**OFFICE OF THE DEPUTY VICE CHANCELLOR, ACADEMIC AFFAIRS**

**RESPONDING TO THE ALLEGED CHARGES OF GROSS MISCONDUCT.**

In May 2023, the Appointments Board initiated charges against me for proceeding on full time study allegedly without authority. The procedures which were followed up to the presentation to the University Council on 26th September 2023 violated Section 55 of the University and Other Tertiary Institutions Act, as amended. There is no evidence which was even presented to the University Council by then against Professor Basheka. This matter has been contested and is pending for court’s determination. I will not therefore raise any response on this matter and neither will my defence touch on the charge of proceeding to study.

**Section 11.6** of the Kabale University HR Manual which is being relied upon to raise charged provides that there should always be a progressive approach to handling discipline and that at all times, the rules of natural justice should apply. My case has not followed the progressive approach as dictated by this section. Secondly, my rights to natural justice have been violated. Natural justice entails two cardinal principles which include:-

1. ***No person can get involved in his or her own cause.*** For my case, I was accused by the Vice Chancellor (VC). Records show that the VC chaired the management meeting which allegedly initiated the disciplinary cases. The records further show that the VC participated in all the deliberations of the Appointments Board where my charges were discussed and a decision made. The VC then attended and fully participated in the discussions of the University Council where a report was allegedly given against the accused. In all these meetings, I have never been given a chance to tell my own story and the ones accusing me have had uninterrupted opportunity to say whatever they have wished.
2. ***Rule against bias.*** This is a cardinal rule and is further entrenched by the provisions of **Article 42** of the 1995 Constitution of the Republic of Uganda. Professor Basheka’s case in so far as it has been discussed has been influenced by total bias as opposed to the facts.
3. **Fair hearing Article 28** of the Constitution also confers the constitutional protection for everybody to be heard before being judged. The Appointments Board decided without the accused presenting his defence. The matter was taken to the University Council and the accused was never accorded fair hearing. The report before Council was presented but without any evidence adduce.

**Section 11.6.1.6** of the Human Resource Manual requires that any disciplinary case must be referred to the Rewards and Sanctions Committee who shall take appropriate action and report to the Secretary who shall then report to Top Management. In my case, the Rewards and Sanctions Committee has not been in place and neither has it provided any report. This constitutes a serious violation of procedures required for handling disciplinary cases.

In matters of gross misconduct which are canvassed by **Section 11.6.2** for which the offence I am being accused of is anchored, the Kabale Human Resource Manual provides that the case shall be referred to the University Secretary. The Secretary shall forward them to the Rewards and Sanctions Committee and will make a report accordingly. All this procedure has to date never been followed.

My employment contract clearly stipulates that it is governed by the Constitution, the Employment Act, the Human Resource Manual and other national laws. The current charges are only referring to the Human Resource Manual and have ignored the national laws and more so the Employment Act which has clear provisions on handling disciplinary cases. This is another example on the blatant violations by the Board against Professor Basheka.

**Section 11.12.2** of the Kabale University Manual provides that the University shall ensure that no one is punished in any way for making a formal complaint/grievance to the University as long as he/she does not directly or indirectly incite other employees into violence. The accused is being charged on some offenses for raising complaints and this also violates this section of the Human Resource Manual.

**Section 6.2.2.4** provides that an employee who proceeds on full-time studies without authority shall be regarded as having abandoned duty in accordance with the provisions of **Section A-O of the Uganda Public Service Standing**. The Tribunal ruled that the standing orders do not apply but the accused is continually being accused of a non-existent offence. If the standing orders do not apply to Kabale University as canvased by the Board, why do they insist on a charge that is contrary to the same standing orders?

It is also the rule that any complaint against a person must be raised within 14 days of its occurrence and all complaints against Professor Basheka have not followed this principle. The Provisions of **S. 55** of the Universities and Other Tertiary Institutions Act have also been violated.

**RESPONDING TO SUBSTANTIVE CHARGES.**

**Abuse of office contrary to Section 11.5.2.(a) of the Kabale University Manual 2022 and Abetting crime Contrary to S.11.5.2.(bb) of the Kabale University Manual, 2022.**

Abuse of office is an offense under the Anti-corruption Act and to sustain this charge, the complainants must meet the following three tests:-

1. Employment in a public body or a company in which the Government has shares.
2. Doing or directing an arbitrary act to be done in abuse of his/her authority.
3. The arbitrary act must be prejudicial to the interests of his/her employer.

The standard of proof needs to be beyond reasonable doubt which means that the evidence against the accused person must be so strong that it leaves only a remote possibility of his or her innocence. The Vice Chancellor’s Report alleges abuse office by myself on a number of grounds and I wish to respond to each of them as hereunder:-

**C-Code Project.**

1. That I wish to state categorically that Professor Basheka has never engaged himself in any gross misconduct regarding the payment of Shs 15,000,000= for the C-code project. This payment has never been made to my knowledge and a claim of ~~of~~ this nature does not exist. As indicated above, abuse of office occurs when something done prejudices the interests of the University. The Centre for Digital Education Project (C-code) where Professor Basheka was the project leader established the e-learning studio which is one of the current flagship achievements of the University. The project has contributed to the image of the University.
2. That the alleged audit report from which the charge emanates was instituted by the University Secretary and the Bursar as an excuse to find a way to frustrate the project and to have this money diverted to their own activities. That Professor Basheka wrote a letter to the University Bursar clarifying the need for payment of the request based on the ~~the~~ report of all activities having been undertaken. The basis of Professor Basheka’s writing was from a report by Dr Phelix Businge who coordinated the training and it is attached as **Annexture 1** for reference. The Vice Chancellor was duly aware of this complaint and evidence of this communication is hereto attached as **Annexture 2.**
3. That the allegation that the activity never took place as alleged from the internal audit report is baseless and only shows how those behind such an accusation have been tirelessly labouring to look for any negative information that would incriminate Professor Basheka but they have miserably failed and they cannot obtain it because Professor Basheka has never been involved in any financial mismanagement throughout his career. The three experts who participated in the training are available to confirm they completed all training and the funder of the project commended the Kabale team. How could he have commended them if they had not participated in the training? Each of the participants have certificates which can be requested to confirm they fully participated. Attached hereto is **Annextures 3 and 4** which further confirms this activity was completed.
4. That the Professor Basheka further presented a detailed performance report to the top management and this included the activities which were implemented and done on the project. Evidence of this information and the actual report itself are attached as **Annexture 5**.
5. That Professor Basheka would like the University Secretary and the University Bursar to provide any proof where the said Shs 15,000,000= was paid at the close of the financial year after they deliberately refused to pay it to the people who were entitled to it. The said money had been specifically requested by the project leader and was never part of the project contract initially agreed upon.
6. That Professor Basheka was being targeted during this requisition because he had questioned the procurement process of engaging the contractor to construct the e-learning studio. The budget had been inflated and the procurement procedure was never followed. The cause of such an accusation against Professor Basheka ~~me~~ was therefore motivated by a need to cover up the illegal procurement of the contractor and the complete disregard of the Public Procurement and Disposal Regulations. Evidence of the irregularity is contained in the email of the Director ICT one Jones Murangira and is hereto attached as **Annexture 6**. The email clearly shows there was collusion in the process of procurement of the provider as the contractor started the construction before the process of procurement could be completed. This was against the law and the tone of the email is clear that has been the practice.
7. That the alleged audit report was presented to management and the issue was cleared after facts were presented. There is need to produce evidence of the Audit and Risk Committee minutes or minutes of Council or the Auditor General where this matter has ever been queried.
8. The Internal Auditor who produced the report never interviewed the Project Leader (the accused) and her interest was only to produce the report as she had been directed to produce a report that tainted my name.

