



SCHOLARS
PROGRAM

MAKERERE



UNIVERSITY

Scholars Handbook

2016 -2017



Contents



Editor's note...

Dear Scholar Congratulations! Being awarded with a scholarship under The MasterCard Foundation Scholars Program at Makerere University, is a remarkable achievement! You have come to an extra ordinary University. Makerere University is world renowned for its brilliant research, distinguished graduates, vibrancy and diversity. Students also know it for its lively discussions, stimulating classes and friendships that last a life time.

As a Scholar with The MasterCard Foundation Scholars Program at Makerere University, you are going to enjoy many privileges and services, above all you automatically become part of the world wide scholars' community. Take full advantage of the opportunity and learn from it.

This Scholars hand book is intended to help you learn about The MasterCard Foundation Scholars Program at Makerere University, as well as learn your way around Makerere University quickly. It includes information on many areas that will affect your social and academic life, as well as information regarding some of the services available to you as a scholar. Make the most of your stay, ask questions, interact with fellow scholars, introduce yourself to lots of people, network and try out new

things.

The Project Implementation Team will be on hand to guide you, give you directions and answer your questions. There is plenty of information on the University website at <http://www.mak.ac.ug> as well the Scholars Program website at <http://mcfsp.mak.ac.ug>, make use of the websites to get as much information as possible.

Take time to read this handbook from cover to cover, so as to take in all the information in here. I do hope that your stay at Makerere University will be an enriching and enjoyable experience the rest of life. Good luck!

Bernard Buteera Butare

Project Communication & Web officer
The MasterCard Foundation Scholars Program at Makerere University



Message from the Vice Chancellor:

Dear Scholars,

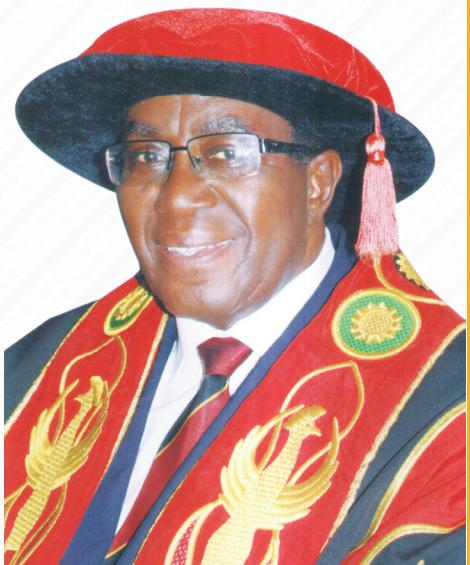
Welcome to Makerere University, the oldest and premier University in Uganda and the East and Central African region. As a student admitted to study at Makerere University, you are expected to uphold the good name of this prestigious institution and adhere to her core values of; Allegiance to the institution, Integrity, Professionalism, and openness to diversity.

In July 2013, Makerere University partnered with The MasterCard Foundation Scholars Program, to provide academically talented yet economically disadvantaged young people, particularly in Africa, with access to quality and relevant university education. Students selected for the Program receive comprehensive and holistic financial, social, and academic support, throughout their education and during their post-graduate transitions.

This handbook is meant to give you first-hand general information about the University and the Scholars Program. The information will enable you settle into the University as quickly and seamlessly as possible. In this hand book, you will find useful information meant to guide you on a whole range of issues relating to governance, management of the Scholars Program, Support Services, and other services in

the wider University. You will also find issues relating to academic resources, academic advising and career guidance, and where to access information on Sports and entertainment; Student Unions; Rules, Regulations and Policies governing Student life.

We do understand that you are; first a student of this University, and secondly a Scholar of The MasterCard Foundation Scholars Program. Therefore, for us you are in transition to be the next generation of African leaders. Make the most of the resources and services available to you in the University and the Scholars Program. As a potential future leader, it starts with engaging in University activities, either in sports for those with hidden talents in that area,



or participate in leadership activities of the university. We have no doubt that on graduation day and beyond, you will be a model citizen, ready to take on the challenges and opportunities in Africa. Welcome and good luck!



