

# UNIVERSITY OF DAR ES SALAAM BUSINESS SCHOOL PROFILE

## **History of the University of Dar es Salaam Business School (UDBS)**

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University of Dar es Salaam Business School (UDBS) is located at the University of Dar es Salaam (UDSM) main campus, about 13 km from City Centre. UDBS came into existence in 2008 as a result of a transformation of the then Faculty of Commerce and Management (FCM) which was established in 1979. UDBS is one of the leading institutions in business and management research, teaching and consultancy in the Sub-Saharan region. The performance is due to the strength of its staff in teaching, research and consultancy, plus the breadth and quality of undergraduate and postgraduate programmes and extensive training and consultancy programs in business, entrepreneurship and management.

UDBS manages four approved teaching and research departments, which are Accounting, Finance, General Management, and Marketing. The School also has two service bureaus; the Career Advice, Placement and Practical Training Bureau and Management Development and Consultancy Bureau (MDCB), a unit that offers consultancy services to the community. Furthermore, there are coordination units within the Dean's office, these are; Research and Publication (R&P), planning and finance, undergraduate studies, postgraduate studies, gender, marketing, and quality assurance. There are research and studies centres operating within the departments, namely; Centre of Policy Research and Advocacy (CPRA), Centre for Tourism and Hospitality Management research, Centre for Banking and Financial Services, a Research Centre for Oil and Gas Business (COGB), the Centre for Logistics, and Korean Studies centre.

## **Vision of the UDBS**

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UDBS seeks to become a world class business school that is responsive to development needs through innovation, knowledge creation and application in the areas of Entrepreneurship, Business Management and Governance.

## **Mission Statement**

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“To provide quality Entrepreneurship, Business management and Governance training, research and advisory services for development of Tanzania and the rest of the world”.

UDBS will be engaged in a continuous pursuit of excellence in knowledge development, production of responsible graduates and service to the community. In line with obtaining socio-economic development, the key thrust of the UDBS is to offer programs whose graduates are more entrepreneurial, hence job creators rather than job seekers.

## **The Core Values**

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Customer-orientedness, Excellence, Social responsiveness and Integrity (CESI)