1. That Professor Basheka has never been hostile to Mr Munono or Mr Twesigye as alleged as particulars of this hostility have not been adduced. To the contrary, the two officers have consistently demonstrated unexplained hostility towards the accused because he questioned the irregularities in the procurement of a contractor for the e-learning studio. The Audit report being relied upon is a classic demonstration of how far the two could go to tarnish my good image.
2. That from the facts given above, the actual people who abetted the crime are those who disregarded the procurement rules and procedures by engaging the contractor before the procurement process could be completed. These extend to members of the contracts committee who saw this irregularity done and never raised concern. It is these including the legal officer who should be subjected to disciplinary action.

**On the basis of the above facts and the allegations for abuse of office, there is no evidence adduced that I abused my office in anyway. The charge fails to demonstrate how Professor Basheka’s alleged actions prejudiced the interests of the University.** **To the contrary, all actions promoted the image of the University.**

**Abuse of office on International Conference.**

That it is alleged that Professor Basheka abused office when he used his position, powers and some staff under the Directorate of ICT regarding organizing the International Conference on Governance and Leadership.

1. That Professor Basheka initiated the idea for the international conference as a result of the alarming fall in the University ranking. A conference was the only activity at the time that could quickly return the University to its ranking. This objective has since been achieved notwithstanding the fact the conference was postponed.
2. That organizing an International Conference is one of the academic activities of the DVCAA and one cannot be accused to have abused his office for doing work which he is mandated to do.
3. That further, the International Conference was from the start a joint conference between Mzumbe University in Tanzania and University of Johannesburg as clearly indicated from the conference brochure. Three partner Universities and Kabale University was only selected as a host because of the respect the three partners accorded to Professor Basheka.
4. That when some members of management discovered that the international conference was going to be a success and credit would go to Professor Basheka, efforts were initiated to scatter this dream and this was the genesis of the move to postpone the conference. While they were hiding under the pretext that there was no budget, the University had research funds in the Directorate of Research and Publications. How come the University Bursar and University Secretary found money to pay for the Rukungiri Campus even before this was formally taken? Did the University Council approve that the two officers should start paying Shs 7,000,000= monthly expenses to a facility which does not belong to the University?
5. That it is not abuse of office to have transferred the conference to another partner University when Kabale University indicated unwillingness to host the conference on pretext that there was no budget yet the participants were willing to pay conference fees. The University Bursar deliberately refused to issue invoices for international participants who were willing to pay the conference fees and such would have been enough to ensure the success of the conference. Professor Basheka was informed by Mzumbe University that they effectively hosted the conference using conference fees only without using their University funds. This confirms what Professor Basheka had assured his colleagues about but the intention was only not to allow the conference to take place.
6. That Mzumbe University and Kabale University have been strong partners and this was concretised in a Memorandum of Understanding which is hereto attached as **Annexture 7**. One of the objectives of this MOU is organising joint conferences. The MOU was clearly signed by the VC. **Annexture 8** further shows a report where University management led by the Vice Chancellor on the Initiative of Professor Basheka visited Mzumbe University in Tanzania and agreed on having a joint conference among other activities. The postponement of the conference was instead prejudicial to the interests of Kabale University.
7. That there is substantial evidence that through the initiative of Professor Basheka on this conference, the efforts improved the image of Kabale University and this is confirmed through the improved ranking registered. By August 2022, Kabale University had dropped to 26th Position but by January 2023, the ranking changed to 15th Position and by July 2023 the same had improved further. In terms of Scientific Ranking, Kabale University was ranked number 2 and Professor Basheka was among the top scientists. The ranking data is available to confirm that the external links to the University through conference abstracts and paper submissions contributed the highest element of the ranking.
8. That it is not true that Professor Basheka abused his office by using the staff of ICT to transfer the conference. No staff has been mentioned that could have been used and neither has evidence been given. The facts indicate that the conference in Mzumbe was organized by their ICT team together with another Ugandan who is not a staff of Kabale University. **Annexture 9** is an email from Mzumbe University to Konrad Sanyu who is not a staff of Kabale University to confirm that he was the one in charge of the conference with Mzumbe University and Mzumbe duly facilitated him to travel for the conference. Any staff of Kabale University who attended did so on their wish as this was an academic conference.
9. That it is entirely unfounded to allege that Prof Basheka used some undisclosed members loyal to him to continue operating the website to further the activities of the conference. Who are these staff that are not disclosed and does the University employ other staff who are expected to be disloyal to Professor Basheka? There is no evidence that the conference ever featured on the University website.
10. That the report from the Deputy Chief of ICT is completely untrue and cannot be relied upon to prove an offence of abuse of office against Professor Basheka because it contains only falsehoods. There is evidence that the Director of ICT (one Jones Murangira) actually closed the website for the conference to deny it being featured by Kabale University. He has always led a team of ICT staff o do internal sabotage of the University ranking to deny this credit to Professor Basheka. **Annexture 10** is an email on how Professor Basheka was personally pleading with the Vice Chancellor to have the link to the conference re-opened as it would affect the ranking of the University. It is therefore wrong to allege that Professor Basheka used the conference website for the activities of the conference in Mzumbe University.
11. That I wish to categorically state that the conference was hosted Mzumbe University through ‘easy chair’ conference organizing online facility which is not owned by Kabale University neither does it exist on the University website. Mzumbe University paid for their own licence as the Kabale University website and account for easy chair had been closed by Mr Jones Murangira. That it is also completely unfounded to claim that any staff of Kabale University continued to be involved in the arrangements of the conference.
12. The logo which could have been used during the conference must have been used within the legal framework as the University and Mzumbe had a running MOU. Professor Basheka is not in charge of the usage of the University logo. But in any case, how did the usage of the logo actually put the image of the university in disrepute as alleged? What evidence shows that Professor Basheka directed Mzumbe University to use the logo? How does the University claim credit for the improved ranking yet it does not want to associate its logo with a partner like Mzumbe University which helped in ranking improvement?