Prof. John Ddumba-Ssentamu

Vice Chancellor, Makerere University

Message from the Program Coordinator:

Dear Scholars,

Congratulations for making it through the stiff and competitive recruitment process to the prestigious MasterCard Scholars Program at Makerere University. You are among the lucky few Scholars, who are part of the global network of Scholars, supported by The MasterCard Foundation Scholars Program. We congratulate you on this achievement! We believe that your stay on the Scholars Program at Makerere University will be a worthwhile experience and investment of your time and the resources committed by the Foundation.

On behalf of the Project Implementation Team, I urge you to take advantage of the information put together in this Scholars handbook. The handbook is intended to be your point of reference with regards to the services and resources at your disposal as a MasterCard Scholar at Makerere University. It therefore provides information that is necessary for a seamless integration into Makerere

University and the MasterCard Scholars Program in particular. The handbook highlights the rights, obligations and responsibilities of Scholars on the program. In here you will find information regarding academics, psychosocial and support services, mentorship, financial management, roles and responsibilities of scholars, counseling and guidance, ICT services, and a host of other pieces of information that will help you settle in quickly. This is the first volume (2016 – 2017), and will evolve over the duration of the project cycle (2013 – 2024).



Therefore, as Scholars, we would appreciate your feedback on the current content and other information gaps, you think should be included in the next version of the handbook.

Let me take this opportunity to thank the team that put together this first volume for a job well done!

Dr. Florence Nakayiwa

Director, Planning and Development Department/
Coordinator, The MasterCard Foundation Scholars Program at
Makerere University

The Project implementation Team



General Information

About Makerere University

Makerere University was established in 1922 as a technical college, and later evolved into a Premier University in Uganda and the largest University in Sub-Saharan Africa, with a student population of 40,000.

Vision: To be the leading institution of academic excellence and innovation in Africa.

Mission: To provide innovative teaching, research and services responsive to National and global needs.

Core Values:

- Allegiance to the Institution
- Integrity
- Customer Responsiveness
- Professionalism
- Openness to Diversity

The MasterCard Foundation

The MasterCard Foundation was established in 2006, as an independent global Foundation based in Toronto, Canada with over \$9 billion in assets. In order to advance youth learning, and promote financial inclusion to catalyze prosperity in developing countries, the Foundation started an education initiative called The MasterCard Foundation Scholars Program.

The MasterCard Foundation

Scholars Program

The MasterCard Foundation Scholars Program worth \$500 million, will provide academically talented, yet economically disadvantaged young people from developing countries - particularly from Africa – with access to quality education.

The MasterCard Foundation Scholars Program will benefit an estimated 15,000 youth from Africa, over the next decade and beyond. Africa is the youngest continent with 60% of its population under 25yrs, and more than 2.2 million youth are expected to enter the labor force between 2011 and 2015. Secondary and tertiary enrollment rates in Sub-Saharan Africa are the lowest in the world. It is evident that the future of Africa will be shaped by its young people.

The MasterCard Foundation Scholars Program at Makerere University

Makerere University is in a partnership with The MasterCard Foundation to offer scholarships to 1,000 academically bright but economically disadvantaged youth from Africa to study at Makerere University from 2013 to 2024. The project worth US \$ 20,989,965 is being implemented by the Makerere University Planning and Development Department with the goal to educate and empower the next generation of African leaders at Makerere University.



The Goal:

"To educate and empower the next generation of African leaders at Makerere University."

The mission:

"To enable academically talented but economically disadvantaged youth in Africa access university education and transform into enterprising leaders meaningfully contributing to development"

Objectives of the Scholars Program.

