrial linkages activities of the University. Therefore, the Unit focuses on recruiting and nurturing innovations from students, University staff, and the community. It also engages students in hands-on experiences, and nurture their innovation and entrepreneurship knowledge. Furthermore, the unit focuses on supporting innovators to prosper in their careers and life. Through the Unit, Mzumbe University will expand its community engagement into the innovation and entrepreneurship ecosystems, and fuel her innate culture of management through creative experimentation and trial.

The IEIL aspires to be a centre of excellence in innovation, entrepreneurship, and industrial linkage services in management and allied sciences for the socio-economic development of the people by 2046. The mission of the unit is to promote creativity, innovation, and entrepreneurship

development and to facilitate the transformation of theoretical knowledge into practice through industrial linkages. The Unit will adhere to the following core values:

- i. **Accountability:** the unit ensures we are accountable to our stakeholders and the community for the mandate and responsibilities bestowed upon us;
  - ii. **Entrepreneurship:** Creativity, innovation, and Entrepreneurship should address the needs, problems, and challenges. We strive to continuously respond to the current and future needs of society;
  - iii. **Integrity:** the unit ensures we are archetypal in our behaviour, and we are acting with honesty and impartiality in our transactions;
  - iv. **Professionalism:** We are committed to adhering to professionalism in our undertakings;
- Interlinkages:** Always, we work together as a team to collaborate and cooperate to leverage all possible synergies.

The main objective of the unit is to promote creativity, innovation, and entrepreneurship development and coordinate Industrial linkages between Mzumbe University and the industry. The purpose is to facilitate the transformation of the theoretical knowledge imparted to students into practice. To achieve this objective, the unit is mandated to perform functions:

- i. To undertake teaching on innovation and entrepreneurship to Mzumbe University students and other youth, thereby inculcating innovative and entrepreneurial culture within the young generation;
- ii. Promote innovative and entrepreneurial activities within the University, proximal communities, and the nation at large.
- iii. Promote innovative academic delivery methods that provide interaction between students and business leaders, contributing to training through co-creating real-world business projects, thereby enabling students to connect theory to practice and acquire a rich learning experience;
- iv. Incubate and support students innovative, entrepreneurial, and business ideas so that they develop small and medium-sized enterprises and social enterprises;
- v. Provide and manage an innovation space for students and staff to support innovation and co-creation with consumers and businesses for developing new products, services, and employment opportunities;



- vi. Nurture and empower students towards developing business ideas, mobilizing resources, and creating enterprises to bring new products and services to the market and thereby create new wealth;
- vii. Devise and increase links between the University and the industry;
- viii. Solicit funding and sponsorship from industries for supporting innovation development at the University;
- ix. Coordinate the development of programmes in collaboration with industry; and
- x. Handle all matters relating to commercialization of innovations developed by [innovators] staff and students.

Innovate or die is the most used slogan to express the importance and rationale of innovation to any organisation. If an organisation ceases to be innovative, it ceases to exist. The University is aspiring to transform the teaching and learning activities and increase its outreach, and community engagement. The inclusion of the unit responsible for innovation, entrepreneurship, and industrial linkages in the structure is a perfect strategic move.

### Mzumbe University Support Community Based Organisations (CBOs) for Rural Entrepreneurship Growth

*By Nicholas B. Tutuba*

Entrepreneurs in rural areas face unfavourable conditions to succeed in their businesses. Undercapitalisation, lack of management skills, location, infrastructural disadvantage, and access to rural markets which have low-income customers are just a few hurdles they have to overcome. Improving the conditions for rural entrepreneurs is imperative for Tanzania economy to prosper. Then, to move the needle, the focus should be broadened from the professionalism and effectiveness of small rural firms to structural changes in the value chain in which they are working.

Micro and Small Enterprises (MSEs) in rural areas of developing countries struggle with low productivity, access to potential markets, and the ability to produce quality products. This disorder exists because rural producers cannot afford quality tools and equipment like seeds and machines, which is a direct result of their undercapitalization. They have limited capital to finance available technological innovation. The costs of innovative inputs like seeds, pesticides, and types of machinery are too high for a single firm or individual to afford. This condition requires enterprises with limited capabilities to team up with other enterprises with skills and scope to gain complementarity and accessibility of assets. In Tanzania, the rural enterprises team up through the Community Based Organisations (CBOs) approach.

To commercialise the activities of rural enterprises, the CBO promotes productivity by combining resources, skills, and capabilities. Also, through CBOs, interconnected firms are arranged to take strategic positions in the value-creating system. Therefore, rural enterprises joined in a CBO gain a better competitive advantage as they can increase productivity, and quality of products, and access competitive markets through shared assets and skills like machines, buildings, technologies, and people. Also, they gain a better bargaining position in the market than when operating solely because they collaborate to increase the share value instead of competing.