13. That the cancellation of the conference had more negative implications to the University and the acceptance by Mzumbe to have hosted the conference was a big name saving venture. Over 300 delegates had applied to attend the conference in Kabale. All these received the cancellation with shock. Some had made conference hotel bookings and they incurred that all because of the selfish interests of some people in Kabale University who worked towards cancellation of the conference.
14. The conference was expected to bring a specific high level delegation from Mzumbe University as per the attached email attached as **Annexture 11**. The cancellation of the event had negative publicity to these partners who had moreover well hosted the Management team of Kabale University when we visited Mzumbe in November 2021. They had been using the conference in May 2023 to have a return visit.
15. That it is not true that Prof Basheka had unilaterally organized the International Conference as alleged, that Basheka put in place a committee chaired by Professor Kaaya without the knowledge of the Vice Chancellor and that of management, and that the conference had not been planned as a university activity. Some of the facts to disprove this allegation are as follows:-
    * 1. The idea to start the conference was conceived after the drastic drop in the University ranking and as a result of the call by the Vice Chancellor in a document attached here as **Annexture 12.**
      2. That Professor Basheka in response to the drastic drop in the ranking conceived the conference and briefed management that this was the only key activity that would revive the ranking. Management had no objection and actually welcomed the initiative.
      3. That in agreement with the idea proposed by Professor Basheka, management authorized the payment of an invoice for the conference organizing international facility. The meeting which approved this was chaired by the Vice Chancellor herself. The said invoice is hereto attached as **Annexture 13.**
      4. That Professor Basheka informed management that a submission link needed to be created and it was agreed that the Directorate of Research would have part of the budget for the conference and the rest would be met by faculties since this was a cross-cutting research activity across cost centres. **Annexture 14** is an email confirming that the Vice Chancellor, the University Secretary, DVCFA and Professor Ayiga is the Director of Research were duly involved.
      5. That on August 30th 2022, Professor Basheka received an invoice for the payment of conference licence. **Annexture 15** is an email that confirms this fact and it is this invoice that was approved by management under the chair of the VC and payment was duly authorised by the University Secretary and University Bursar.
      6. That the Invoice was duly paid through the finance procedures and approved by the University Secretary and Bursar and **Annexture 16** is further proof of an email confirming the Deputy Bursar and Arinaitwe Perpertua were assigned while **Annexture 17**.is an email confirming that the Head of Procurement was involved.
      7. That the conference was first announced to all staff of the University through an email by Professor Basheka. That in response to the announcement of the International Conference, on Monday September 19th 2022, the DVCFA made suggestions on the addition of committees. An email to this effect is attached as **Annexture 18**. It is strange that DVCFA was therefore among the champions of the cancellation of the conference.
      8. That the Management received a report from Prof Basheka about the conference and suggested instituting a university wide committee to be in charge of organizing the conference. **Annexture 19** is evidence that confirms the membership of the conference committee involving all the university units. **Annexture 20** is also an email confirming the DVC FA was in charge of the Budgeting for the conference
      9. That to prove further that the conference was not a unilateral decision of Prof Basheka as alleged, on 28th September 2022, the Vice Chancellor requested Prof Basheka to report about the conference in the said senate meeting.An extract of the senate minutes is hereto attached as **Annexture 21.**
      10. That on 15th November 2022, the local conference organizing committee held its second planning meeting. Evidence to this meeting is hereto attached as **Annexture 22.** The copy of the minutes of the committee contains deliberations from all other subcommittees and its evidence every unit of the University was involved.
      11. That in November 2022 during the 14th Extra ordinary meeting of the University Council, the Vice Chancellor informed the University Council about the International conference. Evidence is this is attached in the draft minutes as **Annexture 23**.
      12. That as further proof that the Vice Chancellor was fully aware that there was an international conference, she refereed a member of the National Council for Higher Education to Professor Basheka to allow him submit an abstract for the conference. An email to this effect is hereto attached as **Annexture 24**.
      13. That as evidenced from another email with the VC as hereto attached as **Annexture 25,** Professor Basheka had a communication with the VC about the conference once again and she was requesting for a progress report and budget for consideration by management.
      14. That subsequent to the request, on January 18th 2023, the conference organizing committee of the University met and deliberated on the status and the budget for the conference. A copy of this communication is hereto attached as **Annexture 26.**
      15. That when Professor Basheka had the unfortunate news of the cancellation of the conference, she called by phone (while at the LDC Mbarara) the VC to seek her support to have the conference online since the reason for the cancellation was apparently ‘lack of the budget. The VC requested for a budget and evidence is contained in **Annexture 27** to confirm that Prof Basheka submitted the same information to the VC as agreed.
      16. That the Vice Chancellor was duly informed that a team of the senior managers of Mzumbe University in Tanzania were to Visit Kabale University to attend the conference and engage in other collaborative activities. She had not raised any objection since this communication. An email communicating this is hereto attached as **Annexture 28.**
      17. That on February 24th 2023, Professor Basheka received an email like any other staff from one Jones Murangira about a circular by the Vice Chancellor cancelling the conference and no alternative date was provided to the delegates and partners. The said email communication is hereto attached as **Annexture 29.**
      18. That contrary to further allegations that Professor Basheka transferred the conference and that it continued to be hosted by Kabale University, **Annexture 30** is an email communication confirming that change of the conference was equally communicated to Professor Basheka by the conference system which was not part of Kabale University and is further proof that Basheka was not part of the organizing committee.
      19. That contrary to the allegations that Professor Basheka disobeyed the Vice Chancellor, the management decisions and the conference organizing committee, all evidence point to the innocence of the accused.
      20. That it is absurd for the Vice Chancellor to accuse Prof Basheka that he continued to use the resources of the University like the logo and website and that Prof Basheka never replied demanding an explanation. **Annexture 30** is an email communication to the Vice Chancellor which confirms that Professor Basheka replied the Vice Chancellor and she was fully aware that Mzumbe University would host the conference.