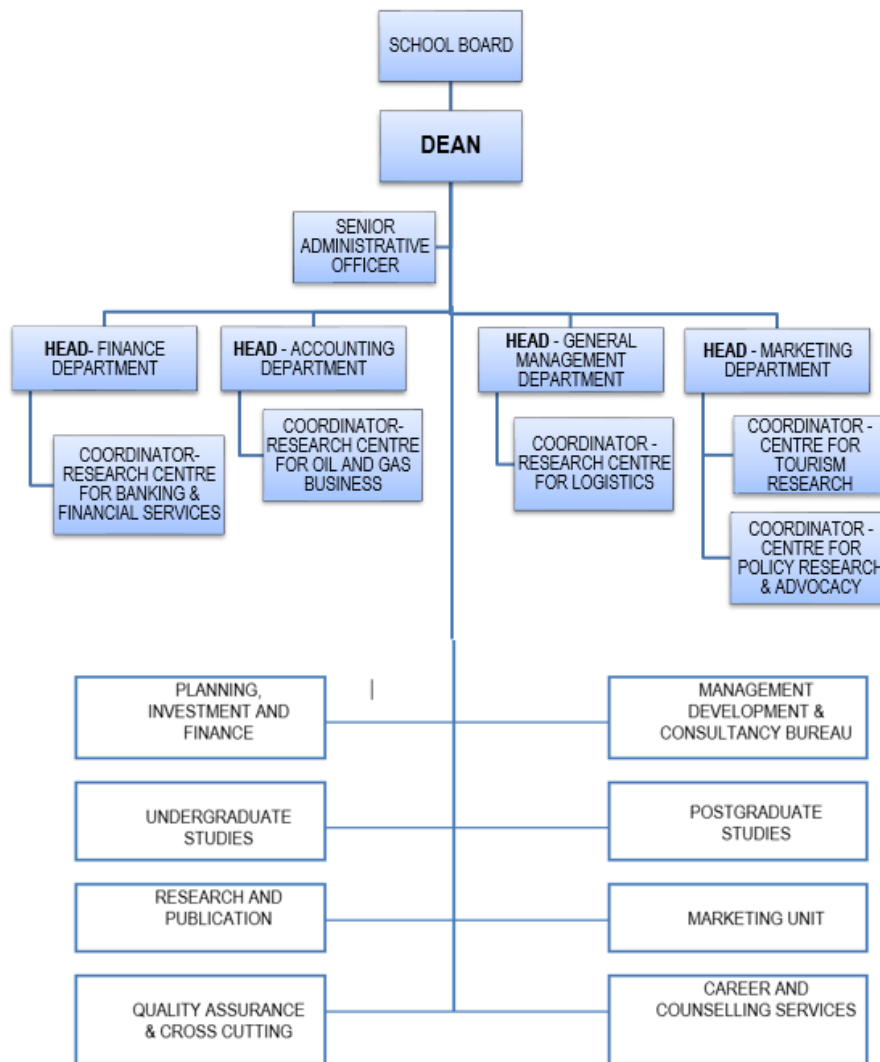
## UDBS Motto

“Knowledge for Management Excellence” (KNOW ME)

## UDBS Organizational Structure

The UDBS structure adopts functional and matrix form of organization structure that reflects both coordinating and operational levels ranging from the School Board to the functional levels in terms of the academic departments, units, and research centres.

### UDBS ORGANISATION STRUCTURE



UDBS targets to;

- Improve management and organizational systems and processes;
- Improve teaching, learning and research environment;
- Strengthen human resources capacity and motivation;

- d) Improve quantity, quality and relevance of teaching, research and consultancy portfolio; and
- e) Strengthen outreach, networking and partnerships at local and international/global level.

## **Current Programmes**

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UDBS currently offers a range of degree programmes at both undergraduate and postgraduate levels. These are:

1. Bachelor of Commerce in Accounting
2. Bachelor of Commerce in Banking and Financial Services
3. Bachelor of Commerce in Finance
4. Bachelor of Commerce in Human Resources Management
5. Bachelor of Commerce in Marketing
6. Bachelor of Commerce in Tourism and Hospitality Management
7. Bachelor of Business Administration (BBA) - Evening
8. Master of Business Administration (MBA) with specializations in HRM, Finance, Marketing and Accounting (Full-time, Evening and Executive modes).
9. Master in Entrepreneurship and Enterprise Development (MEED)
10. Master of International Trade (MIT)
11. Master of International Business (MIB)
12. Master of Science in International Transport and Logistics (MSc. ITL)
13. Master of Finance and Accounting in Oil and Gas (MFA-OG)
14. Doctor of Philosophy Degree in Business Administration (PhD BA)
15. Doctor of Philosophy Degree in Operations Research (PhD OR)
16. Doctor of Philosophy Degree in Management (PhD Mgt)

Being the promoter of entrepreneurial attitudes in public and private sectors, the School has itself been operating in entrepreneurial basis. This is reflected in its improved ability to raise funds through running tailor made programs and developing programs that are market oriented.

## **Student Enrolment at UDBS**

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Changes in the labour market environment have led to an increased demand for business and management students, both at undergraduate and postgraduate levels. The School of Business has been selecting only 30 percent of the qualified applicants in its programs. Student enrolment at undergraduate and postgraduate levels has increased to more than five times from the enrolment in 1979 when the School of Business was established. As of October 2019, a total number of registered students is 2,016; undergraduate students are 1,596 and postgraduate students are 420. Among the postgraduate students; 68 are enrolled in the PhD programs.

## **UDBS Facilities, Teaching and Learning Environment**

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The use of major teaching and learning infrastructure and facilities is coordinated at the University level. These include major teaching theatres (with capacity of up to 1000 students per

sitting), main library, student hostels, student cafeterias etc. The School has three buildings (i.e. UDBS block A, Block B and block C) which provide modern teaching and learning environment. Offices located in the UDBS buildings are well furnished with adequate Internet, telephones, photocopying and system administration services. UDBS has a library with relevant references and materials to supplement the main University library. It also benefits from the electronic libraries subscribed through the University library. Most of the postgraduate teaching is done in the UDBS modern teaching rooms which also provide opportunity to use case study teaching methods.