Mzumbe University has been at the forefront to strengthen the management and operations of CBOs in rural areas. For example, in the year 2016/2017, the University facilitated the establishment and registration of 12 CBOs in the Mvomero District, of the Morogoro region. Also, the University has been working with about 30 CBOs in different rural value chains reaching more than 500 rural entrepreneurs. Entrepreneurs in the targeted sectors of forest and agriculture value chains have been trained, mentored, coached, and linked to both create value and capture a sizable value from the activities. For example, some CBOs in the carpentry value chain were equipped with innovative tools and equipment to make contemporary furniture. Also, CBOs were trained to differentiate management roles between individuals (such as timber purchasing, manufacturing, and sales) and act effectively as a company instead of acting as individual carpenters who timeshare the expensive machinery.



*Combine machines to professionalize carpentry activities in Madizini village, Mvomero*

Furthermore, Mzumbe University promoted rural entrepreneurship by supporting beekeeping activities in Tanzania. For the past eight years (2014 – 2022), the university reached about 40 CBOs in the beekeeping value chain. Some of the CBOs are located in the Kigoma region (Mwakila – Uvinza, Kagerankanda – Kasulu, UKI – Kibondo); Dodoma (Kolo – Kondoa, and Wilunze – Chamwino); and Iringa (Ruaha farms, and TFS Mafinga). Other regions in which the University worked with beekeeping CBOs are Singida, Tabora, Morogoro, Kilimanjaro (Siha and Same districts), and Coastal.

To professionalize the beekeeping activity, manufacturing and processing activities such as filtering, creaming, packaging, and branding require heavy investments that go beyond the budget of individual firms. The minimum volume of honey to break-even requires several thousand beehives, which is far beyond the production capability of rural beekeepers. It is realised early on that the activity could move the needle by combining two core activities.

First, beekeepers had to learn how to professionalize beekeeping activities, and, second, reaching the market would require reorganizations and investments in downstream activities that surpass the financial capacity of local beekeepers. The University worked tirelessly to make sure that the approach is known and that actors in the beekeeping value chain understand the strategies and steps to achieve the goal. Beekeepers were organised in CBOs and trained on different commercial aspects like commercial beekeeping, processing, and branding. Also, the University helped out in building a collection house in Turiani where the honey can be extracted and packaged according to international norms; this helped beekeepers to sell the honey in various retail channels at higher prices.



*Training beekeepers on forage assessment in Kwelikwiji, Mvomero*

Although Mzumbe University provided training in several aspects like administration, marketing, and financial management, it was a daunting task to incentivise MSEs to take the next steps in the professionalisation of their business. The strategy of reaching out profitable markets, developing a marketing and sales strategy, and developing their activities into an integrated company with a growing number of employees was a critical challenge for most firms.

Entrepreneurship is in this case a matter of value chain restructuring and not only realising an improvement in their activities. The success of rural entrepreneurship depends on the change in attitude and behaviour of rural entrepreneurs such that entrepreneurship turns to be their source of livelihood. The deep-rooted cultural habits to work as individuals on a local scale and the difficulties to grasp the complexity of managing a modern enterprise should not be underestimated in rural entrepreneurship projects. Promoting entrepreneurship is not only about providing financial means, equipment, and training managers on how to run a business. It is also about taking leadership, having the ambition to grow, and willingness to take calculated risks whenever necessary!



**Dr. Nicholas B. Tutuba**

*Ag. Manager Innovation, Entrepreneurship and Industrial Linkages*

## Section 6 : OUR FUTURE TOGETHER

*“Tujifunze kwa Maendeleo ya Watu”*

**Looking Forward: Celebrating Our Achievements and Advancing Our Vision**

As we come to the end of this edition of our Convocation newsletter, we are grateful for your contributions, which have made this newsletter possible. We look forward to bringing you more exciting news and updates in the future. Together, we can build a brighter future for all. If you have any feedback, comments, or suggestions for future newsletter topics, please don't hesitate to reach out to us at [alumni@mu.ac.tz](mailto:alumni@mu.ac.tz). We also welcome your stories and updates about your own personal or professional achievements since graduating from Mzumbe University.

We would like to express our gratitude to the Mzumbe University Convocation Newsletter Editorial Team (2022) for their hard work and dedication in putting this newsletter together. Our team includes Dr. Isaya Lupogo as the Chairperson, Dr. Harun Machumu, Dr. Hanifa Massawe, and Dr. Brayson D. Kinyaduka as members.

*Best regards,  
Mzumbe University Convocation Team, 2022 Edition*