**From the above facts and evidence adduced, the offence of abuse of office related to the conference cannot be sustainable and no tribunal can rely on mere allegations to convict Professor Basheka. It is therefore malicious and only intended malign Prof Basheka. There is no credible evidence against me.**

**Gross insubordination contrary to section 11.5.2.(o) of the Human Resource manual 2022.**

It is alleged that Prof Basheka was insubordinate and on this allegation, I wish to state as follows:\_

1. That I have never been insubordinate to my supervisor. There is no evidence adduced to prove the allegation that I called her “omukeikuru”. This allegation is therefore unfounded and cannot be used against me for a crime never committed. Those who have peddled lies had their intentions and there is no communication where Professor Basheka has ever addressed the VC as such.
2. That I have never accused the VC of not thinking for herself as alleged and no evidence can be adduced. However, what is clear is that the VC has often written to me on matters where she should have first consulted me to get the correct information because of the influence of my colleagues. **Annexture 31** shows the VC wrote to me accusing me of travelling without authority yet I had officially provided her with ~~with~~ the formal letters. It is clear from the communication by the VC that she had received the complaint from the University Secretary and the University Bursar and was the basis of her writing to me.
3. There is evidence that a number of other communications to me have been engineered by other colleagues for their own selfish ends. The VC in her letter dated attached as **Annexture 32** confirms that she was informed by someone that the conference had continued to take place and she had to write a letter to Professor Basheka. This is not an isolated incidence that confirms that most of other letters and communications in meetings have been engineered by some other people who feed the VC with baseless allegations to achieve their own ends. There is a tendency by a number of people to report their colleagues to the VC as part of the blackmail machine and by all description these are schemers! Why would somebody accuse me of something and no evidence is presented and such rumours are relied upon? I have been accused of several ‘social issues’ as the VC called them when she presented a list of accusations before the meeting with some Council members referred to above. Unfortunately no one has produced any evidence to substantiate the same.
4. That it is completely baseless to allege that Prof Basheka has continued to disrespect the chain of communication. The email referred to was written by Prof Basheka when he was acting Vice Chancellor. That the basis and objective of the communication referred to in the allegation was not insubordination. Calling for good governance and respect for Council in preparing for a meeting can never constitute an element of insubordination.
5. That it is not true that the VC has not been aware of my complaint against the University Secretary and other officers. On 26th July 2022, the meeting between Prof Basheka, Prof Kwesiga, Dr Madra, Mr Henry Turyagyenda and the Chairperson of Council and the subsequent meeting were used to raise the concerns. Professor Basheka has raised the same concerns to the Vice Chancellor. The recent concern relates to my removal from emails of the appointments Board, Finance and Procurement Committee and the Infrastructure Committee. A letter complaining to the VC is hereto attached as **Annexture 33.**
6. That I have never reported the Vice Chancellor to the Chancellor or the Chair of the University Council. That I have only appealed to the Chancellor and the Chairperson for their intervention in the spirit of the broader interests of the University. The Chancellor approved the request to meet him. That Professor Basheka has never visited the Chancellor twice as alleged unless the time when Basheka was requested to drop the Chancellor’s Christmas gift is in issue.
7. That all the allegations against me are a clear example of bias against the person of Professor Basheka. That while other officers have continued to talk ill against him in all places of government, and among members of Council where they maliciously make baseless allegations every time that by talking ill against the person of Professor Basheka, when Basheka talks to any member ~~member~~ of Council or Chancellor, it then constitutes insubordination! This is not correct. Malicious statements have been given against Professor Basheka and the same people should accept that they are also not immune from being complained about.
8. That the constant accusations by the appointments Board against Professor Basheka constitute administrative harassment.
9. That all letters I have written to the people I supervise have been done within my scope of work and these are based on complaints received. That a letter Professor Basheka wrote to professor Ayiga was in response to management meeting and resolution. **Annexture 34** confirms this matter was decided by management and the VC at all material times has been aware of this issue and cannot claim the matter has never been brought to her attention.
10. That the VC is personally aware of the non-functioning of the Directorate of Research and Publications because of the leadership gap in the Directorate.
11. That as an officer of the University, Professor Basheka has entitlements and travel expenses are supposed to be catered for by the University like it is done for all other officers. That the format of claim was given to me by the University Secretary and one wonders why it is only emerging now that Prof Basheka has raised concerns. Why is it only Professor Basheka being subjected to every rule when it concerns his travel? That Professor Basheka has been personally using his vehicle to transact official work is a fact and all the sample requisitions alleged have not been paid for and neither do not break any law. The University Secretary and University Bursar have continued to abuse their offices and demonstrated bias towards Prof Basheka. I challenge those accusing me to produce evidence comparing what has been paid to Professor Basheka and all other officers regarding travel expenses. While others officers use the University vehicles and allowances even for personal activities, it is only considered immoral and an abuse of office when the DVCAA requests for facilitation to travel to Kampala.
12. That Professor Basheka has indeed been suspicious of his colleague's motive and his safety has been the primary consideration. That it is not true that professor Basheka unilaterally changed the keys to his office because of suspicion. The keys were lost and the office was accessible by the acting DVCAA Prof Caleb Tamwesigire even when Professor Basheka was absent. It is thus not true that the public office has not been inaccessible. The key was kept by Joy Nankunda who is the PA to the Vice Chancellor as Professor Basheka had been deliberately denied an Administrative Assistant.
13. That Professor Basheka’s Administrative Assistant was transferred 10 days after the DVCAA went to LDC and an attempt to force an administrator of their own making was refused for the safety of the DVCAA. Why should the VC, University Secretary, Deputy University Secretary, Academic Registrar, the University Bursar etc get administrators of their own choice but want to force secretaries/ Administrative assistants of their own choice on the two DVCs? Secondly, the DVCAA is entitled to a driver of his choice and the attempt to force a driver of their choice on him risked his security. That there is no evidence of any appeal to the Appointments Board and the DVCAA has continued to drive himself for his personal security due to the failure of the University to provide him a driver of his own choice.
14. That Professor Basheka has never refused to obey the resolutions of Council and other members. To the contrary, it is the officers who have continued to make the work of DVCAA difficult and then go ahead to report the DVCAA to the VC and other members of Council and other government officials. Why should the DVCAA be denied access to any financial information relating to authorization of payments on expenditure relating to the Academic Registrars Department, the Directorate of Research and Publications and the Directorate of graduate training which departments are under his supervision?
15. That Professor Basheka has consistently executed his work effectively and always contributes effectively in meetings where his input is required. That teamwork has been disregarded as management is considered to be a preserve of few and the rest have no say.
16. That the members who have been fighting Professor Basheka have always maliciously relied on the due diligence report which had no basis. There is no single truth in any such allegation and in case the Board is desirous to prove me wrong, that report should be produced and Basheka will disprove every allegation. Why are they not referring to the negative due diligence report against the University Secretary? Why is it that it is only the case of Professor Basheka where reference continues to be based on such due diligence report? Just as the officers of the University had built their careers and they need protection, Professor Basheka has also built his career and does not deserve to be maliciously accused while he executes the mandate of his office. That Professor Basheka has exercised the highest level of humanness to his colleagues but their intention is always to see negativity for the reasons best known to themselves. Does it in any way imply that Professor Basheka should respect other officers, but when other officers even junior to Professor Basheka continue to undermine him in the execution of his work. **Annexture 35** is a classic example of how the Academic Registrar continues to disrespect the DVCAA even on matters related to his core mandate.
17. That it is not correct for the Vice Chancellor to allege that appraising Professor Basheka has been very difficult. Professor Basheka and his colleague the DVCFA were never given performance targets by the VC as was stated in the letters of Appointment from the beginning. An email attached as **Annexture 36** confirms that Professor Basheka requested the VC for a performance agreement standards. An email dated July 2021 further confirms that both the two DVCs were never ~~not~~ given any performance targets. On 10th August 2021, Professor Basheka submitted his performance appraisal form to the VC and this was duly acknowledged as per **Annexture 37**. On July 1st 2022, Professor Basheka was requested by the VC for his performance appraisal which was submitted as per **Annexture 38.** This was when the VC was in an angry mood that she did one performance appraisal after writing to me several letters of accusations. Such a performance appraisal cannot therefore be considered fair and genuine. To allege therefore that Professor Basheka has not been appraised is never due to his failure to provide the performance appraisal forms to the supervisor.
18. That I wish to further stated that it is absolutely wrong for the VC to accuse Professor Basheka for having failed to appraisee staff under his supervision as alleged contrary to the facts on ground. The allegation contains names of such people. It has been apparent that my supervisor prefers that Deans should report to her directly and this has continued to undermine the authority of the DVCAA. The Director of Research and Publications, the Director of Graduate Training no longer reports to the DVCAA and prefer to report to the VC and it is from here that they have continued to peddle rumours against the person of DVCAA. The reason for the VC appraising the deans is further explained in **Annexture 39.** Professor Basheka was on leave and could not continue to appraise staff who were during the period under the supervision of the Acting DVCAA.

**From the above responses, it is again very clear that all the allegations and charges are trumped up and only intended to undermine the good name of Professor Basheka.**

**Acts likely to disrupt the proper management and progress of the University contrary to Section 11.5.2(m) of the Kabale University Human Resource Manual 2022.**

Whereas this charge presupposes that the accused is not expected to offer any criticism or advice on how the systems for examinations should be handled, to the contrary, all the offenses I am being accused of have been for the good of the University. I wish to respond to each of these the allegations under this charge as follows:-