### The UDBS Academic and Non-Academic Staff

UDBS has a total of 91 highly trained academic staff. These have pursued their postgraduate (Master/PhD) studies from the most reputable Universities around the world, which makes the UDBS's staff quality superior compared to upcoming business schools in Tanzania as well as within East and Central African region.

#### *Current Academic Staffing at UDBS*

Department	Professor	Assoc. Prof.	Senior Lecturer	Lecturers	Assist. Lecturer	Tutor. Assist.	Total	Ph.D.	Non Ph.D.
Accounting	0	2	5	5	7	0	19	12	7
Finance	0	2	3	5	12	0	22	10	12
Marketing	1	2	4	6	4	0	17	13	4
General Management	0	2	6	6	8	1	23	14	9
<b>Total</b>	<b>1</b>	<b>8</b>	<b>18</b>	<b>22</b>	<b>31</b>	<b>1</b>	<b>81</b>	<b>49</b>	<b>32</b>

### Administrative staff

There are 23 administrative staff; of them 16 (i.e. 67%) are working on permanent employment and the rest are on contractual basis.

Administrators	Accountant	Supplies officer	Secretaries	Librarians	Drivers	Admin. Assistants	Clerical officers	*Admin. Assistants	Total
1	2	1	7	2	2	2	1	3	21

*\*Administrative assistants employed by the school Maintenance (Carpentry, Electricity & Water)*

### Links and Collaborations

#### Links, Networks and Partnerships

The UDBS has international outstanding links, cooperation and networks with other higher learning institutions and faculties worldwide in various areas;

- Collaboration in teaching of postgraduate programs: University of Stavanger Business School and the upcoming collaboration with PSGR Krishnammal College for Women specifically with GRG School of Management Studies (GRGSMS).
- Research activities: SIDA, DANIDA, Kühne Foundation, BEST-Dialogue, SAFIC, BSU, Volkswagen Foundation, NORPLAN-Agder University, EQUINOR, etc.

- Supervision of PhD students: Under SIDA supported research; DANIDA Supported Research activities - SAFIC; BSU, DAAD; etc.
- Summer school, staff exchange, programme development - Hanze University Netherlands, and Agder University Norway.
- Executive Education programs - The *Sasamani* Foundation (facilitators are from the USA and the UK)

Several academic staff serve as external examiners to various national and international institutions. Locally based institutions include Mzumbe University, Moshi University College of Co-operatives and Business Studies, Tanzania Institute of Bankers, National Board of Accountants and Auditors, Procurement and Supplies Professional and Technicians Board, Saint Augustine University of Tanzania, Zanzibar University and the Sokoine University of Agriculture. Foreign based universities include Nairobi University (Kenya), Makerere University (Uganda), Makerere Business University (Uganda), University of Swaziland (Swaziland), University of Lesotho (Lesotho), University of Zimbabwe (Zimbabwe), Strathmore University Nairobi (Kenya), Copper Belt University, and Islamic University of Uganda.

The scarcity of academic capacity in other higher learning institutions in Tanzania provides opportunities for the UDBS academic staff to serve as part-time teaching staff, to many of the local Universities including, Muhimbili University of Health and Allied Sciences (MUHAS), Tumaini University (TU), Institute of Finance and Management (IFM), College of Business Education (CBE), Mzumbe University (MU), St. Augustine University of Tanzania (SAUT), Moshi Cooperative College, the Open University of Tanzania just to mention a few.

Regionally, the UDBS is a member of the Operations Research Society for East Africa (ORSEA), and the Association of African Business Schools (AABS). Internationally it has a link with the Columbia Business School (USA), Clemson University (USA), Umea School of Business (Sweden), Molde University Collage (Norway), University of Twente (Netherlands), Koffie Annan Business School (Netherlands) and Chalmers (Sweden).