- To increase access of academically talented but economically disadvantaged youths from the two lowest quintiles in the African region to Makerere University
 - To provide relevant quality education in light of the required economic growth and development of Africa
 - To provide comprehensive student support services for behavioral
- change by building the capacity of Scholars in life/soft skills.
- To establish and operationalize a psychosocial, mentoring and a welfare system for the Scholars.
 - To follow up the academic progress of Scholars and inculcate a give back ethos within the scholars and alumni and track their service to the community
 - To facilitate a robust and effective internship, career guidance, field attachment and job placement strategy for the Scholars
 - To operationalize a comprehensive Monitoring, Evaluation and Learning (MEL) Framework using a Management Information System.
 - To document, create awareness and publicize the partnership between The MasterCard Foundation and Makerere University

- To build the capacity building of project staff, establish networks and collaborations with partners of the MasterCard Foundation Scholars Program
- To Ensure efficient and effective operational and strategic management of the project Governance and Management Structure for The MasterCard Foundation Scholars Program at Makerere University

The MasterCard Foundation Scholars Program at Makerere University has a four tier management structure, which you can petition in case of any grievances.

- Advisory Committee
- Office of the Vice Chancellor
- The Steering Committee.
- Project Implementation Team.

The Steering Committee has two Sub-Committees namely;

- Selection Committee and Staff Recruitment Committee
- The Project Implementing Team is drawn from staff from the Planning and Development Department which is the Secretariat, Gender Mainstreaming Directorate and other units of the University.

Comprehensive and holistic support to The MasterCard Foundation Scholars Program.

As a scholar with The MasterCard Foundation Scholars Program at Makerere University will be entitled to the following;

- Tuition and functional fees.
- Accommodation, feeding and stipend.
- Laptop, books and other learning materials.
- Transport to and from home.
- Medical insurance.

In addition, as MCF Scholars you will be provided with psychosocial and mentoring support, and are expected to participate in the give back and or community engagements, as well as the capacity building program that consists of the following;

- Leadership and communication
- Information Communication Technology (ICT)
- Entrepreneurship and Financial Literacy
- Gender and Human Rights

Key Program Elements

The core elements of The MasterCard Foundation Scholars Program include the following:

- Comprehensive Support. The Scholars Program is a fully-funded scholarship, and as such all school fees and tuition, books, materials, etc are included. For Scholars going to school away from home, room and board transportation and other living expenses are covered.

Many Scholars receive modest stipend, allowing them to purchase snacks and personal items that may be needed during their studies. Scholars are supported academically with tutoring, language training, writing skills and guidance counselling. Emotional and social support is also provided with access to mentors, peer support, counselling and communication with family.



• Leadership Development.

The Scholars Program is centered on our belief in transformative leadership – leadership built on a foundation of integrity, self-awareness and deep sense of purpose. Leadership potential is assessed during the recruitment process. Leadership training is provided in a variety of formats and activities ensuring Scholars develop the skills needed to initiate positive and lasting change.



• Give-Back.

The intention of Scholars to “give back” to their communities and countries is integral to achieving the goals of the Program. Scholars’ Commitment to make a difference in the lives of others is nurtured and encouraged in a variety of ways such as volunteerism, services learning, entrepreneurial skill development and more.

• Transition Support. Scholars are supported as they transition to higher or into the workforce with career counselling, university and job application guidance and other key supports. All university Scholars will benefit from internship opportunities in their home countries, allowing further development of skills, leadership and professional networks





- **Scholars Community.** Scholars will be connected through a variety of means both online and in-person in order to create a strong community of leaders. The purpose is to provide Scholars with a sense of belonging and access to friends and colleagues who have a shared passion for making a difference. Because it is not possible to connect all Scholars to one another in person, there is an online platform.

- **Return.** While the vast majority of Scholars in the Program attend secondary schools or universities in Africa, there are some Scholars who are attending university in North or Central America and the Middle East. For Scholars studying abroad, it is our hope that they return to their home

country after completing their education in order to put into practice their newly acquired knowledge and skills, and to start building relationships and pursuing their give-back aspirations.

The Program has been designed to assist and encourage the Scholars' return through various activities such as trips home and internships in the Scholars' home countries. The decision to return to the African continent is each individual Scholar's choice to make and is not a formal obligation.

It may be that opportunities will arise for Scholars while they are abroad, be it through post-graduate education, practical training or work experience. Scholars are encouraged to pursue any

opportunities that meet their needs and aspirations.

Roles and responsibilities of Scholars.

