



MKWAWA UNIVERSITY COLLEGE OF EDUCATION

A Constituent College of the University of Dar es Salaam



2015

Principal's Annual Newsletter

Special points of interest:

- Accreditation of the College
- Introduction of new programmes
- Incentive Scheme
- Infrastructural development
- Training
- Gender Policy



*Prof. Bernadeta Killian
Principal*

1. Introduction

I would like to take this opportunity once again to wish you happy New Year 2016. More importantly, we should thank God, the almighty for enabling us live and endure the year 2015. As we mark the beginning of the year 2016, let us acknowledge and appreciate what we have achieved collectively as MUCE community during the past year and reflect on the challenges that we encountered in order to be able to perform better in future. The year 2015 had notable achievements in various aspects of the College in such areas as academic affairs, outreach services, human resource development, governance and infrastructural matters.

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2. Academic Affairs

Teaching and learning activities were carried out effectively in all units. Our success was attributed by the fact that the number of teaching staff was reasonably good. By the end of 2015, the College had 152 teaching staff of which 38 are female and 114 are male.

Registration of the Mkwawa Journal of Education and Development

Apart from teaching, Registration of the Mkwawa Journal of Education and Development (MJED) was a great success. The MJED was approved by Tanzania Library Service Board on 21st September, 2015 for both printing and on-line access. Call for papers for the first issue was put in place with due date on 15th January, 2016.

There are 42 manuscripts received from various interested authors.

Introduction of new academic programmes

As part of the academic endeavors, the College introduced new programmes during the year 2015. These include Kiswahili short course for foreigners which was approved by CAC On 10th June, 2015. The PGDE Programme was also established during the academic year 2014/15. Other short courses taught in the last year were Computer Course and English Course. Furthermore, the teaching of the Chinese language started in the last academic year under the UDSM Confucius Institute.

New Teaching Subject Combinations

For the purpose of improving teaching and learning, new subject combinations were adopted by the College. The UDSM Senate approved new teaching subject combinations namely; Physics and Geography (PG), Physics and Biology (PB), Chemistry and Geography (CG), Economics and Mathematics (EM) and Economics and Informatics (EI). These new combinations are vital for A-Level students with PCB, EGM and PGM. The College adopted the new combinations to widen the possibility of training more science teachers for the nation.

College Library

The effort to digitalize the College library has started. I am glad to inform the readers and beneficiaries of MUCE library that we are now connected to the Local Area Networks (LAN) which very soon will be helpful in two ways: first it will enhance the access to internet by both students and staff and study materials can be accessed online thus reducing the problems of the shortage of text and reference books. Second, LAN will improve the library catalogue through the use of Library Management System (LMS). The use of LMS will not only increase security in the library but also to simplify the access of books and other materials on the shelves by both students and staff. This is a significant step towards digitalization of the College Library despite the fact that much more needs to be done.

Students' enrolment

Students' enrollment increased in the academic year 2015/2016. The total of 1,507 students were enrolled in this year compared to 1,411 students enrolled in the academic year 2014/2015. This is a rate of increase which is equal to 6.8%. The increasing number goes with moderate increase of the number of science students from 522 in 2014/2015 to 598 in 2015/2016 academic year.

3. Conferences and workshops/seminars

The College organized weekly staff-student seminars which took place every Thursday. These weekly seminars provided room for staff and students to present their research findings.

Also as a means of knowledge exchange, conference and public debates were organized successfully. From 20th to 22nd March, 2015 Geography Conference took place where participants from within and outside Tanzania attended. This Conference was organized by the Unit of Geography at the Faculty of Humanities and Social Science.

Moreover on 21st April 2015, a public talk was delivered by Ambassador Augustine Mahiga on "Somalia Peace and Security and the East African Region". Another public debate was conducted on 9th December, 2015 where Academicians and politicians were the key speakers. These include Prof. Gaudence Mpangala – RUCU, Dr. Orestes Kapinga (MUCE), Rev. Peter Msigwa (MP) Mr. Hassan Mtenga (CCM regional Secretary, Iringa).