1. That it is not true that Professor Basheka acts as if there were no systems before he joined Kabale University. What is undisputed is the ~~the~~ fact that people in the Academic Registrar’s department do not want to have any reforms as they believe that what they have always done is the best! This accusation touches on the core mandate of the office of the DVCAA and the facts overwhelmingly indicate that Kabale University has had serious challenges in the management of examinations results. There are comprehensive Senate reports that confirm a number of anomalies in the management of results and these cannot be protected by any university worth its integrity. Professor Tumwine (Dean School of Medicine) in the recent Senate meeting made an appeal that the University could no longer keep silent on rampant change of marks and his appeal was ignored. Why is it that it is only Jones Murangira and Benon Kwikiriza who attempted to suggest there was no problem?
2. That it is inconceivable to allege that an administrative circular issued by Professor Basheka and solely intended to improve the management of examinations of the University can turn out to be against the interests of the same University. The said circular is hereto attached as **Annexture 40**. The Academic Registrar has been issuing a number of circulars which do not go to Senate for approval first. The VC has issued circulars herself which do not seek the approval of Senate and Council first. Why should a circular by the DVCAA be subjected to Senate approval? What provision was broken by this circular?Is such a circular anything that Professor Basheka should be accused of as contributing to likely to disrupt the proper management of the University?.
3. That the circular in issue was not in contravention of any Senate rules and regulations. This circular has worked to improve the systems for management of examination results in the University. The VC was never opposed to this circular as evidenced in **Annexture 41.** The staff of theAR department equally never contested as evidenced in **Annexture 42**. The only raise it now as an issue because they have a personal grudge about Prof Basheka for always standing up to them regarding mismanagement of the examinations processes.
4. The circular by all measure had a gaol to protect the integrity of the examination results. It was done after two Senate recommended independent investigations that identified several irregularities in the AIMS system which was purely under the control of the ICT unit and this system was a danger to the integrity of results. Professor Basheka should be commended for now instituting a system for Senate approval of results instead of receiving such accusations.
5. That contrary to the allegations that Professor Basheka has failed to work with fellow officers and senior staff of the university as alleged, the facts confirm it is the listed officers and senior staff who have misused their officers by continuously undermining the office of the DVCAA.
6. That on 26th July 2022, during the meeting with the Chair of Council, Vice Chairperson of Council, Chair Appointments Board and the Vice Chancellor, Professor Basheka raised substantive grievances of constant interference in the work of my office. The meeting agreed on resolving the matters but the officers never changed to address the issues and expected Professor Basheka to be the one to change as being alleged. The officers continued their mistreatment of the DVCAA and denial of useful information critical for the performance of his job. Professor Basheka by appointment is the head of the Directorate of Academic affairs and none of the said officers have such a mandate. Notwithstanding the agreed positions in the meeting with Council chair and other members, I have continuously been denied access to information. I demonstrate some explanations as here under:-
   1. The DVCAA has been systematically excluded from any financial transactions regarding the activities in the Academic Registrar’s department. The finance meetings which are alleged to be the source of this information do not contain any. Why should the DVCAA not be involved in the processes of implementing the budget? How does DVCAA execute his oversight role without critical performance. Why should the VC accuse professor Basheka and ignore this important reality why the conditions never changed. What do these officers hide that they do not want Prof Basheka to see?
   2. The DVCAA chairs the Board of the Directorate of Research and Publications. However, any decisions concerning finances from this directorate are never channelled through the Office of DVCAA. How does he ensure that what is planned is actually what is paid for? Of late, the above officers have made the director untouchable and he no longer works and the VC is aware of this fact. But when the VC communicates to him in line of duty, the officer runs to the officers mentioned for blackmail.
   3. The DVCAA chairs the Board of the Directorate of Graduate Training and is expected to have access to all financial dealings of the Directorate. Why should it be regarded as classified information for the DVCAA to have this decision. Why should Dr Denis Ssekiwu Make all decisions relating to expenditures of graduate funds without involving the Board of Graduate studies and the chair? The reason is because the officers in charge of finances have given him assurances that he is untouchable.
   4. The DVCAA requires financial information from the Bursar’s office to guide decision making. Students who sit for examinations without payment of fees have been previously the major interest of the DVCAA. Why should it be treated as unnecessary to be availed information on request?
7. That it is not correct to allege that Professor Basheka only looks for faults in management and other members. To the contrary, Professor Basheka is concerned with better management and governance which other officers apparently do no subscribe to. They have a tendency to always report any activities of Professor Basheka to the VC in a negative light to achieve their selfish interests. That Professor Basheka comes on the fore when this is mismanagement of academic professors. **Annexture 43 is** hereto attached as proof that Prof Basheka issued a circular giving guidance on handling the graduation lists and results for June 2023 because the graduation list was being mishandled. There is no way a graduation list could have been prepared without approval of results. **Annexture 44** is an email from Linda Wandera in charge of Examinations who confirmed that Senate had not passed examination results and there was no way a graduation list could be prepared.
8. Professor Basheka writes to the responsible officers whenever there is a complaint. **Annexture 45** is evidence that Professor Basheka wrote to the Academic Registrar because of a complaint that had been raised by the Faculty of Engineering for failure to be availed examination materials during the current examinations for December 2023. **Annexture 46** is the response by the Academic Registrar and his arrogance to the DVCAA is clearly visible in the letter. **Annexture 47** is a letter from the Dean of the faculty confirming the AR’s department had the budget for examination materials. Why does the AR believe therefore that he should never be guided by the DVCAA on any matter? The AR has been made to behave as if he is the supervisor of DVCAA!
9. That the DVCAA has been exerting pressure on the Academic Registrar’s department to minimize the constant irregularities reported in that office concerning student results. Below is an illustrate of only some examples to illustrate why the Academic Registrar’s department is against the DVCAA:-
10. That in march 2021, two students were found to have irregularly tampered with the results system of the University where they awarded themselves marks. This was investigated and culprits identified in the Academic Registrar’s department. No action to date has been taken against them. Evidence of this incident is attached hereto as **Annexture 48**
11. That in November 2021, the DVCAA found irregularities in the number of students who did special examinations and a number of these had not been authorised by Senate and faculties had not recommended them for the same. Investigations proved that Academic Registrar’s department was the one that added names without authority of Senate and faculties. Evidence of the magnitude of the problem and the likely financial implication of this action is attached as **Annexture 49.** The VC was fully briefed about this anomaly but nothing was done.
12. That the Academic Registrar’s office together with ICT unit without approval recruited interns to work in the ICT unit and gave them access to the results of other students. It is a fact that a number of these interns are the ones who have been found involved in examination irregularities. Evidence of this is attached as **Annexture 50.** The two interns who changed their results were part of these interns. Investigations to determine how a number of these interns ended up on some scholarships have always been circumvented. The VC is aware of this matter as the DVCAA brought it to her attention but the culprits were shielded as usual.
13. That the ICT used the process of migration of results from the old system to the new system by creating strange identification numbers which could not tell which student belonged to which academic programme. Investigations have proved most of the malpractice cases have used these strange numbers and the matter has reached Senate but culprits involved are never punished. The VC as the chair of Senate ~~ate~~ has fully been informed about this fact. All members of ICT that were involved remain in charge and some have since been promoted by the Appointments Board.
14. That some other staff who have been variously reported in various investigations for a number of irregularities have remained uninterrupted in their jobs and a number of these have also been promoted. This is rewarding impunity! The VC chaired the investigation meeting of students who were entered on the graduation list without following the procedures and saw all culprits were pointing to the people who did this and they have been ignored. The Appointments Board has since been convinced to promote all these staff and a number have been assigned jobs of Assistant Registrars to be at the heart of results in faculties!
15. That in a number of cases some complaints raised and do not get to the attention of DVCAA. The selected staff of the Academic Registrar’s department work backwards with some Deans and HODs to correct the record and present the situation as having been normal. As an example, during investigations, the Faculty of Arts and Social Sciences did not have a record of one Musimenta Collins until the investigations. **Annexture 51** is evidence from the Dean to this effect but the matter was later handled and cleared.
16. That the Academic Registrar’s office is expected to ensure students get their Identity cards on time as each student pays for this service and it is such IDs that confirm the number of actual students the University has for a particular level. To the contrary, the issuance of IDs has remained a problem and this matter has been regularly brought to the attention of VC and top management. **Annexture 52** is an audit report which confirms the magnitude of this problem. Some students have complained they even leave their courses without ever getting identity cards.
17. That the Vice Chancellor has personally found problems in the Academic Registrar’s department and has made it known and it cannot be true therefore to accuse the DVCAA that he complains of challenges in Academic Registrar's Department. Evidence of this is attached as **Annexture 53.**
18. That all attempts to penalize the staff who have been reported in examination irregularities have been prevented for fear of the said staff exposing the racket. **Annexture 54** is a WhatsApp communication from an officer in the ICT unit who had been interdicted by the University due to examination irregularities but no action has to date been taken against him because he was protected by the University Secretary.
19. That the University has investigated a number of examination irregularities and instead of punishing the culprits, the people involved remain protected. **Annexture 55** is a report which had investigated one Raybrooks Ampaire who was in charge of the results system of the University. The officer was investigated by management through the DVCAA but at the time of his prosecution, the legal officer with the support of the University Secretary protected the accused person and to-date he remains again in the ICT services unit where examination results are controlled through the AIMS system.
20. That in April 2022, the DVCAA working with the VC launched a committee to investigate problems in the management of results. To date, the report was shelved after discussions and findings revealed that would implicate the Deputy Academic Registrar whose contract was being proposed even having reached the age of 66 years. The change of the age for administrators in the Human Resource manual was targeting such individuals. The email Professor Basheka wrote to the University Council that he is now being accused of was intended to prevent this person from having his contract renewed. All recommendations from investigations on irregularities have not been implemented and all such attempts are prevented through blackmailing the DVCAA.
21. That on 9th May 2022, a report about students who irregularly graduated in error at the 5th graduation held on 28th May 2021 was presented. Management interviewed all the culprits who were involved and no further action has been taken against the mentioned staff. A number of these people have been promoted to be Assistant Registrar’s as if they were rewarded for the good job done by people protecting them.
22. That while the Academic registrar’s office attempted to work towards correcting the errors backwards of the names of those who were entered on graduation in error and uses such information to suggest the complaint was not valid, the findings were clear that Senate regulations had been flouted putting names on the graduation list. The people who supervised this exercise are known but nobody wants to handle them as per the existing policy.
23. That the DVCAA has not been accusing the Academic Registrar irregularly concerning graduating students. A number of medical students who had completed their studies without paying all the required fees were detected by the DVCAA as their names were being submitted to Ministry of Health for deployment as Interns. The attempt to recall the degree of one Nizeyimana Richard (17/A/BSCED/1728/R) who had irregularly graduated was fiercely contested by people in Senate. He had irregularly graduated on 28th May 2021. Evidence of a report from the Dean of the Faculty to this effect is hereto attached as **Annexture 56**. The said student appeared before the Examinations Committee and testified that also did not know how his name was put on the graduation list yet he had a retake. He testified that someone only invited him to graduate and this said officer is known but no action has been taken against him.
24. The case of Nzima Godfrey also sheds light on how students have always found their names on graduation lists. **Annexture 57** is a report from the acting dean who confirmed that his submitted list did not contain this student as he had a retake? How did he find his name on the graduation list without the faculty approval? This problem has been real and even concluded cases help strengthen the integrity of the University.
25. That it is not true that Professor Basheka works so hard to find fault in everybody in management. Professor Basheka only complains against officers who abuse their offices to undermine the same University employing them. I give some examples some officers mentioned by the VCs allegations against Professor Basheka.