As a MasterCard Foundation Scholar at Makerere University, there are roles and responsibilities you will be expected to fulfill, and these include but not limited to the following;

- Undertake academic study on the program for which you the scholarship has been awarded. Academic excellence is paramount, therefore getting retakes is not an option.
- Participate in give back activities during the period of study, but without compromising the academic work.
- Give back to your communities after completion of your academic program at the University.
- You have to submit academic progress reports and other activity plans during the period of study.
- Adhere to approved study plans for better academic performance.
- Adhere to the University policies, procedures, regulations and guidelines during your stay in the University.
- Adhere to the University's ethical code of conduct at all times.



Essential Information:

The Project Implementation Team urges all the Scholars to read this handbook page by page because the information contained therein will help you to direct your questions or enquiries to the right offices and staff should you need any further information.

Emergencies:

If you have any personal problems at night or during the weekend, are taken ill or there is problem with you fellow Scholar regarding ill health or insecurity, please contact the following:

- The Warden if you are in the Hall of Residence
- Front Desk Manager if you are in the Hostel
- The Program Manager or Psychosocial and Support Services Officer
- University Chief Security Officer or Police Post nearest to you in case of insecurity, theft of your property, etc.

Orientation Events:

Every Scholars is expected to attend the University orientation event, the College orientation event and one organized by the Project Implementation Team of the Scholars Program.

Medical Services:

All Scholars are expected to register with the University Hospital for immunization and medical examination on the days that will be arranged by the Hospital Director. A passport seized photograph will be required for this purpose and a registration fee of UGX 10,000. You may be wondering why you need to register with the University Hospital yet, you will receive medical insurance from UAP or whichever service provider the Scholars Program chooses. It is important to register with the University Hospital because Scholars who fall ill during the academic year even when you will receive medical cover from another designated clinic or hospital, is because only medical reports from the University Hospital will be accepted as authentic. If you receive medical cover, please furnish the medical report from the service provider to the University Hospital Director who will authenticate it for onward transmission to the relevant Principal/Deans and the Academic Registrar's Offices.

Fire safety:

Fire is a serious threat to Scholars in their residences, be it in the Hall or Hostel. If the fire is as a result of a short circuit, do not attempt to put yourself in harm's way by tackling the fire yourself, call security who will call the fire services.

If in your Hall of Residence or Hostel you

are allowed to bring basic equipment's like blenders, flat iron, televisions, and toasters; please never leave them unattended.

Theft

Theft by a Scholar is a very serious offence in the University that will lead to dismissal from the University. Equally, important is that as Scholars, there some entitlements you will receive that may attract thieves to your rooms like the laptops. This is to caution you to take care of your property especially the laptops whether in your residence, lecture room or prayer room because once you lose the laptop, it will not be replaced by the Scholars Program.

Students Rules Book and General Policies in the University

The Scholars are encouraged to access the university's students rule book and other relevant policies to familiarize yourself with the systems, processes and procedures in the university because ignorance is no excuse. For more information visit www.policies.mak.ac.ug

Academic Matters

- Attendance of scheduled courses for which the scholarship has been offered is compulsory. These include but not limited to lectures, tutorials, seminars, examinations, tests, course works, field work, and internships.

Non-attendance of scheduled courses due to illness or any other good cause must be communicated to the relevant university officers and the Project Implementing Team.

- Note:** The Scholarship offer will cover the number of years specified for a particular Program, therefore **any Scholar who will be required to repeat due to poor academic performance will automatically lose the scholarship.** It is important you report any problems that may arise during the course of the program that may affect your academic performance as soon as they arise.

Academic Integrity

In promoting a high standard of academic integrity, MCF Scholars are not expected to engage in any activity that violates academic integrity. Such conduct may include but not limited to;

- Cheating in exams, tests and course works.
- Plagiarism.
- Falsifying academic records.
- Misrepresenting facts and or providing false information.
- Gain unearned financial benefit.
- Participating in unnecessary violent strikes.
- Any other acts or attempted acts that violate the basic standard of academic integrity and put the image of the Scholars Program in disrepute is not acceptable.