4. Research

In order to encourage staff to conduct research and publish, the College set aside some funds for staff. A total of 10 research proposals were selected for funding. These projects shall be funded this financial year.

*The Vision "To
become a centre of
excellence in producing
innovative and inspired
teachers and leaders by
providing integrated
quality education"*



Students in the library

5. Outreach Services

MUCE has been involved in the pilot project of retooling ordinary level secondary school science and mathematics teachers using ICT and other technologies in Iringa, Mbeya and Njombe regions. The project was sponsored by the World Bank through the Science Technology and Higher Education Project – Additional Financing (STHEP – AF) under the Ministry of Education. The College has retooled a total of 463 teachers in biology, chemistry, physics and mathematics in the topics they perceived difficult to teach. The project has been successful in enhancing teachers' content knowledge as well as pedagogical knowledge. By being involved in the implementation of the retooling project, the College has benefited in different ways. It has acquired two vehicles, furniture for educational media resource centre, laboratory chemicals and ICT facilities. Also, in the spirit of public service, some of the MUCE staff were involved as trainers for leaders of political parties organized by the Tanzania Center for Democracy (TCD). In addition, a group of MUCE staff were involved as short-term 2015 election observers by the Tanzania Election Monitoring Committee (TEMCO).

6. Human Resources development

Increasing number of staff was evident in the year 2015. New recruitment was made where by 34 workers were employed in different fields and ranks. Categorically these include 1 Principal Accountant, 8 Assistant Lectures, 4 Office Attendants, 5 Librarians, 13 Tutorial Assistants and 3 Technical staff. This is to say 21 employees were teachers while 13 were both administrative and technical staff.

Training

The College has continued to ensure staff development on both academic and professional development. A total of 70 staff members are on training. Among them 6 are trained at diploma level, 8 at first degree level, 15 at Masters level and 41 are on PhD studies. Six (6) academic staff came back from PhD studies and one academic staff

came back from Masters Studies.

Completion of their studies had reduced the number of part-time lecturers which are costly to the College.

Although Staff Training has cost implications which are sometimes difficult for the College to afford, efforts have been made during the year 2015 on staff development. During the year 2015, fourteen staff (14) went for training at PhD level and three (3) of them went for training at Masters Level under the College sponsorship through the Loans Board. Furthermore, three (3) staff went for PhD through sponsorship secured at the University of Dar es Salaam by nomination of the College. Indeed, capacity building is a long term project and therefore calls for the effective planning. In this case the College has developed Staff Development Plan which will be a guiding tool for the increased efforts to support Staff Graduate training (2015/16 – 2019/20).

Human Resource and Staff Welfare

Significant progress were noted in the HR department in handling some of the staff issues including salaries, promotions and data cleaning.

7. Governance Issues

The College Rolling Strategic Plan (RSP)

For the development of the College and the Staff welfare, the College Rolling Strategic Plan (RSP) for 2015/16—2019/2020 was approved by the College Governing Board in August, 2015. The RSP has been rooted from three key statements of MUCE namely Vision, Mission and Motto, which are: a) The Vision **“To become a centre of excellence in producing innovative and inspired teachers and leaders by providing integrated quality education”** b) The Mission **“To deliver quality teaching, research and public services in education geared at transforming society.”** c) The Motto **“Advancing Quality in Education, Promoting Change.”**

The Mission “To deliver

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Promoting Change.”

Implementation, Coordination and Management of the Rolling Strategic Plan is currently being facilitated by the Planning Unit in collaboration with MUCE Staff, College management, and the MUCE Governing Board.

Housing Policy

For the purpose of ensuring conducive living environment, the College has developed the Housing Policy, which is in use for proper allocation of staff houses. Also, the policy has outlined strategies for acquisition of new land plots for staff residents.

Adoption of the College Policies

Incentive Scheme

For the purpose of motivating and retaining MUCE Staff, the College has developed an Incentive scheme which was approved by the Governing Board in August 2015. It is now in operation depending on the financial viability.

Investment and Resource Mobilization Policy

As a strategy to mobilize resources for the College, the Governing Board approved MUCE Investment and Resource Mobilization Policy. The policy provides guidelines within which the College investment portfolio should be effectively and efficiently managed, maintained, protected and its benefits harnessed by the College.