**The Deputy Academic Registrar.**

1. The name of Benon Kwikiriza (Deputy Academic Registrar-Examinations) has appeared in every examination irregularity investigated and to blame Professor Basheka is only diversionary. His name was involved in the procurement of wrong examination answer booklets and Senate made this finding. His name was involved in the student (**one called Mukanoheri**) who went out of the examination room with an answer booklet and only returned after two hours and her booklet was entered in the envelope. His name was involved in the disappearance of evidence that was raised during the investigation of the Nigerian staff. His name was involved significantly in the irregularities concerning the migration of results. His name was heavily involved in the case of two students who changed their results and one female student gave documentary evidence that the said Kwikiriza cleared her to do examinations without payment of fees. His name was involved in the irregular inclusion of names on the graduation list. His name was involved in the investigations for the leakage of computer applications examinations. Surely, all these cannot be blamed on Professor Basheka!
2. The complaint against Benon Kwikiriza on facilitating a female student originated from a whistle blower who saw the evidence as contained in the email which is hereto attached as **Annexture 58**. The DVCAA only did his work by bringing the matter to the VC, the Academic Registrar and requested for an investigation. Management put up a committee and the report was presented to management with gaps but in the interest of reconciliation as confirmed in the minutes, the matter was concluded at that level. It is therefore to turn around and accuse the DVCAA that this is an act likely to disrupt the proper management and progress of the University.

**Dr Denis Ssekiwu.**

The DVCAA chairs the Board of Directorate of graduate training and Dr Denis Ssekiwu is responsible to the DVCAA as per his appointment. He is the secretary of the Board of Graduate studies and cannot therefore chair the said Board. Concerns against this officer relate to only some of the following matters:-

1. The genesis of the complaint against Denis Ssekiwu was initiated by the Faculty of Economics and Management Sciences. Evidence to this is attached as **Annexture 59.**
2. The DVCAA on November 30th 2022 received a concern about a problem concerning about PhD students who did not want to sit an examination because Dr Denis Ssekiwu had not taught them. This matter was brought to the attention of the Dean and the VC was informed. Evidence of this is contained in **Annexture 60.**
3. On 6th December 2022, the Dean Faculty of Economics and Management Sciences shared a report on the communication that he had made with Dr Denis Ssekiwu and how he had refused to comply. Evidence of this is attached as **Annexture 61.**
4. That in January 2023, the Board of Graduate training received a report and defence by Dr Denis Ssekiwu and the VC attended this meeting. It was clear that Dr Ssekiwu was in fault and the VC was vehemently of the view that the said officer should be punished. Prof Basheka convinced the meeting that Dr Denis Ssekiwu should be allowed to teach the missed course and then give coursework to the concerned PhD students and then submit a report which would be used by DVCAA to write to Chair Senate to approve results. This report was never done and it was the basis of my letter **Annexture 62**.
5. That from the Response by Dr Ssekiwu which he authored and preferred to copy to officers who were not initially involved in the communication, he personally does not in any way deny the complaints and accusations against him. He is therefore only being used by the Academic Registrar to raise a mere complaint against the person of Professor Basheka that has no basis.
6. That it is again a fact that Dr Ssekiwu irregularly chaired the Board of Graduate Studies where he is only the secretary of the Board. The Acting DVCAA in his handover note clearly communicated to Professor Basheka on return to office in August 2023 indicated he had not been invited to chair any Graduate Board meeting. On inquiry, the DVCAA found the said Director had been the one chairing the Board to evade accountability. This was the basis of my letter dated hereto attached as **Annexture 63.** This also therefore cannot sustain a charge against the DVCAA.
7. The Board of Graduate Training approved results for submission to Senate. Dr Denis Ssekiwu to-date has failed to present the said Master’s students’ results to two Senate meetings since August 2023. The students are disadvantaged and the VC was informed about this anomaly. It is such actions that should be penalized rather than attempting to label accusations against the DVCAA without any valid justification.

**Mr Munono Baryantuma Johnson.**

That Professor Basheka during the meeting with the Chair of Council, Vice Chairperson, Chair Appointments Board and the Vice Chancellor raised a number of issues against Mr Munono in as afar as interference in the work of DVCAA was concerned.