Makerere University Academic Calendar

Calendar	Time
Semester One	August – December (17 Weeks)
Semester One Vacation	December – January (6 Weeks)
Semester Two	February – May (17 Weeks)
Semester Internships/Field Attachment	April – May (4 Week) June – August (8 Weeks)
Semester Recess	June – August (10 Weeks)
Semester Two Vacation	June - August

Program Duration

	Program	Years
1.	Humanities	3
2.	Basic Sciences	3
3.	Communication and Journalism	4
4.	Law	4
5.	Technology	4
6.	Agriculture	4
7.	Veterinary Medicine	5
8.	Human Medicine and Pharmacy	5



Colleges and Schools at Makerere University

No	College	School
1	College of Agricultural and Environmental Sciences	1.1 School of Agricultural Sciences
		1.2 School of Forestry, Environmental and Geographical Sciences
		1.3 School of Food Technology, Nutrition and Bio-Engineering
2	College of Veterinary Medicine, Animal Resources and Bio-security	2.1 School of Veterinary Medicine and Animal Resources
		2.2 School of Bio-security, Biotechnical and Laboratory Technology Sciences
3	Colleges of Computing and Information Sciences	3.1 School of Computing and Informatics Technology
		3.2 East African School of Library and Information Sciences
4	College of Engineering Design, Art and Technology	4.1 School of Engineering
		4.2 School of Built Environment
		4.3 Margaret Trowel School of Industrial and Fine Art
5	College of Health Sciences	5.1 School of Biomedical Sciences
		5.2 School of Health Sciences
		5.3 School of Medicine
		5.4 School of Public Health

6	College of Business and Management Sciences	6.1	School of Economic
		6.2	School of Business
		6.3	School of Statistics and Planning
7	College of Natural Sciences	7.1	School of Physical Sciences
		7.2	School of Biological Sciences
8	College of Education and External Studies	8.1	School of Education
		8.2	School of Distance and Lifelong Learning
		8.3	East African School of Higher Education Studies and Development
9	College of Humanities and Social Sciences	9.1	School of Social Sciences
		9.2	School of Psychology
		9.3	School of Liberal and Performing Arts
		9.4	School of Languages, Literature and Communication

Academic Advising and Mentoring

Scholars are encouraged to direct all academic questions relating to choice of program, course, subjects, whether to offer a major or minor, or core of elective in a particular course to your Lecturer in your academic department/School/College.

Where the Lecturer may not be helpful or advice is not sufficient, the Scholar

should seek assistance from the College Mentor identified by the Scholars Program.

Career Education, Internship, Further Education, Entrepreneurship and Employment

Under the Scholars Program, the Entrepreneurship and Internship Coordinator and the Psychosocial and Support Services Officers are on hand

to assist the Scholars on career advising and guidance. This will be conducted on an individual basis and group discussion during workshops and other Scholars Forums. Other aspects of transition support include facilitating internship placements, entrepreneurship training, and identifying opportunities for further education and employment for the Scholars. In the course of your study period each of the Scholars will fill in a Scholars Transition Data Form. This is a key tool that will be used to map the Scholars preferred pathway, identify the skills each Scholar would like to develop as they transition to the work life.



Scholars Wellbeing: Psychosocial and Support Services

To ensure that the scholars are acclimatizing themselves with the new environment,

Psychosocial and support services is offered as part of a comprehensive and developmental program that addresses development of academic/educational, career, personal/social skills and competencies based on important Scholars' data, and are provided for every



student, as well as school personnel, families, and the community at large. The Psychosocial Support and Services Program are aligned with the overall educational mission of MCF Scholars Program and include a combination of direct and indirect counselling initiatives to include individual and group counselling as well as student development lessons and mentoring.



Library Services

Makerere University Library Service comprises the Main Library and thirteen branch libraries; nine located at Makerere University main and two off campus (namely: Albert Cook Medical Library at the College of Health Sciences in Mulago and MUARIK Library at the Agricultural Institute in Kabanyolo).