Strategic Objectives

(i) To improve innovative

teaching and learning

technologies in education

programmes;

(ii) To offer omprehensive

educational programmes

for all levels from early

childhood up to tertiary

and teacher professional

development;

(iii) To diversify

academic and

professional

Gender Policy

In order to advance gender equality and equity, the College developed MUCE Gender Policy which was approved by the Governing Board. On 5th June, 2015 MUCE gender Club and the Gender Policy were launched and the event was officiated by Hon. Angella Kairuki, (MP), the then Deputy Minister for Lands, Housing and Human Settlement.

TCU Accreditation

Following the study on needs assessment conducted by the College in 2013, subsequent submission of the report and the visit by the TCU team, the TCU granted a Certificate of Accreditation to the College on 22nd April, 2015. The College certificate of accreditation is valid until 8th April, 2020.

Financial Management and Procurement

The College received a clean audit

report for the financial statement year 2013/14. Also, on the procurement audit of 2015, MUCE scored 86% and hence, being among the 27 out of 80 procuring entities that attained satisfactory compliance levels above the PPRA target of 75%.



Retooling project's students

8. Public-Private Partnership (PPP) in Action

With Investment Policy in place, MUCE signed a Memorandum of Understanding (MoU) with the CRDB Bank for construction of a modern banking outlet to be located along MUCE-Investment Corridor. The agreement signed is premised on 'Build, Operate Transfer' (BOT) terms, and the ownership of the building is scheduled to revert to the College after 15 years of use.

9. College Health Centre

MUCE Health Centre under the auspices of NHIF loan received three Laboratory machines (urinalysis machine, hematology and ultrasound machines). Urinalysis, hematology machine and ultrasound machine were installed and thus healthy services are relatively improved.

10. Infrastructural development

The Estate Department has accomplished a lot of activities during the year 2015. These include completion of buildings for use including the Science Laboratory, Lecture theatre and the Media Resource Center; installation of furniture, re-modification of existing buildings to increase number of offices in Mkwawa House no. 1, and the former physics laboratory as well as the repair of fume chambers in the Chemistry laboratory.

11. Challenges

The College performance encountered the following challenges in the last year 2015;

One, some of the planned strategic activities were not implemented due to limited funding. The shortage of funding did constrain the implementation of some of the key activities particularly the completion of the new lecture theater.

Two, the College continued to face an acute shortage of staff in various units of specialization. This problem did jeopardize the achievement of the core mission of the College.

Three, the College did not perform well in securing funding for grand research projects and soliciting international links. This is an area where we need to put a great deal of emphasis during the year 2016 and beyond.

Four, an increasing number of students and staff has posed a big challenge to the College due to the inadequate office space and students' accommodation facilities.

Strategic Objectives

- (iv) To enhance human resource capacity and wellbeing;
- (v) To enhance research and delivery of public services;
- (vi) To enhance institutional governance and visibility of College programmes and;
- (vii) To improve physical facilities and infrastructure.



Science Laboratory



New lecture theatre



Media centre

12.Future Plans

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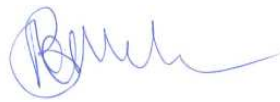
During this year 2016, therefore, the focus of the College shall be on the implementation of its five year strategic plan, which has seven key strategic objectives; These are (i) To improve innovative teaching and learning technologies in education programmes; (ii) To offer comprehensive educational programmes for all levels from early childhood up to tertiary and teacher professional development; (iii) To diversify academic and professional programmes; (iv) To enhance human resource capacity and wellbeing; (v) To enhance research and delivery of public services; (vi) To enhance institutional governance and visibility of College programmes and; (vii) To improve physical facilities and infrastructure.

Finally, I would like to take this opportunity to sincerely thank and congratulate everyone for the 2015 accomplishments, and I therefore encourage all of you that despite of the challenges we face, let us double our efforts to achieve our goals for the success of our College and the Nation at large.

Together we stand in “Advancing Quality in Education, Promoting Change”

WE ARE ON THE WEB!

<http://www.muce.ac.tz>



B. Killian

Principal