In terms of financial support, UDBS is supported by the Government of Tanzania for most of the recurrent expenditures. Through its income generating activities including students' fees, UDBS has managed to support its operating expenses to a great extent. Research and capacity building funding has been supported by a number of donors and development partners including NUFFIC/NPT- Netherlands, SIDA - Sweden, NORAD- Norway, VLIR - Belgium, British Council- England, DANIDA-Denmark. DAAD, Volkswagen Foundation - Germany, and NORPLAN-Agder University, EQUINOR. *UDBS has also been part of the 10,000 women, Goldman Sachs Ltd support program.*

The school has close relationships and networks with private and public sector organizations such as EQUINOR (formerly known as STATOIL Tanzania AS), CRDB Bank Ltd, Commercial Bank of Africa, Exim Bank, National Bank of Commerce Bank (NBC), Standard Chartered Bank, Tanzania Chamber of Commerce, Industry and Agriculture (TCCIA), Business Environment Strengthening Programme for Tanzania - Advocacy (BEST-Dialogue), Tanzania Revenue Authority (TRA) and Vodacom. Some of the links are facilitated through UDBS graduates and Alumni Association.

## **Research and Publication**

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The UDBS has a research agenda with the main themes including (1) Entrepreneurship, Private Sector and Sustainable development; (2) Globalization and Internationalization; (3) Engendering Agribusiness Value Chain; and (4) Tourism and Inclusive Development; (5) Financial Sector and Microfinance Development; and (6) Governance. For that, researches carried out by the UDBS staffs and postgraduate students (Masters and PhD) are encouraged to focus on the identified areas. Explicitly, in the past few years, of the researches which have been done at the School of Business have focused on: Enterprise Development and Management; Entrepreneurship and Small Business Development; Micro Finance; International Marketing; International Business Management; Women Entrepreneurs and Entrepreneurship; Business Networks and Linkages; Foreign Direct investment; Financial Analysis; Public Finance; Banks and Financial Institutions; Auditing and Risk Management; Corporate Management and Performance Measurement; Technology Transfer; Information Technology; etc. Moreover, UDBS has a postdoctoral research program with Umea School of Business and Economics at the University of Gothenburg (Sweden).

UDBS has been receiving research funds from SIDA/SAREC (Sweden), NORAD (Norway) and DAAD, Volkswagen Foundation (Germany), DANIDA (Denmark). Other supports were international organizations such as ILO, USAID, World Bank, EU, GIZ, UNIDO, UNDP, etc., sometimes commissioning the School of Business to undertake some specific action research projects.

UDBS publishes the Business Management Review and Business Research Series which provide a forum for its staff to disseminate research findings. Members of staff also publish in international journals. The School holds an annual International Conference on African Entrepreneurship and Small Business Development (ICAESB) and the International Conference on Sustainable Tourism in the Developing Countries (ICST-DC), where the conference participants enjoy practical lessons in the areas of small business and entrepreneurship development. Other conferences are held in different years. These are; Operations Research Society of eastern Africa (ORSEA), an International Conference on Natural Resources Accounting and Finance (ICNRAF), Roundtable on SMEs' Innovation and Responsive Policies, and Association of African Business School Connect Conference. The conferences provide unique international forums and opportunities for researchers, policy makers and business managers to exchange views, share experiences, and disseminate research findings.

## **Consultancy and Services to the Public**

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The UDBS has a pool of manpower in every part of management which makes it one of the country's most reliable sources of consultancy assignments. Consultancy services are carried out from an individual level to teams within the School of Business as well as in collaboration with other academic members from other faculties within the University. This is achieved through both contracted consultancies and open tendering consultancy services. UDBS also provides services to a number of Government Ministries and Agencies on matters related to businesses and management. The School's academic staff serves in a number of public and private national and regional institutions boards.

## **Future Prospects**

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Due to increased demand for its programs, UDDBS has plans to launch its newly approved program; PhD management by coursework (by year 2018), develop a new MBA program with a specialization in Energy Management, and open-up other campus centres in various regions within the country. The School will continue engaging the public and private industry to develop executive education multi-disciplinary programmes with business and management specializations in order to cater for the market needs and demands.