Library user education program

At the beginning of each academic year, the University library conducts a user education session per program of study aimed at introducing all new students to the Library services appropriate to their study needs. The program is designed to ensure that all effective support and guidance in identifying and using appropriate information resources in support of their study and research. All first year students are expected to

register with the Library after attending the user education training session. Registration at the Library enables Students to access library facilities and services.

Information Communication Technologies Services

The Main library has four computer laboratories; one for undergraduate and the other for graduate students. The third computer Laboratory is for Library users with disabilities and fourth is a Research Commons for research. In addition, there is a wireless connection in the library, allowing users to access internet on their personal laptops.

Counselling and Guidance Services

Counselling and Guidance Centre services are available at the Centre to

help students deal with and solve their problems of living that would otherwise affect their academic achievement and their wholesome being in general.

Areas of Counselling include academic, psychosocial problems, love relationships, sexual harassment and HIV/AIDs. We advise the Scholars to seek assistance from the Program Psychosocial and Support Services Officer as the first contact.

Religious Services

The University encourages participation in religious activities and has two Chapels and a mosque. The Anglican believers attend St. Francis Chapel while the Catholics go to St. Augustine Chapel. The Moslems go to the Mosque. There are also many other places of worship within the University environment.

Accommodation

Makerere University has nine Halls of Residence available to undergraduate students on the University Main Campus. Out of the nine, six are for men namely; Lumumba, Livingstone, Mitchell, Nkrumah, Nsibirwa and

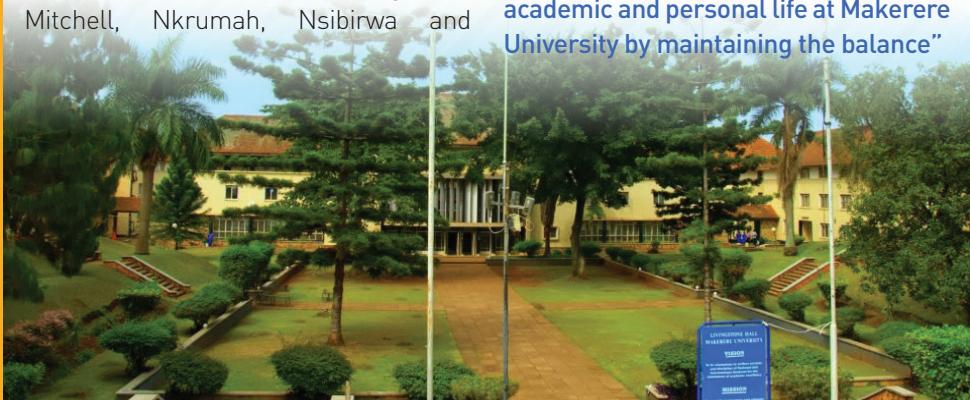
University Hall. For the women, we have Africa, CCE Complex and Mary Stuart. Each admitted student to the University is attached to a Hall of Residence as part of the identity of that student and never automatically for accommodation purposes. The Project Implementation Team and University Management is aware of the unique requirements of The MasterCard Foundation Scholars and offers a few accommodation slots to the Scholars every year.

As a Scholars, if you do not reside in the Hall of Residence, the Scholars Program provides alternative accommodation off campus in a hostel called **Makerere International Students Hostel (MISH)**.

The hostel is located in Makerere, Kikono, just outside the main campus. It is a mixed hostel and offers a range of services namely; shuttle services for Scholars to and from Campus, descent accommodation with bed and reading table and a subsidized restaurant service.

Psychosocial and Transition Support

“Helping you make the most of your academic and personal life at Makerere University by maintaining the balance”



Being a college student can be a difficult balancing act. It is easy to get weighed down with the pressures of academics, social life, and choosing a major and career.

If personal problems are piled on top of these pressures, you can feel overwhelmed and lose your balance. The Psychosocial Support Services are here to help you:

- Identify some of the ways you may cope with problems
- Clarify differences between effective and ineffective coping strategies
- Recognize signs of distress in yourself and others
- Learn ways to help yourself and others deal effectively with problems
- Provide information about resources on campus and in the community.

