

CURRICULUM VITAE

Personal Information			
First Name:	Anthony	Photo 	
Last Name:	Tibaingana		
Professional Title/Position:	Lecturer		
Highest Degree:	PhD		
Affiliation:	Department/Division:	Marketing and Management, School of Business, College of Business and Management Sciences	
	University/Institute:	Makerere University	
	City:	Kampala	
	Country:	Uganda	
Address/ Contact	Email	atibaingana@gmail.com or anthony.tibaingana@mak.cu.ug	
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Career Objective	To become a fully accomplished Scholar, Researcher, Consultant and Manager through continuous training of technical, managerial and professional skills		
About Anthony	<p>Anthony is an ambitious person with a developed mature and responsible approach to any task he undertakes, or situation he is presented with. He is a marketer by education. Anthony won a Research and Innovation Fund grant in 2020 and 2021 GOU, SIDA research programme small grant research scholarship of Makerere-Sida bilateral programme 2015-2020. He was a run-up of the Production and Operations Management Society Doctoral award for Emerging Economies 2017 where he received honourable mention. Anthony is a Researcher, Lecturer and a former, Head of department of Marketing and Management Makerere University for more than six years. Besides, Anthony was Country Manager for Global Business Lab 2014-2016.</p> <p>He is an experienced researcher in conducting evaluation of social programmes and baseline surveys. He has done baseline surveys for UCRNN and Centenary Bank in Uganda. He was a principal investigator on an exploratory study on the role of</p>		

Business Incubation on Enterprise Development in Africa a case of Uganda, Botswana and Namibia funded by Private Enterprise Development in Low Income Countries (PEDEL) in 2015. He is passionate about marketing and enterprise development with specific interest in marketing research, consumer behaviour, services marketing, relationship marketing, salesforce management, new product development, entrepreneurship, business development and organizational management. Anthony is involved in mentorship and coaching of business start-ups in Uganda and is a mentor on MasterCard scholars program. He has participated in various development projects including accelerating start-ups in Uganda.

Anthony holds a PhD in Business Administration, my research topic was; **Extending the theory of storage to a perishable commodity in an underdeveloped market**, the promovendus investigated the role of storage options in influencing smallholder maize farmers' marketing margin and explored farmers' own perceptions of storage as a business strategy to increase their share of the maize marketing margin.

Anthony has widely travelled in Africa, Europe and Asia.

Educational Qualifications:

- 2013-2017 PhD University of Pretoria, Gordon Institute of Business Science, South Africa.
- 2018 – Certificate in Gender and Equity Budgeting – Civil Service College Uganda
- 2019- Certificate in qualitative data analysis - African Population and Health Research Centre, Nairobi Kenya
- June -2012 Certificate in General Management, Administrative Staff College India
- 2005-2007 Masters in Business Administration (Marketing) Makerere University Uganda
- 1999-2003 Bachelor of Commerce (Marketing) Makerere University Uganda
- 1996-1998 Diploma in Environment and Practical Skills Makerere Institute of Environment
- 1994-1996 Nakasero Senior Secondary School (Uganda advanced certificate of education)
- 1990-1993 Old Kampala Senior Secondary School (Uganda certificate of education)

Professional Experience: 2018:

Lecturer, Department of Marketing and Management, School of Business Makerere University

2018: Member of council, Virtual university of Uganda

2018 - 2021: Represent the College of Business and Management to Makerere University Academic Staff Association (MUASA)

2020 – 2021 Chair Public Relations, Makerere University Academic Staff (MUASA)

2011 – 2017: Head, Department of Marketing and Management Makerere University

Responsible for all management activities of the department such as;

- Chairing departmental appointments/promotions advisory committees and other departmental committees.
- Oversee the performance and review departmental plans to implement the overall university strategic plan.
- Initiated review of departmental curriculum development from time to time and recommend to the school board the necessary changes.
- Developed and implemented the departmental branding strategy

- Promoted knowledge of subject by contributing original work, teaching, examining and provision of academic leadership and guidance to the staff and students.
- Solicited funding for research and general development of the department.
- Prepared and controlled the departmental budget estimates, including evolution of the departmental plan and proposals for human resources requirements.
- Maintained and accounted for an up-date inventory of all departmental equipment and assets movable and immovable to the dean.
- Prepared departmental annual leave roster in liaison with the dean.
- Submitted annual appraisal reports on members of staff in the department.
- Participated in the recruitment, selection, promotion and disciplining of departmental staff in accordance with the established procedures of the university.
- Disciplined errant departmental staff in consultation with the dean whenever necessary.
- Generally assisted in the operation of the school and the university by serving on various committees and performed any other duties assigned by the dean.