## **Deans Names**

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Prof Ken Edwards 1979 - 1984 (he then went to establish Arusha Institute of Accountancy  
Dr Fratern Mboya 1985 - 1989  
Prof. Kweku Okosso Amaa 1991- 1994 (acting Dean 1984)  
Prof Letticia Rutashobya 1994-2000  
Prof Erasmus Kaijage 2000 - 2006  
Prof Marcellina M. Chijoriga 2006- 2012  
Prof Ulingeta O.L. Mbamba 2012 - 2013 & 2015-2021  
Prof Winester Anderson 2013 - 2015 & 2021- to date

# **UNIVERSITY OF DAR ES SALAAM BUSINESS SCHOOL**

## **Appendix: UDDBS Staff and Qualifications**

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### **Dean's Office**

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#### **Professor and Dean**

W. Anderson, B.Com., MBA (Dar), MTEE., PhD (Balearics)

#### **Principal Administrative Officer**

A. Hussein, AdvDip (ARI), PGDSC (Dar)

#### **Lecturer and Coordinator, Undergraduate Studies**

P.S. Magai, B.Sc. (URP), MIT (Dar) PhD (Dong-A, S.Korea)

#### **Senior Lecturer and Coordinator, Postgraduate Studies**

D. Philemon B.Com, MBA, PhD (Dar)

#### **Senior Lecturer and Coordinator of Research and Publications**

J. R. M. Philemon, B.Com (Dar), MBA (Makerere), Licentiate of Philosophy (Umea), PhD (Dar)

#### **Lecturer and Associate Coordinator of Research and Publications**

W. Nguni, B.Com (Dar), MITL (MOLDE) Phd

#### **Lecturer and Coordinator Consultancy: Management Development & Consultancy Bureau**

P. Kanje, B.Com, MBA (Dar)

**Lecturer and Coordinator, Career Counselling and Practical Training**

G. Magova, BCom, MBA (Dar), CPS (T), PhD (Dar)

**Lecturer and Manager, Planning, Investment and Finance**

P. Ambege, B.Com, MBA (Dar), CPA (T), PhD

**Lecturer and Coordinator Marketing Unit**

T. R. Dominic, BSc. (SUA), MBA (Dar), PhD (Göttingen)

**Lecturer and Coordinator Quality Assurance Bureau**

H. Thomas, B.Com., MBA (Dar), PhD (Dar)

## Department of Accounting

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Department of Accounting offers a Bachelor of Commerce (B.Com - Accounting) and a number of postgraduate courses, namely MBA, MIT, MIB, MITL, MEED, PGDEED and PGDMF. The graduates of this Department have consistently been the best performers in professional examinations conducted by the National Board of Accountants and Auditors (NBAA) for the award of Certified Public Accountant (CPA). This has been made possible because of the department's dedication to provide high quality training as well as analytical skills to accounting students. The programmes offered by the Department provide students with an excellent education and prepare them for working in demanding expert positions in accounting as well as for conducting research. Members of the academic staff in the Department conduct research and consultancies singly or jointly in the areas of Financial Accounting, Accountability and Governance, Taxation, Public Assets Management, Pension Funds, Public Sector, Auditing, Corporate Social Responsibility, Management Accounting and Accounting Information Systems, to mention a few.

**Senior Lecturer and Head**

L. Mbelwa, B.Com, MBA (Dar), Licentiate of Philosophy (Umea), PhD (Dar)

**The Department members**

**Associate Professors**

S.S. Temu, B.Com (Dar), MBA (Berlin West), PhD (Bremen), CPA (T)

H. Chalu, B.Com., MBA, (Dar), Licentiate of Philosophy (Umea), PhD (Dar)

**Senior Lecturers**

M.I. Nchimbi, B.Com (Dar), M.A [Fin Control] (Dublin City), PhD (Dar)