For any assistance, contact the Psychosocial and Support Services Officer; **Ms. Harriet Tiko**, Lincoln Flats, C 2
Email: hbtiko@gmail.com
Mob: + 256774529220/ 702781223

Money Matters

As Scholars of The MasterCard Foundation Scholars Program at Makerere University, like the Project Coordinator put it in her message, you are going to shift from economically disadvantaged to economically privileged. This transition can be quite

challenging if not well handled. Among the entitlements on this Program, you will receive some stipend, which could be a good amount of money for a first year student joining university.

Now, money can evoke very interesting emotions. It can be a source of happiness, as well as stress. It can be a source of stress because many people, especially your relatives are going to burden you with their financial challenges.

How you are going to manage your personal finances could be one of the biggest stumbling blocks to changing from your current to the desired behaviour. Your attitude towards money determines what kind of decisions you make, it is critical to get a mindset shift, particularly if you are in a financial state that is not desirable.

. For example, if you are an impulse buyer, it helps to carry out some soul searching to discover if your emotional needs can be traced back to what happened in your childhood.

You may find that your quest to accumulate material possessions is your way of coping with some experiences during your childhood. Whenever you are in a financial state that is not desirable, assess how the emotions play out. Do you make poor money choices that ruin your financial well-being as a result of these emotions? Managing emotions behind money is what will determine your financial success or failure.

Remember that whenever you are making a financial choice, there is a trade-off. Having this in mind may help you focus on the fact that deciding to save as opposed to spending on an item that will not appreciate in value is more desirable. If you are an impulsive shopper, you can opt for a cool-off period before you make that purchase.

We suggest you take a few days or weeks before you make a decision to purchase. You may change your mind when your emotions are under control. Avoid making decisions when you are sad or anxious. You are more likely to spend if you are feeling low. In most cases, after making purchases with that state of mind, it is more likely that you did not need the purchases.

To help check this, track your cash flow on a daily or weekly basis. You need to keep records of all your transactions either on your phone or in a notebook. Those that are receipted should be stored where you can easily access them for review.

Taking a hold of your finances and tracking your cash flow on a weekly basis is useful because you are able to relieve your expenditure and income against the budget during the week. The beauty with tracking on a regular basis is that if you overspent during a particular week, you can redeem yourself before your money troubles are out of hand.

Another useful area to look at is what

your biggest impulse spending is during school hours, or in vacation. Do you purchase some stuff because your classmates are doing the same? Can you afford these purchases or you are trying to keep up appearances?

For any personal change to occur, you must be willing to delay instant gratification and get out of your comfort zone. For example, if you want to start saving for a future investment, you should be willing to forego a desired amount of money per month to make this happen. Your ability to stay the course of action and ability to have will-power amid some initial discomfort and turning down invitations to spend is what will set you apart from the rest.

Ultimately, if you can conquer your emotions and instead apply logical thinking whenever you handle money, you will be able to make the changes and improve your financial well-being.

KEY CONTACTS:



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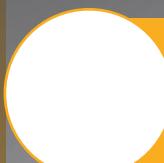
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Mentorship Programs

The MasterCard Foundation Scholars Program at Makerere University, among other things, it provides scholars with mentorship programs that are geared at enhancing their career path and Profession. Individual scholars at college level are attached to mentors, who take them through this mentorship process. In this article you will learn what mentorship is about and a mentor, mentee relationship, and the benefits of being mentored.



What is Mentoring?

- Mentoring is not new. On the contrary, the term “mentor” originates from Greek Mythology. The practice of mentoring even dates back to earlier times. In recent years there has been a remarkable rise of interest in mentoring. Mentoring relationships are valued as a very powerful means to longer-term personal development in a business environment. Sometimes there is confusion over what mentoring is, and what it is not.
- Mentoring is a relationship between two individuals based on a mutual



desire for development towards career goals and objectives. The relationship is a non-reporting one and replaces none of the organizational structures in place. It is additional to other forms of assistance, such as developmental assignments, classroom instruction, on-the-job training, and coaching.