Special examination task;

Served as an internal examiner for all exams in the department, in a single semester over 30 papers (courses) were administered. Plus, the constituency Colleges in Jinja and Fort-portal with expanded responsibility docket on examinations. As an internal examiner the following were direct responsibilities;

- To oversee the setting, moderation and marking of examinations.
- To ensure reliable delivery of examinations to examination centres.
- To recruit, brief and supervise the invigilation teams
- To ensure that examination start at the same time in all the venues
- To keep custody of the exam before and after
- To ensure that results are submitted on time
- Managing examination result files and report
- To keep custody of all past papers
- Quality assurance of the entire examination processes

External examination

- Anthony is an external examiner for the University of Cape Town South Africa, Uganda Management Institute, Nexus International University, Texila American University and Victoria University.

2014 -2016: Country Director Global Business Labs

- Management of the day to day operations of the Lab, coaching of the companies in the Lab, gave strategic direction of the Lab in line with the main objectives of business acceleration.
- Participated in the strategic plan development and implementation of GBL in Africa
- Managed a team of business developer with direct contact to our target clients
- Managed partnerships with our key knowledge partners
- Promoted GBL concept among educated youth in and outside universities
- Participated in resource mobilisation at local and international level
- Served as a member of the selection committee

2011- 2013: Coordinator Internship training school of Business, Makerere University

- Placed student to different organisations
- Allocated supervisors to supervise students
- Budgeted for the facilitation of the entire exercise
- Briefed students before leaving for internship to ensure they comply with standards
- Communicated with field supervisors all the time to ensure smooth running of the exercise

2010 – 2017: Assistant Lecturer Department of Marketing and Management, Makerere University;

- Teaching on under and post graduate Courses.
- Research supervision for under and postgraduate
- Mentorship and coaching of students with projects

2004-2007: Teaching Assistant Department of Distance Education, Makerere University;

- Responsible for teaching and student support
- Charged with the responsibility of handling student's research problems
- Allocating research supervisors to students and communicating to them so as to create a link.
- Helped many students to finish their research in time by easily communicating to both students and their supervisors
- Curriculum review and development for undergraduate students

1999: Uganda National Examination Board; Exam Checker

- My responsibility was to ensure that marks awarded on the exam paper tally with the marks in-side the answer booklet question by question and report any anomaly identified in marks addition.

Responsibility Held

- 2018: Council member, Virtual University of Uganda
- 2018: Board member strategic management team, Virtual University of Uganda
- 2011-2017: Acting Chair Department of Marketing and Management Makerere University
- 2014-2016: Served as Country Manager Global Business Labs
- 2014 to date Board member of Uganda National Entrepreneur Development Institute
- 2013 to date Mentor, Mastercard Scholars program at Makerere University
- 2012 to date Board Member Angels' Voice choir St Gyavira Catholic Parish Bunamwaya
- 2013 to date Board Member Catholic Mens' Guild St Matia Mulumba Catholic Parish Old Kampala
- 2010: Coordinator in charge of teaching and time tabling Department of Marketing and Management Makerere University.
- 2009-2015: Short Courses Coordinator School of Business, College of Business and Management Sciences, Makerere University
- 2006-2008: Research Coordinator Department of Open and Distance Education (B.com External) Makerere University.
- 2002-2008: Coordinator B.com Marketing and Purchasing options department of Open and Distance Education I.A.C.E Makerere University
- 2005-2007: Chairman M.B.A 2005/2006 in take Makerere University (FEMA)
- 2000-2003: Guild Representative, Makerere University Private Students Association

Academic Achievements / Publications:

1. Burton, A., Nabulime, L., Newbery, R., Richter, P., Tibaingana, A., & Wilkinson, A. (2021).

- 3 Making a living through and for visual arts in East Africa. *Developing Creative Economies in Africa: Spaces and Working Practices*, 24-39.
2. Osinde, C., Mayanja, J., & Tibaingana, A. Technology Service Quality and Customer Satisfaction in the Uganda's Banking Sector. *technology*, 1, 4.
3. Tibaingana, A. (2020). Anecdotal Evidence of the Role of Incubation in the Growth of Business Start-Ups in Uganda. *International Business Research*, 13(1), 64-78.
4. Mayanja, J., & Tibaingana, A. (2020). Customer Relationship Management Perception among Students of Higher Institutions in Uganda. *Lwati: A Journal of Contemporary Research*, 17(2), 86-106.
5. Anthony, T., Makombe, G., & Kele, T. (2019). An Analysis of the Characteristics of Maize Storage Types Used by Smallholder Producers in Developing Countries: A Case of Uganda. *American Journal of Industrial and Business Management*, 9(6), 1524-1555.
6. Tibaingana, A. (2019). Application of the elements of marketing mix by business start-ups during incubation: A case of Makerere University in Uganda. *African Journal of Business Management*. Vol. 13(2), pp. 48-57, 28 January, 2019
7. Tibaingana, A., Kele, T., & Makombe, G. (2018). Storage practices and their bearing on smallholder farmers: Postharvest analysis in Uganda. *South African Journal of Agricultural Extension*, 46(2), 45-56.
8. Mayanja, J., Tibaingana, A., & Birevu, P. M. (2019). Promoting Student Support in Open and Distance Learning using Information and Communication Technologies. *Journal of learning for Development*, 6(2), 177-186.
9. Buyinza, F., Tibaingana, A., & Mutenyo, J. (2018). Factors affecting access to formal credit by micro and small enterprises in Uganda (No. 83). *Athens Journal of Business & Economics - Volume 4, Issue 4 – Pages 405-424*.
10. Abankwah, R., Ganamotse, G., Samuelsson, M., Thuso, M. and A. Tibaingana. 2017, The emerging properties of business accelerators: the case of Botswana, Namibia and Uganda Global Business Labs. *Journal of entrepreneurship and innovation in emerging economies*. Volume 3, Issue 1, January
11. Tibaingana, A. (2014). Do Organisational Managers Understand Psychological Contract? Merit Research Journal of Education and Review (ISSN: 2350- 2282) Vol. 2(8) pp. 132-134, August, 2014 online <http://www.meritresearchjournals.org/er/index.htm> Copyright © 2014 Merit Research Journals
12. Tibaingana, A. (2014). Why Effective Leadership is Paramount in Organizations. *Journal of Educational Policy and Entrepreneurial Research (JEPER)* www.iiste.org Vol.1, NO.1, September 2014. Pp. 15-21
13. Kajumbula, R. I. C. H. A. R. D., & Tibaingana, A. N. T. H. O. N. Y. (2006). Incorporating Relationship Marketing as a Learner Support Measure in the Quality Assurance Policy for Distance Learning at Makerere University, Uganda.
14. Tibaingana, A. (2015). The work of my hands. Author's Parlour. Available at amazon kindle

Current Teaching Responsibility;

- Principles of management
- Business administration
- Research methods
- Principles of marketing
- Sales force management
- Marketing research
- Services marketing

- Business Communication skills
- Marketing channels

Competencies Areas

- Teaching Skills
- Negotiation skills
- Interpersonal Communication Skill
- Teamwork and Team building skills
- Handling crash programmes as may be required by my boss.
- Working on deadline
- Research skills

Details of Graduate (Masters) students supervised to completion:

1. Osinde Cyrus, 2016/HD06/1316U: Technology based-service quality and customer satisfaction in the banking sector in Uganda; a case of pride microfinance limited (mdi). Graduated in January, 2020.
2. Damalie Kusasira 2017/HD06/2685U: Application of human resource information system (HRIS) on employee health information; evidence from Uganda telecom limited. Graduated in May, 2021.

Computer Skills

- Microsoft Word processing
- Microsoft Power point presentation
- Microsoft Excel
- Microsoft Office, Internet

Conferences and Workshops Attended

- 2017: Presented a paper at the AAA/JU/JIBS Conference in Addis-Ababa 6-8 December, 2017
- 2015: Presented a paper at the 6th Africa Grain Trade Summit 1-3 October, 2015, Kigali Serena, Rwanda
- 2013: Annual GBSN/EFMD Conference in Spain, hosted by IESE Business School
- 2011: Use of E-portfolios for Field Attachment Supervision
- 2013: Pedagogy workshop
- 2013: Bachelor of Commerce Tutor's orientation workshop
- 2009: Institute of Distance and Open Learning strategic planning workshop
- 2016: Departmental planning workshop
- 2010: Common wealth youth in development work, workshop.

Consultancy Service

- 2016: Private investigator Role of business incubation on enterprise development in Africa
- 2014: Corporate governance training Global Business Lab Uganda
- 2013: Corporate governance, monitoring and evaluation training Education Service Commission
- 2013: Capacity building training Tororo Local government
- 2007: Uganda Child Rights N.G.O Network baseline study.
- 2008: Centenary Bank Customer Profiling research

Language Spoken

- Fluent in English, Luganda, Runyakitara and Swahili

Community out-reach

- College of Business and Management Representative on MUASA 2020-2022.
- Mobilized food for the people of Kumi in 2017
- Organized blood donation at the college of business and management sciences in 2015
- Board member St. Matia Mulumba old Kampala parish men's Guild current
- Board member Angel's Voice choir St. Gyavira Bunamwaya Parish current

Personal Interests:

- Swimming ,Travelling, Football, Dance and Drummer, Reading, Wildlife photography, teaching

References

Assoc Prof. Yawe Bruno Lule
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CERTIFICATION

I, Anthony Tibaingana, do certify that the above information is true and reflects a true status of my academic qualifications, work experience and scholarly publications.

Signature:



Date: 15/03/2022