1. That Mr Munono has continuously moved to different members of Council, Management and staff accusing Professor Basheka and even working with Professor Baryamureeba to level unfounded accusations against the DVCAA.
2. That he has always interfered with every effort in streamlining the management of results by the DVCAA and one wonders what his interests are since his job description does not include handling academic matters. Of late he has used the legal officer to frustrate a number of initiatives like the academic short courses policy, the operationalisation of the Faculty of Law, the signing of a number of MOUs with Partners initiated by Professor Basheka and the handling of project funds.
3. That he directed the finance department not to provide any information requested by the DVCAA on fees defaulters and those who have done examinations without payment of fees. This was after the DVCAA started raising discrepancies in fees payment by a number of students. Evidence of this first appeared in the University Bursars reported dated 10th January 2022 hereto attached as **Annexture 64.** Among other serious anomalies, this report identified over 120 students whose strange numbers have been involved in examination malpractices at all times did not have registration numbers in AIMS system. Some students were found to have no fees structures attached to their portals.
4. That he increased his hostility when again on 27th April 2022, the DVCAA during the meeting raised comments that some students who had been allowed to do special examinations by the Academic Registrar’s Department had paid fees only after this matter was raised. The said report is hereto attached as **Annexture 65.** In this report, 16 students had not paid at the time of verification by the Bursar, 8 students could not be traced in the system and 40 students had wrong details. It is such wrong details which have been used by ICT department to enable some of these students even graduate without paying fees to the University.
5. That in this said report above, there were two strange medical students who had never paid a single fees to the University. These were Keri Ivan (16/A/MBCHB/0748F) and one Nuwemuhwezi Isaac (16/A/MBCHB/0766/F). There were also other students who had strange issues that point to how the system has been used by ICT department to mismanage student results. One student Ninsima Racheal had her registration number belonging instead to Atukunda Emily. One other student Mwijukye Gilbert instead is the one who had the registration number for Ninsima Rachel. Basalitwa Ashim had registration number for Dramadri Simon and had not enrolled in the system. Niwenyesiga Pidson had a registration number for one Tumwekwase Medard. What interest did the University Secretary have in a report which had revealed information pointing to students who had not paid but increased hostility against the DVCAA?
6. That the level of hatred for Professor Basheka by the said officer scaled up when on 11th April 2022, the committee which had been instituted to verify the migration of results from the old ARIMs system to the new AIMS system submitted its report. The report had incriminating evidence against the ICT people including the one Raybrooks Ampaire whom the University Secretary had been protecting.
7. The report also identified several irregularities that pointed to the involvement of the Academic Registrar’s staff. For example a one Twinobusingye Davis (2018/A/KIT/0425/F) had sat for a retake in BIT 112. The results in ARIMS indicated he had scored 43% but the mark for the same unit was found to be 81% in the ~~the~~ new system even when this was a retake. Several students in the School of Medicine had their marks strangely changed from retake to a pass mark for various courses. One student who had been ~~been~~ found to have at one examination meeting gone out of the examination room with an answer booklet and returned it after two hours and handed it to the Deputy Academic Registrar (one Benon Kwikiriza) had her marks for Economics 1102 which were not in ARIMS system entered in AIMS as 63%. Her marks for Linear Algebra which were 41 % in the old system had her marks increased to 58%. This is one student with fake registration numbers who has appeared in every examination malpractice identified but he is always shielded. One other student Bamwine Derrick (20180364) again with a strange number had been recommended by the committee to be invited to the ARs office in the presence of the lecturer one Dr Akena Francis to explain how his mark for EDC 112 changed from 39% which was a retake to 67% yet he never sat for this retake.
8. The identification of the above anomalies by the DVCAA increased hostility by the University secretary towards Professor Basheka and he personally started mobilize the Academic Registrar, the Deputy Academic Registrar, the Director ICT and some other staff to embark on a campaign to discredit me that all these anomalies were being identified to fight the VC! This is a project they have worked on for almost over a year. They have gone to the Chair of the Appointments Board, to the Chairperson of Council and other members blackmailing the person of Professor Basheka.
9. That it is part of this agenda which resulted in Professor Basheka being invited to meet the Chairperson of Council, the Vice Chairperson of the University Council, the Chair Appointments Board, and the Vice Chancellor. The story at this time had changed and several allegations had been given to the Vice Chancellor against Professor Basheka. But the genesis of all this was a plan to malign Professor Basheka because he had identified several irregularities that affected their friends in the University and students whom they were protecting.
10. That he has worked to dismantle the e-learning Unit which was one of the key critical units. Through the Director ICT, they have worked to transfer almost all staff who had been recruited to run the Unit. At the same time, the University Secretary ensures no replacement of such staff is done but is able to convince the Appointments Board to recruit Assistant ICT officers to run computer labs which are non-existent. How can the Board accept to recruit over 10 Assistant ICT officers when some faculties are complaining of lack of teaching staff?
11. That he has worked with the Director of Research and Publications not to channel any information related to research funds through the DVCAA. This is the same strategy he has done to ensure Dr Denis Ssekiwu does not report to the DVCAA and the funds for all postgraduate expenditures are equally processed excluding the DVCAA who chairs the Boards of these Directorates and supervisors the same units. The University Secretary together with the Bursar have intentionally refused to provide postgraduate funds and as a result the two quarters have ended without this money.
12. That the ~~the~~ University Secretary through the University Bursar received complaints of students on 26th September 2023 which had a number of academic related complaints by students and concealed them from the DVCAA. These matters were the cause of the student strike which was prevented after the DVCAA met the student coordinators and ~~and~~ briefed the Vice Chancellor about the impending strike.
13. That the University Secretary takes personal grudge against Professor Basheka whenever a complaint is raised against the people in the Academic Registrar’s department. That the University Secretary shielded the prosecution of Raybrooks Ampaire who was involved in examination irregularities and still wants to place him in the ICT unit.
14. That the University Secretary has continuously overseen the irregularities in the process of recruitment and when a matter related to such is raised by Professor Basheka, the University Secretary takes personal offence against the DVCAA. One classic example is the recruitment of one Deus Ahimbisibwe who had been accused of changing students on graduation list. His recruitment has gone in so many decisions by the Board and in a period of less than two years he has been changed in ranks for more than 4 times. An example of one such letter about the said person is hereto attached as **Annexture 66**. I invite the Appointments Board to check the decisions they have made on this person in the last two years and confirm why the University Secretary makes it a hobby to blackmail the person of Professor Basheka.
15. The University Secretary has worked to ensure it is only staff in his unit or those from other units that protect his interests who are considered for re-designation after the new Public Service Structure. Why should the Appointments Board rush to discipline Professor Basheka on trumped up charges and disregard some of these serious gross misconduct by other officers?
16. The University Secretary has accused Professor Basheka that he was responsible for the recruitment of some e-learning staff who did not have Master’s degrees but were officers. Why does he keep silent about the case of one Judith Ahimbisibwe (the Legal Officer) whom the University Secretary personally recruited at an officer scale when she did not have a Master’s degree? The same officer has been used to fight Professor Basheka for allegedly proceeding for study without authority yet she completed a two-year Master’s degree that was not purely online as she purports without authority but the Board wants to believe her when it comes to Professor Basheka.
17. That it is not true that Professor Basheka has ever incited students to strike by unilaterally and without management knowledge creating a Google link encouraging students to lodge their complaints. To the contrary, this effort was able to solve the longstanding student complaints and it was originated because of the petition submitted to Senate from a student leader from the Faculty of Education dated 22nd August 2021 among other complaints. Evidence of this petition is here to attached as **Annexture 67.** The Academic Registrar and all other members were part of Senate so they cannot claim they were not aware of the complaint origin. I also wish to further respond as follows:-
    1. The former Guild President raised a matter to DVCAA about the student missing results. The DVCAA had a meeting with the Academic Registrar and agreed that students file their complaints. A google link was agreed to be created for this effect and ICT unit created this link to be used by the students.
    2. That the result of this Google link generated for example 90 student complaints from the faculty of education alone. Evidence of the communication from the Guild President regarding this matter is attached as **Annexture 68.**
    3. That on October 4th 2021, the Academic Registrar shared with the DVCAA and VC an email and it is here where among other he was raising the concern of involving the Guild President. Evidence of this email is attached as **Annexture 69**. Was the issue not to address the student complaints?
    4. That the Academic Registrar’s office subsequently wrote to all Deans concerned and each of the student’s complaints were handled by respective faculties. Why should Professor Basheka then be accused of acts likely to affect the proper management of the University? Does it mean having solved such a fundamental problem that protected the integrity of the examinations of the University is detrimental to the University or some selfish individuals?
18. That Professor Basheka has ever used the staff of ICT to perform activities even out of station without the Knowledge of the Director ICT; their supervisor. This is baseless as no such staff have been given or evidence adduced on which activities Professor Basheka engaged the staff in. This is a usual attempt by the Director of ICT to fault Prof Basheka for his own failures. The Director has presided over all the irregularities identified in the results system and he has worked to blackmail Professor Basheka because he is covering for these irregularities.
19. That it is completely not true that Professor Basheka has continued to write to the Deans about postgraduate funds. The facts on this matter are as below:-
20. That on 28th August 2023, Dr Denis Ssekiwu wrote to Deans about the budget allocations for faculties to cater for postgraduate stuent activities. Evidence of this circular is hereto attached as **Annexture 70.**
21. That on September 28th 2023, the DVCAA while replying to a complaint by the Dean Faculty of Economics and Dean Faculty of Arts communicated to Dr Denis Ssekiwu about a complaint deans of faculty had raised about failure to get postgraduate funds for the 1st quarter. DVCAA requested the Director to engage the other Deans and to ensure the Board of Graduate Training was involved. Evidence of this email is hereto attached as **Annexture 71.** Dr Denis Ssekiwu never replied the letter by DVCAA and to-date he has never called for a Graduate Board meeting.
22. That on 1st November 2023, the Dean Faculty of Arts and Social Sciences wrote an email to all Deans and members of management who had attended the finance committee meeting about the handling of postgraduate funds. Evidence of this email is hereto attached as **Annexture 72.**
23. That on 5th December 2023, the Dean of Faculty of Economics and Management Sciences sent an email to Professor Basheka regarding the appropriation and accountability for Quarter 1 of this financial year. The email was copied to various Deans and is hereto attached as **Annexture 70.**
24. That during the budgeting meeting chaired by the DVCFA which Professor Basheka never attended, a complaint was against raised by the Deans about the usage of postgraduate funds.
25. That it is therefore wrong to accuse Professor Basheka for such a matter. Why should any matter involving funds raise concern? Is the budget not approved to implement the activities for which it was approved? Where does money for such activities for two quarters go yet student activities are not being undertaken?
26. That Professor Basheka has never refused to appraise some staff as alleged. There was a substantive acting DVCAA who should have done the appraisal as Basheka does not carry his office even when he is on leave. **Annexture 73** confirms the acting DVCAA was in charge of the office and I could not be expected to appraise the staff. There is no evidence that any staff has complained against my appraisal. The email raised for Dr Akena relates to old performance appraisal and the former Administrative Assistant for the DVCAA as indicated in the email correspondence could not retrieve the performance appraisal by the said Dr Akena. Dr Akena seemed to have submitted his appraisal late when all others had been completed and Professor Basheka could not backdate his appraisal.