- In a mentoring relationship, the two individuals are referred to as the “mentor” and the “mentee” (the individual being mentored). Mentoring provides development opportunities for both partners. In mentoring, there is no reporting relationship between the mentor and the mentee.

What are the benefits of mentoring relationship?

A mentoring relationship can provide a mentee with:

- Greater clarity on life and career choices and their own career goals.
- New insight in the world of work through exposure to different company and organization's culture.
- Different perspectives and cultural values.

- The opportunity to develop new networks of contacts and access to new resources and resourceful people.
- Greater career education and increased likelihood of career success.

- Development in other areas of life that are not typically addressed through training or on the job

What constitutes a mentoring relationship?

- There are a few crucial things you have to ponder about in to a mentoring relationship.

- Firstly, focus on growth

- The mentoring process begins with the mentee examining their long-term development objectives which involves asking yourself the following questions;

- What are my personal capabilities?
- What are my career aspirations?
- How do they align with the Scholars Program objectives?
- What are the possibilities within the Scholars Program?

Building Rapport

After selecting a mentor, the mentee formally asks the potential mentor face to face. Although this step might cause some uncertainty, most people are flattered and respond positively.

The worst that can happen is that they say “no”. Should they decline, they may offer suggestions of others that may be more suitable or available to take on a mentoring relationship with the mentee. During the first mentoring meeting(s), the mentor and mentee begin to get to know each other by sharing:

- Career history
- Interests outside work
- Information about your family
- What you like / dislike about working in this company
- Where you want to be in five years
- Your greatest achievements / failures
- Your picture of success
- Areas in which you want to develop for your current role and future roles
- Values
- Life goals

Meet Some of the Mentors

1. Dr. Hellen Nkabala Nambalirwa

Mentor, College of Humanities and Social Sciences
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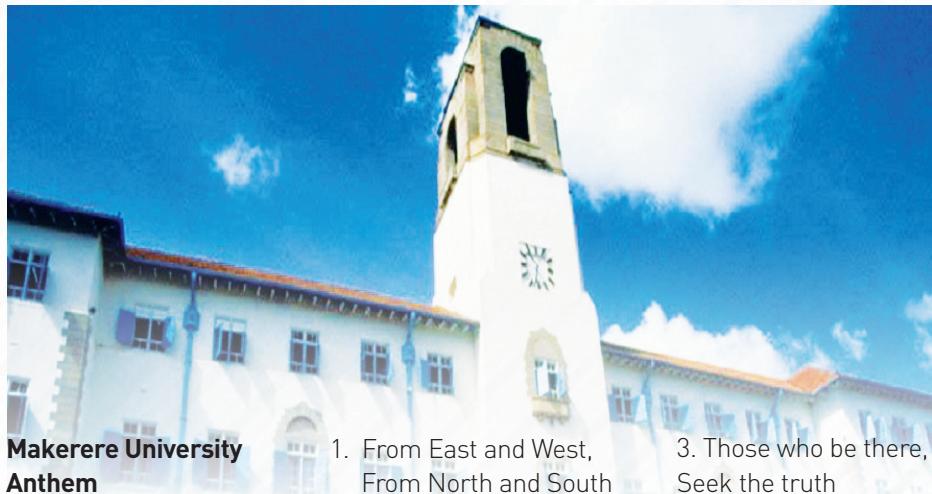
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Makerere University Anthem

Chorus

Makerere, Makerere,
We build for the future,
The Great Makerere
Great, Great and Mighty,
The walls around thee
Great, Great and Mighty,
The gates beside thee X4

1. From East and West,
From North and South
All voices singing,
Arise Makerere
Rise up and rise,
High up and high
All voices singing
Arise Makerere
2. Do not forget,
Through all the years
Those who have gone
through the gates of
Makerere
Give them the pride,
Give them the joy
Oh! To remember,
The gates of Makerere
3. Those who be there,
Seek the truth
Build for the future,
The Great Makerere
Those here have been,
Those here will be
Build for the future,
The Great Makerere



SCHOLARS PROGRAM

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