J. King'ori, B.Com (Dar), MBA (Leuven), PhD (Illinois), CPA (T)

L. Melyoki, B.Com (Dar), MBA, Ph.D (Twente), CPA (T)

S. I. Mzenzi, B.Com, MBA (Dar), PhD (Southampton), CPA(T)

L. Mbelwa, B.Com, MBA (Dar), Licentiate of Philosophy (Umea), PhD (Dar)

**Lecturers**

H. Thomas, B.Com., MBA (Dar), PhD (Dar)

C. Masanja, B.Com, MIT (Dar), PhD (Dar) (CPA) (T)

S. J. Suluo, B.Com, MBA (Dar), PhD (Dar) (CPA) (T)

P. Ambege, B.Com, MBA (Dar), PhD (Beijing), CPA (T)

P. Mbwile, B.Com., MBA (Dar), PhD (Beijing)



### **Assistant Lecturers**

\*E. Simon, B.Com., MBA, (Dar), (CPA) (T)  
\*V. Bahati, B.Com, MBA (Dar), CPA (T)  
\*M. Mlundachuma, B.Com, MBA (Dar), CPA (T)  
\*M. Wilson, B.Com. MBA (Dar), CPA (T)  
\*E. Christopher, B. Com (Dar), MBA (Dar), CPA (T)  
\*O. Zuberi, B.Com. (Dar) MBA (Dar), ACCA (UK)  
J. Moses, B. Com, (MFA-OG) (Dar), CPA (T)

### **Tutorial Assistants**

None

\*Study Leave \*\*Secondment

## **Department of Finance**

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The Department of Finance is one of four teaching departments in the School offering courses and degree programmes at both undergraduate and postgraduate (Masters and Doctoral) levels that provide students with the skills necessary for success in a wide variety of finance-related careers. These include corporate finance, investment, banking, insurance, financial management, economics and microfinance. The Department of Finance has 20 members of academic staff with a wide variety of interests in finance, economics and banking-related areas. They are frequent contributors to scholarly financial journals and are involved in a number of research projects and consultancies, as well as providing public services, such as serving on various boards of directors of public and private entities and being engaged in many different professional activities.

### **Senior Lecturer and Head**

T. A. Swai, B.Com., MBA (Dar), PGD (MSM), PhD (Dar)

### **The Department members**

#### **Associate Professor**

E. K. Ishengoma, B.Com (Dar), MBA (Twente), PhD (Leipzig)  
N. Mori, B.Com., MBA (Dar), PhD (Agder)

#### **Senior Lecturers**

E. Minja, B Com (Dar), MBA (Nairobi), PhD (Oklahoma State University), CPA (T)  
E.M. Richard, B.Com (Dar), MBA (Makerere), Licentiate of Philosophy (Umea), PhD (Dar)  
T. A. Swai, B.Com., MBA (Dar), PGD [Financial Management] (MSM), PhD (Dar)

#### **Lecturers**

N. Robert, B.Com. (Dar), MA (Econ.), CPA (T)  
A. Abdul, B.Com, MBA (Dar)  
J. Kimario, B.Com, MBA (Dar), PhD (Beijing)  
T. Busagara B.Com., MBA (Dar), PhD (Dar)  
A. Mdewa, BCom. MIT (Dar), PhD (Manchester)

### **Assistant Lecturers**

E. Mkwizu, B.Sc. (BVU-India), MBA (Dar)

\*M. Ilomo, B.Com, MIT (Dar)

\*E. Joseph, B.Com., MBA (Dar)

\*G. Mkaro B.Com, MBA (Dar,), CPA (T), PG. Diploma in Tax Management (IFM)

\*G. Christopher, B.Com (Dar) MA Economics (Dar)

\*N. Chamkunde, B.Com (Finance), MA Eco (Dar)

\*G. Mboya, BA, MA Economics(Dar)

\*M. Mathias, BSc Actuarial, Master in Mathematics (Dar)

\*R. Samson BSc Actuarial (Dar), MSc Actuarial (UK)

\* W. Pascal, Bcom, MFA (Dar)

B. Mwego BBA (Dar), MSc (Essex)

A. Sanga, Bcom (Dar), MSc (Dundee)

\* On study leave \*\* On Part time basis

### **Department of General Management**

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The Department of General Management caters for different disciplines, encompassing Human resource management; Information systems management; Logistics operations and management; General business management; Project management, monitoring and evaluation; Leadership and management development; Research methods; and Inventory management and control. The Department's members of staff are qualified in diverse areas of management and are active in teaching at both undergraduate and postgraduate levels. Besides teaching and supervising students, academic members of staff are involved in research and consultancy. Among the important activities performed in conducting research are designing methods and instruments, collecting and analysing data and disseminating the results of such analysis through publications, seminars, workshops, conferences and other media. Through the members of staff, the Department of General Management also provides consultancy services to private institutions, government Ministries, Departments and Agencies, parastatals and international organizations.