**Acts or omissions that bring the image of the University into disrepute contrary to section 11.4.1.(f) of the Human Resource Manual 2022.**

1. That I have indicated above with sufficient evidence that the conference was not postponed by myself. I have also indicated the conference significantly contributed to the ranking of the University and no image of the University was affected. This accusation therefore does not hold any water.
2. There is no evidence to show that I threatened to petition the IGG when the contract of Benon Kwikiriza would be renewed. The accusation is therefore unfounded and malicious and should be rejected. Professor Basheka has only complained against Mr Kwikiriza because of the problems in examinations and he has never had a personal grudge with him. I have indicated with sufficient detail above how this officer has been involved in all types of examination irregularities and how Professor Basheka is being fought by a team of officers because of his stand on irregularities.
3. That Professor Basheka has never petitioned the IGG as alleged and the alleged cause of the money cannot be visited on an innocent person. There is no evidence connecting Professor Basheka to the petitioning of the IGG and my response is limited. The charges against the person of Professor Basheka by the Appointments Board contrary to the facts why officers are labelling accusations against Professor Basheka constitute nothing but administrative harassment of an innocent officer.
4. That the email which Professor Basheka wrote to the Vice Chancellor was clear and it should not be twisted to make blame to an innocent person. How could Professor Basheka have known that there was an appointments Board meeting when he had been removed from all emails of the Appointments Board and he was at the time out of office? Were the nature of the complaints to the IGG in anyway connected to the work of the DVCAA? Does the DVCAA deal with matters of human resource management that he could have accessed documents to raise complaint against the University to the IGG? This defeats logic. Professor Basheka had never been in touch with the DVCFA as it was indicated and she can testify to this fact.
5. That I restrict comment on the complaint against the appointments Board because this letter is part of the records of the pending case before court.

**CONCLUSION.**

Whoever seeks equity must come with clean hands. This submission raises a defense that the charges being levelled against Professor Basheka have no basis. The officers who have influenced the Appointments Board to reach this decision have been fighting a war Professor Basheka has instituted against examination malpractices, lack of financial openness and his exclusion in accessing financial details concerning the units under his oversight. The University Secretary and University Bursar have had personal grievances against the Person of DVCAA for his stand against misinformation and concealing useful information. The Academic Registrar and his Deputy have personal grievances because of Professor Basheka’s stand on their mishandling of examination processes. The Director ICT whose reports are relied upon has been fighting Professor Basheka because of his need to protect the impunity he has exhibited with his staff to manipulate the examination systems for their interests.

The legal officer who has made it a hobby to undermine my integrity acquired a Masters’s Degree without seeking for study leave. She was also recruited under a wrong scale when she did not have a Master’s degree. But she has championed the cause of fighting others. The University Secretary has severally told people how the due diligence report against Professor Basheka was negative but he never at any moment realised that his own due diligence report was very negative and almost all the things he was accused of are being experienced at Kabale University.

**There is so far no Prima Facie case that has been raised against Professor Basheka. No sufficient evidence has been presented that warrants a charge of gross misconduct on the person of Professor Basheka. The charges are based on baseless allegations. It is my prayer that the Appointments Board exonerates the DVCAA based on the evidence adduced on all allegations. No tribunal purely addressing its mind on the law and facts presented can convict on the basis of evidence adduced by the Vice Chancellor’s report. If the officers claim they have failed to work with Professor Basheka, it is purely because of his stand against mismanagement of student examination results and this can never be a ground for removing the DVCAA from office.**

**Finally, I request the University Council to investigate all the issues I have raised and come up with firm penalties on all those staff who have been involved in tarnishing the image of the University through concealing such examination irregularities.**