In terms of human resources, the Department of General Management has 26 academic members of staff of whom twelve (15) are PhD holders and seven (6) are registered for PhD, both inside and outside the country. The rest are at the preliminary stage of registering for a PhD or completing their Master's degrees. All these members of staff are highly qualified and experienced in various specialized fields, which include: Information systems management; Human resource management; Logistics operations and management; Trade and international business; General business management; Project management, monitoring and evaluation; Leadership and management of development; Research methods; and Inventory management and control.

#### **Department of General Management**

##### *Associate Professors and Head*

D. A. Rwehumbiza, BSc (Dar), BSc (London), MIT (Dar), PhD (Leipzig)

##### *Associate Professors*

U. O. L. Mbamba, BScEng. (Dar), MBA (Nairobi), Licentiate of Philosophy (Umea), PhD (Dar)

D. A. Rwehumbiza, BSc (Dar), BSc (London), MIT (Dar), PhD (Leipzig)

##### *Senior Lecturers*

S.S. Kessy, BA, PGD [Pov. Analy.] (ISS); MBA (Dar), Licentiate of Philosophy (Umea), PhD (Dar)

E. Tumsifu, BSc. (SUA), MIS (Dar), Licentiate of Philosophy (Umea), PhD (Dar)

J. J. Masele, BSc (SUA), MIS (Dar), PGD [MCMIS], (MSM), PhD (Oldenburg)  
G. Salema, BSc (SUA), MBA (Dar), PhD (Molde)  
P.S. Magai, BSc URP (Dar), MIT (Dar), PhD (Dong-A)  
R. Kanani, BCom (Dar) MSc Logistics (MOLDE), PhD (MOLDE)

#### *Lecturers*

J. J. Sanga, BA.Ed, MBA, PhD (Dar)  
T. Dominic, BSc (SUA), MBA (Dar), PhD (Göttingen)  
Y. Simwita BCom, MSc (MOLDE), PhD (MOLDE)  
G. Magova, BCom, MBA (Dar), CPSP (T), PhD (Dar)  
G. Tinali, BCom, MITL (Dar), CPSP (T), PhD (Beijing)  
M. Nkuba, BSc URP (Dar), MBA (Dar), PhD (Oldenburg)

#### *Assistant Lecturers*

\*P. Maro, BCom, MBA (Dar)  
\*V. Wilson, BCom, MBA (Dar)  
\*B. M. Sakita, BCom (Dar), MSc (MOLDE)  
\*B. Tarimo BCom (Dar), MBA (Dar)  
\*E. Majaliwa BCom (Dar)  
\*P. Singogo, BCom (Dar), MSc (MOLDE)  
\*T. Kabudi Bsc (ARU)  
Z. G. Mwakila BA. PSPA (Dar), MA (Dar)

#### *Tutorial Assistants*

A. Livingstone B.Com(Dar)  
\*Study Leave \*\*Secondment

## **Department of Marketing**

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The Department of Marketing offers two undergraduate programmes (Bachelor of Commerce - B.Com, Marketing) and Bachelor of Commerce - B.Com, Tourism and Hospitality Management) and provides courses for UDBS's postgraduate programmes (PhD, MBA, MIT, MIB, MITL, MEED, PGDEED and PGDMF). It has 21 qualified, competent and experienced academic staff. The strength of the Department is in the areas of international trade, international business, tourism, hospitality management, retailing, services marketing and integrated marketing communications. Research and consultancies conducted singly or jointly by members of the Department and collaborating partners from within and outside the country are in a wide range of sectors, such as entrepreneurship and enterprise development, retailing, branding, advocacy, services marketing and customer care, environmental conservation, tourism, international trade and international business. The Department organizes an International Conference on Sustainable Tourism in Developing Countries (ICST-DC) annually. Participants from all over the world are invited to come and participate.

#### **Senior Lecturer and The Head**

R. Suphian, B.Sc. (BE), MIT (Dar), PhD (Busan)

#### **The Department members**

##### **Professor**

W. Anderson, B.Com., MBA (Dar), MTEE., PhD (Balearics)

##### **Associate Professor**

D. Jani, BSc (SUA), MBA (Dar), PhD (Busan)

G. Charles, B.Com. MBA (Dar), Licentiate of Philosophy (Umea), PhD (Dar)

#### **Senior Lecturers**

J. R. M. Philemon, B.Com (Dar), MBA (Makerere), Licentiate of Philosophy (Umea), PhD (Dar)  
O. K. Mbura, B.Com., MBA (Dar), MA (The Hague), Licentiate of Philosophy (Umea), Ph.D (Dar)  
I.S. Allan, B.Com (Dar), MBA (Twente), PhD (Dar)  
D. Philemon B.Com, MBA, PhD (Dar)

#### **Lecturers**

R. Suphian, B.Sc. (BE), MIT (Dar)  
W. Nguni, B.Com (Dar), MITL (MOLDE) Phd  
N.S. Maliva, B.Com (OUT), MBA (Dar)  
P. Kanje, B.Com, MBA (Dar), PhD (Dar)  
F.P. Okangi, B.Sc. BE (Dar), MIT (Dar), PhD (Dar)  
D. Rwehikiza, B.Com, MITL (Dar), PhD (Dar)

#### **Assistant Lecturers**

\*M. Semkunde, BA. Ed, MIT (Dar)  
\*\*F. George, B.Com Tourism Management (Makerere), MSc. Marketing Management (Mzumbe)  
\*B. E. Moshy, B.Com Tourism Management (Makerere), M.A. Tourism Management (Westminster)  
\*P. Maletso BCom (Dar)  
P. N. Kahangwa, BSC, MSc (Dar)  
H. M. Fintan, BBM (Bangalore), MIT (Dar)

\* On study leave \*\* Secondment /On Leave without pay \*\*\*Sabbatical Leave

## **Administrative Staff**

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#### **Senior Administrative Officer**

A. Hussein, Adv. Dipl (ARI), PGDSC (Dar)

#### **Administrative Officer**

D. Bikongoro, BA PSPA (Dar)

#### **Office Management Secretaries**

C. P. Muzale, Adv. Dipl, Dipl. Secretarial Studies (Dar)  
F. A. Mwanemwa, Dipl. Secretarial Studies (Dar)  
C. M. Kambeju, Cert. Secretarial Studies (Dar)  
P. M. Ngole, Dipl. Secretarial Studies (Dar)  
N. M. Silungwe, Dipl. Secretarial Studies (Dar)  
A. Chibwana, Dipl. Secretarial Studies (Tab)  
J. Mbonge

#### **Systems Administrator**

J. Naale Amsi, Bsc (Dar)

#### **Accountants**

A. E. Kapaga, PGD, BA, Adv (Dar)  
E. R. Mwakemwa, Cert. Accountancy (Dar)

**Procurement Officer**

P. Kuhanga, Dipl, BA, ADMA (CBE), CPSP (T), MBA (Mzumbe)

**Library Assistant**

R. C. Cristomus, Dipl.Library (Bagamoyo)

A. L. Mchome , Dipl.Library (Dar)

**Maintenance (Carpentry, Electricity & Water)**

F. B. Soko, Cert.(Dar)

I. M. Twallib, Cert. (Dar)

D. O. Rutavo, STD VII

**Drivers**

C. Matemba, Cert. Advanced Driver II (Dar)

B. N. Mbuya, Cert. Driver II (Dar)

**Clerical Officer**

C. A. Mmbaga, Cert. in Records Management (Dar)

**Office Attendant**

D.Ernest Chale, Cert. Accounting Technician I (Dar)

M. Kapesa, Cert., Dipl in Record Management (Mbeya)

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